



BOARD OF DIRECTORS
Karina Guzmán Ortiz, Chair
Osvaldo Avila, 1st Vice Chair
Ashley Carson Cottingham, 2nd Vice Chair
Cynthia Richardson, Satya Chandragiri, Krissy Hudson, María Hinojos Pressey
PO Box 12024, Salem, Oregon 97309-0024 • 503-399-3001

Andrea Castañeda, Superintendent

AGENDA

BOARD MEETING

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

6:15 p.m. Business Session (public session)

October 10, 2023

Location: Boardroom, 2575 Commercial Street SE, Salem, Oregon. The boardroom will be open to the public with a total capacity of 65.

Public access is available online:

English: https://youtube.com/live/hqS9n_Ctua0?

Spanish: <https://youtube.com/live/OAzlusQRu1k?>

ASL: Services provided during meeting.

Spanish audio interpretation: via Interactio app. Launch the app and use event code: **SKPS2023**

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)(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.

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-person, or in writing, (sign-up using the online form is required). The link to sign up to provide public comment opens when the agenda is posted and **closes at 3 p.m. Monday**. Please [click here](#) 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 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. Appoint Three Community Members to Budget Committee

8. **CONSENT CALENDAR** Chairperson
 - a. Acceptance of Grants
 - b. Approve Hispanic Heritage Month Proclamation
 - c. Approve Hands and Words Are Not For Hurting Proclamation
 - d. Personnel Actions

9. **INFORMATION/STANDARD REPORTS** *(written form only)* Superintendent
 - a. Head Start Pre-K Program Update
 - b. Board Committee Assignments 2023-24
 - c. Board/Budget Meeting Calendar

10. **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.

11. **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: Salem/Keizer Coalition for Equality

Recognition: Support of Latino/a/x families in parenting, emotional/mental health, and leadership development

Presented by: Yuriana Coronado, Communications Outreach Coordinator

Honoring: Gwen Bruey-Finck (Director, Human Resources) and Brenda Dixon (Administrative Secretary, Human Resources)

Recognition: Implementation of New Employee Orientation

Presented by: Brian Turner, Human Resources Director of Recruitment and Staffing

Recommendation/Board Action

For information only.

APPOINT COMMUNITY MEMBERS TO THE BUDGET COMMITTEE

Background/Discussion

The budget committee is a 14-member group consisting of the Salem-Keizer School Board and seven community member volunteers appointed by the board. The committee is an advisory group, as established by Oregon statute, to make recommendations to the school board regarding the annual operating budget.

Budget committee appointees serve three-year terms and may apply for additional service once their appointed term expires.

The budget committee is open to all qualified registered voters who reside in Salem-Keizer School District, though employees, officers, and agents of the district are not eligible to serve as community members of the committee. The school board makes an effort to have appointees on the committee who represent all areas of the district. As of July 1, 2022, a school district must include at least one member of the district's educational equity advisory committee on the budget committee – ORS 328.542(2).

Each year as member terms expire, vacant positions are advertised and then appointed by the school board following an interview process during a regular school board meeting.

At this time there are three vacancies on the committee with the appointments expiring June 30, 2026 (serving spring of 2024, 2025, 2026). The district received nine applications as of the application deadline October 2, 2023. The applications of the nine community members are included in this agenda packet. The applicants are:

- Ricky Falardeau
- Alison Fisher
- Phillip Gerstner
- Lisa Harnisch
- Erica Hedberg
- Jean Jitan
- Kathryn Jones
- Alex Sosa Navarro
- Kelley Strawn

Recommendation/Board Action

It is requested the board take action to appoint three qualified community members to fill the three vacancies on the budget committee.



Budget Committee – Community Member Application

Application Deadline: Completed, signed application must be received by 4 p.m. Monday, October 2, 2023.
Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools
Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Ricky Falardeau
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Currently Unemployed
How long have you resided within the SKPS area? 30 Years In which zone do you reside? 6
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

1. Why do you want to serve on the budget committee? I would like to serve on the budget committee because I believe I would bring a diverse set of talents and outlook that would benefit the outcome of forecasting a successful budget. I have 2 children that are enrolled in Salem/Keizer, one at McNary High School and one at Cummings Elementary, so not only do I feel a community responsibility, but I have a vested interest as well in the success of Salem/Keizer Schools.
2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee? I have 15 years experience in creating, monitoring and balancing Medicaid support service funds for 600 individuals experiencing Intellectual and Developmental Disabilities all over Oregon. I also have 5 years experience in Non-Profit Agency operation budget management as Director of Integrated Services Network. In creating my agency's last DEI Strategic Plan, I have the contemplation skills and emotional intelligence to account for the needs of many when coming to a conclusion. I have experience in working with government agencies all over Oregon, so I am able to have collaborative and solution-focused conversations.
3. How does the work of the budget committee build equity for our students, staff, and community? The budget committee builds equity for all parties when it can be comprised of a diverse selection of constituents, providing feedback by using the voice and concerns of the students, staff and community to inform the direction and allocation of the budget.

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: Richard Falardeau III
(Unsigned applications will not be accepted)

Digitally signed by Richard Falardeau III
Date: 2023.09.15 15:03:35 -0700'

Date: _____



Budget Committee – Community Member Application

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Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools

Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Alison Fisher
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Willamette University
How long have you resided within the SKPS area? 12 years In which zone do you reside? 3
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

<p>1. Why do you want to serve on the budget committee? I am a Salem-Keizer parent; my son graduated from SSHS in 2021, and my daughter is a senior at SSHS. Both of my children have received an excellent education in the S-K district and participated heavily in its nationally-recognized music programs. I want to serve on the budget committee to help ensure that all current and future S-K students have the same outstanding opportunities my kids have had.</p>
<p>2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee? I am an educator with strong analytical, communication, and budget management skills; I hold BS and PhD degrees in Chemistry and have been a chemistry professor for over 21 years. As a professor, I have secured and managed over \$2.7 Million in grant funding for research, education, and student support. In my volunteer work with Children's Educational Theatre and the South Salem High Music Boosters (both non-profit organizations), I have managed and/or overseen approx. \$650,000 in combined annual budgets.</p>
<p>3. How does the work of the budget committee build equity for our students, staff, and community? First, the committee needs to understand the differential needs of the diverse populations of students, staff members, and community members the budget serves, as well as the existing structural and systemic sources of inequity. Then, the committee must make difficult budgetary decisions that intentionally combat these inequities in meaningful ways.</p>

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: Alison Fisher
(Unsigned applications will not be accepted)

Date: 9/29/2023

EDUCATION

Ph.D. in Chemistry (Biochemistry Emphasis), University of Colorado, Boulder 2001
B.S. in Chemistry, German; Lee Honors College, Western Michigan University 1997
Summa cum laude

RELEVANT EXPERIENCE

Professor, Department of Chemistry, Willamette University, August 2010-Present;
Department of Chemistry, Norwich University, August 2001-July 2009

- Teach courses in Chemistry and Biochemistry to approx. 100 students per year
- Lead a research program in novel enzyme discovery
- Mentor chemistry majors in research projects and research thesis writing
- Secure and manage grants (over \$2.7 Million total) for research, education, and student support
- Serve on College and University Committees, including the EDI Working Group and the Curriculum and Academic Policy Committee for the College of Arts and Sciences

Director, STEM Fellows Program, Willamette University, February 2018-Present

- Lead and manage a program that supports approx. 115 low-income students majoring in STEM fields annually, including securing and managing over \$2 Million in grant funding
- Recruit students, review scholarship applications, and select scholarship recipients
- Develop and administer programming in academic skills, community building, and career development
- Liaise with Willamette University community partners (Offices of Admissions, Housing, Student Support, and Career Development) to develop and administer holistic curricular and co-curricular programming

President, South Salem High Music Boosters, June 2022-Present

- Provide leadership for parent volunteer organization that raises essential funding for South Salem High School's three music programs
- Oversee an annual budget of approx. \$65,000
- Coordinate the annual Music Day fundraiser, raising roughly \$20,000 each year

Board Treasurer, Children's Educational Theater, September 2019-October 2022

- Managed an annual budget of approx. \$240,000.

Chair, Department of Chemistry, Willamette University, June 2018-June 2021

- Prepared equitable teaching schedules every semester
- Managed an annual budget of approx. \$90,000
- Led departmental curriculum initiatives and search committees for new faculty hires



Budget Committee – Community Member Application

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Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC)).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools

Attn: Ashley Stovin, Executive Administration

2450 Lancaster Drive NE

Salem, OR 97305

Email: stovin_ashley@salkeiz.k12.or.us

Name: Phillip H. Gerstner
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Lighthouse Home Loans
How long have you resided within the SKPS area? 28 years In which zone do you reside? 6
Are you a qualified voter of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

1. Why do you want to serve on the budget committee?

I am interested in giving back to the community. My wife and I had four children graduate from the Salem-Keizer School District. We feel that they had a great experience. They were able to develop academically, athletically, and culturally. I would like to help the next generation have the same great experience. I can do this best as a contributing member of the budget committee. As an empty nester, I have a bit more time to help the community. I feel my experience as a CPA, business leader, and business owner would benefit the budget committee and school district.

2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee?

I have been fortunate to have a broad exposure to many businesses and work with people from many walks of life. As a CPA, I was exposed to many different profit and non-profit businesses. I participated in many attestation engagements as well as tax preparation for individuals, partnerships, corporations, and non-profit organizations. My work in private industry allowed me to work with large organizations. That work included forecasting, budgeting, pricing, human resource allocation, system installation and business plan development. I also developed efficiency and cost-savings programs that improved operational results. This work allowed me to work with many stakeholders. I worked with government agencies, executives, all levels of managers and supervisors, production staff, vendors, sales force members, and consultants. I enjoy people and work well with others. I believe that my skill set would be helpful in creating effective budgets for the broad stakeholders of the school district.

3. How does the work of the budget committee build equity for our students, staff, and community?

I believe that the budget committee needs to gain an understanding of the needs of all the stakeholders in the school district. The school district has limited resources. Those resources must be deployed to help the greatest number of people. Since the school district stakeholders include students, staff, and the community, one needs to be mindful that budget decisions affect a broad group of different individuals. I believe the primary goal of the school district is to prepare our young people to be successful in life. My primary goal would be to use the budgeting process to build equity for all stakeholders so they can be successful.

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: 
(Unsigned applications will not be accepted)

Date: 10/2/2023

303 2733 1150

Phillip H. Gerstner, CPA

EXPERIENCE:

08/13 – Present

President, Lighthouse Financial Enterprises, Inc.; Salem, OR

- 100% owner. Responsible for all aspects of financial health and growth of the company.
- Mentored and guided staff with professional and business development.

6/09 – 08/13

Chief Financial Officer, Lighthouse Home Loans, Inc.; Salem, OR

- Completed and supervised state compliance and Federal FHA/HUD audits.
- Implemented operational improvements in reporting, processing and information systems.
- Performed purchase analysis and completed acquisition of “Horizon Mountain Mortgage” which is currently our Silverton operation.

12/07 – 6/09

Senior Loan Officer, Seattle Mortgage Company; Keizer, OR

- Obtained optimal financing solutions for clients’ refinance, purchase and investment needs.
- Guided clients from the loan application through final transaction closing.
- Researched and wrote a series of credit articles published by local realtors and newspaper

12/94 – 8/10

General Manager, Production Control Manager; and Controller/Assistant Controller, TTM Technologies – Dallas Division; Dallas, OR (AKA TYCO and Praegitzer Industries)

- Worked closely with city, county, state and federal government entities; factory staff; corporate executives; customers; suppliers; outside auditors; and accounting staff on diversified plant closure issues resulting in compliance with rules, regulations and goals.
- Produced a final production plan and completed the plan on-time and exceeded budgeted profit goals.
- Chose and managed a facility decommission team that accomplished on-time closure and under-budget performance.
- Oversaw successful implementation of SAP and Fastrak production software

1/91 – 11/94

Senior Staff Accountant (CPA), Johnson & Shute, P.S.; Bellevue, WA

- Completed attestation engagements at the audit, review, and compilation levels for non-profit and for-profit business entities.
- Prepared and reviewed corporate, partnership, fiduciary, and individual tax returns

CERTIFICATES AND HONORS:

- Six Sigma Greenbelt with successful \$300K “Yields” savings project.
- Licensed Certified Public Accountant in Oregon (Active) and Washington (Inactive).
- Completed Dale Carnegie Management Seminar.
- Graduated from a nine-month “Leadership Redmond” program sponsored by Redmond Chamber of Commerce.

NON-PROFIT AND CHARITY EXPERIENCE:

- Various church leadership positions for Salem/Keizer/Silverton/Woodburn area.
- Friends of Scouting Fundraising Chairman and Assistant Scoutmaster for Troop 67.
- Church Auditor and Clerk.

EDUCATION:

University of Washington
Bachelor of Arts in Business Administration
Concentration: Accounting GPA: 3.5/4.0 scale



Budget Committee - Community Member Application

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Salem-Keizer Public Schools
Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Lisa Harnisch
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Marion & Polk Early Learning Hub
How long have you resided within the SKPS area? 30 years In which zone do you reside? 1
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

1. Why do you want to serve on the budget committee?

I am passionate about our district and having the strongest school system for our children. Our community deserves and relies on our schools for an education and a sense of belonging. This next budget will be a very challenging one, and we had glimpses of that in our last budget session. I am willing to be a part of the path forward through these lean years.

2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee?

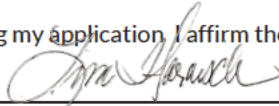
I am a previous budget committee member (term ended 2023) and bring that perspective. I am the ED of a nonprofit and have some understanding of how the grant process works. In addition, I understand the legislative process including the state school funding and the many state and local grants that support the district. I also have a working knowledge of the demographics and challenges our families are facing.

3. How does the work of the budget committee build equity for our students, staff, and community?

The allocation of resources to address unfair disparities is a key function of the budget committee, and one that will be extremely challenging given the significant shortfall anticipated. The budget committee, District staff and School Board must be aligned and focused on keeping equity at the center. An equitable budget will take into account the wide socio-economic, cultural, linguistic, and otherwise historically underserved communities.

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: 
(Unsigned applications will not be accepted)

Date: October 1, 2023



Budget Committee - Community Member Application

Application Deadline: Completed, signed application must be received by 4 p.m. Monday, October 2, 2023.
Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC)).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools
Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

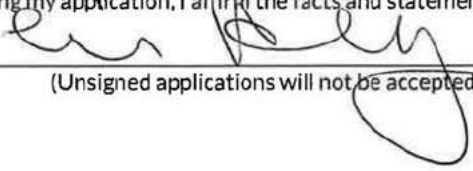
Name: Erica Hedberg
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Moda Health
How long have you resided within the SKPS area? 15 years In which zone do you reside? 6
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

1. Why do you want to serve on the budget committee? I believe I have skills and experience that would be a positive contribution to the budget committee. I attended schools in the Salem-Keizer school district as a child, and I know have my own child who attends high school in the district. I want to help contribute to ensuring the best, most equitable use of funds to support our district staff, our students, and our community.
2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee? I have a bachelor's degree in business administration and a masters degree in public administration. My current job has also provided me with experience that would be relevant for the budget committee. I am currently the Direction of Government Programs for Moda Health. That involves overseeing accounts with revenue over \$800 million annually. I am responsible for ensuring the financial stability of these accounts as well as ensuring a positive member experience with our products. I work collaboratively with internal departments, the State of Oregon, group administrators, and key external stakeholders to ensure these objectives are met.
3. How does the work of the budget committee build equity for our students, staff, and community? The budget committee makes budgetary recommendations to the school board. It is important that these recommendations incorporate equity from the very beginning and not just as an afterthought. The budget needs to equitably meet the needs of all groups and not just the needs of a few. I believe the budget is the most important aspect of equity as funding determines what our priorities are and what we support. The budget should reflect an equitable approach to services, recruiting, programs, and everything else down the line. This can only be accomplished through budget recommendations that are developed with equity at the forefront throughout the entire budget process.

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: 
(Unsigned applications will not be accepted)

Date: 9/18/2023

Erica Hedberg

Director Government Programs at Moda Health

[REDACTED]
[REDACTED]
[REDACTED]

Experienced leader with a demonstrated history of working in the insurance industry. Skilled in health insurance, customer service, leadership, and team building. Strong sales professional with a Master's Degree focused in Masters Public Administration: Health Administration MPA:HA from Portland State University.

Professional Experience

Moda Health March 2021 - Present

Director Government Programs

Responsible for management of Moda's large, statewide strategic accounts. Oversee's all activities related to retention, growth, and profitability. Builds and maintains relationships with key stakeholders and represents Moda's interests in key initiatives.

Moda Health August 2019 - March 2021

Manager, State Govt. Accounts Strategy

Responsible for growth and retention of Moda's large, statewide strategic accounts.

Portland, Oregon November 2017 - August 2019

Senior Account Executive

Managed Moda's largest statewide commercial accounts.

Portland, Oregon, Portland, Oregon Area August 2015 - November 2017

Account Executive

Managed Moda's largest statewide commercial accounts.

Oregon Educators Benefit Board June 2012 - July 2015

Program Manager

Managed multiple programs to support OEGB entities and members.

Oregon Health Authority March 2005 - June 2012

Research Analyst

Education

Master's Degree in Masters Public Administration: Health Administration MPA:HA 2012 - 2015

Portland State University

Bachelor's Degree in Business, Management and Marketing 2000 - 2004

Portland State University

Volunteering

Women In Leadership Program Advisor May 2023
Linfield University



Budget Committee - Community Member Application

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Salem-Keizer Public Schools

Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Jean Jitan
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Oregon Department of Revenue
How long have you resided within the SKPS area? 15 years In which zone do you reside? Keizer - Zone 8b
Are you a qualified voter of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

<p>1. Why do you want to serve on the budget committee? I have an interest in knowing the details on how our tax dollars are spent by the Salem-Keizer School District. Also, I would like to participate in listening and understanding our public concerns that they may have. By serving on the budget committee, I would like to be part of the development process of the Salem-Keizer School District's budget and to make sure that the public concerns are considered in the budget process.</p>
<p>2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee? I am a Finance, Taxation, and Exemption Analyst in the Property Tax Division at the Department of Revenue. Part of my job is to construe Local Budget Law and assist local officials on Local Budget Law. In addition, I review the budgets of the local districts. Also, I have experience in working in the education sector. I was a business adjunct professor at Chemeketa Community College and California State University in Sacramento where I am familiar with school settings and needs. Moreover, I hold a master's degree in Finance and have an interest in budgets.</p>
<p>3. How does the work of the budget committee build equity for our students, staff, and community? To me, equity is recognizing that all students are different and come to their education with different needs. I feel that being part of the Salem-Keizer School district budget process will allow me to listen and understand the concerns of all people; thus allow me to participate in helping develop a more equitable budgeting model that takes into account student, staff and community needs.</p>

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature:  _____
(Unsigned applications will not be accepted)

Date: 9/13/2023

Jean Jitan



CORE COMPETENCIES

- * Construe Local Budget Law
- * Team Leadership & Training
- * Public Speaking
- * Revision of local district's budgets
- * Strategic and Financial Planning
- * Business Principles

PROFESSIONAL EXPERIENCE

Oregon Department of Revenue – Salem, OR 2016 – present
Finance, Taxation and Exemption Analyst

Advise county and local government officials on statutory and regulatory requirements and how to interpret and apply Local Budget Law, property tax laws and rules, regulations, policies, and procedures. Evaluate county program administration for compliance with Oregon statutes and rules, and recommend needed changes.

Analyze and recommend statewide policy regarding duties, jurisdiction, and resources for property tax exemptions, tax extension, collection, distribution, and assessment standards.

Oregon Department of Revenue – Salem, OR 2014 – 2016
Collection Operations/Policy Coordinator

Chemeketa Community College – Salem, OR 2010 – Present
Finance Professor and Arabic Instructor

California State University – Sacramento, CA 2007
Business Instructor

TIAA-CREF – San Francisco, CA 1994 – 1999
Consultant, Individual Client Services

EDUCATION AND SKILLS

Masters of Science in Finance * University of Colorado- Denver, CO

Well-developed interpersonal communication skills with demonstrated fluency in *English and Arabic*.



Budget Committee - Community Member Application

Application Deadline: Completed, signed application must be received by 4 p.m. Monday, October 2, 2023.
Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools
Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Kathryn Jones
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Oregon Department of Revenue
How long have you resided within the SKPS area? 14 years In which zone do you reside? 1
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

1. Why do you want to serve on the budget committee? I believe a budget is a moral document, and outlines the priorities of our community. Equal access to education helps every child realize and capitalize on their strengths, as well as identify and reach out for opportunities, which in turn helps them lead fulfilling lives that benefit their families and our community. Functioning schools with focused budgets are the bedrock of every thriving democracy and economy.
2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee? I have extensive experience with government budgets and grant funding. I was the Grants Director for the Department of Early Learning, and I led the effort to move federal and state grants to child care centers to keep them open during the pandemic. I have built complex budgets that included multiple projects, many programs, and different colors of funding sources for three different state agencies-- Transportation, Education, and Revenue. I also know how to read and write project budgets, partially for construction.
3. How does the work of the budget committee build equity for our students, staff, and community? The SKSD budget is the vehicle that this community uses to communicate its support to every unique child-- particularly those from historically under-served and even persecuted communities. Children see the support through more resources and programs that support who they are, and teachers see it through increased classroom help. Budgets, if written properly, help communities reach these objectives while still balancing political demands, funding strings, and grant requirements.

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: /s/ Kathryn Jones
(Unsigned applications will not be accepted)

Date: 10/1/2023

Kathryn Jones

M.P.A. with experience in policy analysis, project management, budgeting, contract administration, IT system build, public program development, legislative reporting, legislative concept development, and administrative rules creation and execution. Proven ability to deliver quality results under tight timelines. Strategic visionary with the passion and ability to analyze, create and maintain public programs that deliver efficient and effective results to the public and the legislature. Enthusiastic leader that enjoys creating cohesive teams and leading them to achieve objectives and realize project goals.



EDUCATION

Masters, Public Administration

Arizona State University
Tempe, Arizona
August 2009

BA, International Relations

Minor Business Management
Brigham Young University
Provo, Utah
December 2006

KEY SKILLS

Policy Analysis
Public Program Build
Project Management
Contract Administration
IT System Build

CERTIFICATIONS/ AWARDS

**Project Management
Institute Certified (PMP)**
October 2019

**Oregon Project
Management Certification**
Graduated January 2018

DOR GEM Award
October 2022

ODOT Emerging Leader
September 2017

ODOT Driving Force Award
(5 times)

WORK EXPERIENCE

Procurement Manager | Accounting Manager | Senior Policy Analyst | Project Manager Department of Revenue | 3/2021 - Present

- Led the operational improvement project in Financial Services to address years-worth of audit-identified issues, including bank reconciliation and revenue reporting.
- Worked with all divisions to execute new workflows, documented 140 processes, and implemented numerous program efficiencies and system fixes.
- Identified Revenue's tax, fee, and administrative programs; showing how each of the 65 revenue streams moves through the GenTax system and the state's banking accounts to benefit Oregon.
- Led the Procurement team to quickly turn around program requests, update thousands of agreements, and executed contracts according to rule and statute.
- Led the Statewide Tax Receipts and Transfers unit to disburse and report on billions of dollars that feed the general fund, state agencies and local governments.

Project Manager for Oregon22 | Governor's Office | 4/2022 – 8/2022

- Helped execute the first World Athletics Track and Field event in the United States. Coordinated eight state agencies, Oregon's universities, transit agencies, airports, local businesses and several cities and counties to welcome thousands of visitors and athletes from around the world to Oregon.

Grants Manager | Early Learning Division | 6/2020 – 3/2021

- Delivered over \$80 million in emergency grant relief to over 3,500 child care providers.
- Successfully organized and developed an essential supply system, which delivered over 6,000 care packages to keep child-care providers open during the pandemic.
- Led the 11-member Grants Team to organize, execute and manage grants and contracts for six early childhood programs, and led the IT team to close a 4-year troubled IT project.

Senior Project Manager | Oregon State Treasury | 4/2019 – 6/2020

- Led the effort between three state agencies to move the main revenue generator of the Common School Fund, the Unclaimed Property Program, to Treasury to improve its ability to return money to Oregonians. Wrote legislative concepts and project documents.
- Led the project team to implement a new IT System Management solution.

Project Manager/Policy Analyst | ODOT Office of Innovation | 8/2014 – 4/2019

- Envisioned the future of transportation financing, and the White House included my recommendations on immediate and long-term action items in its 2018 report to Congress.
- Created, planned, and wrote over five grants for road usage charge pilots, which to date have secured ODOT over \$10 million in federal funding.
- Helped ensure the OREGO pay-by-the-mile tax program was developed on schedule, completed under budget, and delivered beyond the baselined scope.
- Led eleven states to complete the first federal STSFA grant in the nation. The project laid the framework for a road usage charge program between Oregon and California.
- Developed effective business processes and wrote administrative rules for the new tax program that adhered to state laws, policies, and best practices. Frequently executed improvements to increase the sustainability and efficiency of the new pay-by-the-mile tax program, as well as reported project progress to stakeholders and legislative bodies.
- Worked with several tolling authorities and private sector vendors to create requirements for a different way to toll, which leverages existing transportation systems to provide tolling alongside a new mobility-as-a-service application.
- Rebuilt the Office of Innovation \$12 million budget and staffing model.

References and additional work history available on request.



Budget Committee – Community Member Application

Application Deadline: Completed, signed application must be received by 4 p.m. Monday, October 2, 2023.
Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools
Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Alexander sosa navarro
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]:
How long have you resided within the SKPS area? 19 years In which zone do you reside? zone 2
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

1. Why do you want to serve on the budget committee?

As a recently graduated student from Salem Keizer School District, I can offer an important perspective about the needs of students. I want to do my best to support the needs of students by advising on budget expenses.

2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee?

I am a first generation, immigrant student that graduated from North Salem High school. I have a fresh knowlegde on the needs of our public education. As an employee at a local non-profit, I often oversee budgets for projects and program expenses. I have participated in many equity trainings and have extensive experience in racial and gender equity advocacy.

3. How does the work of the budget committee build equity for our students, staff, and community?

Equity comes through systemic change, and systemic change only happens through budget implementations that improve programs and services for recipients or participants. Our budget must reflect the needs of students most impacted by educational disparities, and give historically marginalized educators the tools and income to be successful at their job.

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: ASW

(Unsigned applications will not be accepted)

Date: 9/26/2023



Budget Committee – Community Member Application

Application Deadline: Completed, signed application must be received by 4 p.m. Monday, October 2, 2023.
Availability: Three positions are open, each for a three-year term ending June 30, 2026 (as required by Oregon statute, one position must be filled by a member of the District Equity Advisory Committee (DEAC)).

Please return the completed, signed application by mail or email to the address below. A single, one-sided page resume that includes relevant experience may be attached, but no additional materials will be accepted.

Salem-Keizer Public Schools
Attn: Ashley Stovin, Executive Administration
2450 Lancaster Drive NE
Salem, OR 97305
Email: stovin_ashley@salkeiz.k12.or.us

Name: Kelley Strawn
Address, City, State, Zip: [REDACTED]
Phone: [REDACTED]
Email Address: [REDACTED]
Employer [may not be an officer, employee, or agent of the district, ORS 294.414(4)]: Willamette University
How long have you resided within the SKPS area? 18+ years (since 08/2005) In which zone do you reside? Zone 4
Are you a qualified vote of the district [ORS 294.414(2)]? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a member of the District Equity Advisory Committee (DEAC)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (At least one position will be filled by a DEAC member.)

Please answer the following questions:

<p>1. Why do you want to serve on the budget committee? I am deeply committed to public education. There is no more important collective action in our society than the investment we make in ALL of our children and their learning. I have worked in higher education my entire adult life. I would like to use my training, knowledge, and experience in higher education to support and improve primary and secondary education in the SKSD. I want to work to support students, teachers, and administrators in delivering maximum opportunity to every child and family. The district budget is central to these outcomes, and I hope to serve on the Budget Committee to help ensure that we allocate resources in the most effective ways possible.</p>
<p>2. What knowledge, education, and/or skills do you have that would be relevant to service on the budget committee? Professionally, I have trained and worked in education my entire adult life. For 18+ years, I have been a professor of sociology and, more recently, an associate dean and an associate provost at Willamette University; prior to that, I taught both college and high school courses. In my various roles, I have worked with and been responsible for education budgets; and, my areas of professional expertise intersect substantially with economics and economics. Personally, my wife and I have raised two boys who have both matriculated through the SKSD. We have been active members of the school communities at Faye Wright Elementary, Sumpter Elementary, Crossler MS, and Sprague HS. I was a candidate for the Zone 4 Director seat this past May, so my awareness of the full range of challenges facing the District - budgetary and others - is very high. Overall, then, I have considerable training, expertise, and experience to draw on in this role.</p>
<p>3. How does the work of the budget committee build equity for our students, staff, and community? To "build equity" means "to construct value in something". The budget committee works to "build equity" by determining (a) where to spend annual dollars, so that (b) the members in the community maximize the value they get from those dollars spent. Investing in teachers, in infrastructure, and - most importantly - in educating children builds equity in a number of ways. Thus, how the District allocates its scarce resources toward this resource maximization is a very important task to which the Budget Committee contributes. (One could also interpret this question in the context of "being equitable," which is also important work for the Committee. Structural inequality is real in education, and to overcome these inequalities, we must strategically and equitably allocate resources if we are to give every child the opportunity to succeed in their education.)</p>

I understand the commitment of multiple evening commitments and potential Saturday meetings. These meetings are likely to occur between January and May and may include pre-meetings during the fall and winter of 2023.

By submitting my application, I affirm the facts and statements contained herein are true and complete.

Signature: 
(Unsigned applications will not be accepted)

Date: 9/18/23

Kelley D. Strawn, Ph.D.



PROFESSIONAL SUMMARY

- Higher education professional with training and experience essential to understanding challenges and advancing outcomes in institutions of higher learning in the contemporary era of data-informed problem-solving, strategic planning, and demonstration of mission fulfillment.
- Professor (tenured; fully promoted), researcher, and university administrator who offers a diverse and synergistic combination of leadership, research design, and both quantitative- and qualitative-analysis experience for the higher education executive role.
- Sociologist and citizen with a deep commitment to praxis with respect to advancing equity, diversity, inclusivity, and opportunity in both the public and the private spheres.

EMPLOYMENT

Associate Provost for Institutional Research – Willamette University – Salem, Oregon
6/1/22 to Present (Assistant Provost: 6/1/21 to 5/31/22; Acting Director: 6/1/20 to 5/31/21)

Faculty Associate Dean for Curriculum – Willamette University, College of Arts & Sciences
1/1/18 to 5/31/21

Professor of Sociology – Willamette University, College of Arts & Sciences
Hired: August, 2005 Tenured: August, 2011 Promoted: August, 2020

EDUCATION

Ph.D. Sociology, University of Wisconsin-Madison
Aug. 2005 Dissertation: *Economy, Politics, and Protest in Mexico, 1999-2000: An Event Analysis*
 Concentrations: Political Sociology; Social Movements; Economic Change; Latin America/Mexico

M.S. Sociology, University of Wisconsin-Madison
Dec. 2000 Concentrations: Political Sociology; Social Movements; Economic Change; Latin America/Mexico

M.A. Political Science, Boston University
June 1994 Concentrations: Comparative Politics; International Relations; Latin America

B.A. International Studies, Whitworth College – Spokane, WA
May 1991 Minor: Spanish Language

RECENT PROFESSIONAL DEVELOPMENT & TRAINING

2022 *Behavioral Threat Assessment Training*. Presented by John Van Dreel Consulting and Property and Casualty Coverage for Education (PACE). April 7-April 8.b

2020 *Title IX Training*. Presented by Grand River Solutions. Dec. 3-Dec. 4.

2019 Invited participant in the *Supporting Faculty of Color Workshop* organized by our Northwest 5 Consortium. Held at Lewis & Clark College, June 3-5.

2019 Participant in *Men Can Stop Rape* workshop at Willamette University, on April 11, and facilitator for the Men Can Stop Rape campus colloquium on April 10.

LANGUAGES

- English- and Spanish-language fluent in reading, speaking, and writing

APPROVAL OF GRANT ACCEPTANCE

Background/Discussion

Grant funds for special projects, which are consistent with district goals and objectives, are recognized as desirable funding sources. Each year millions of dollars in grant fund budgets are submitted to the school board for approval.

**GVP24 Preschool Promise
Early Childhood Program**

This grant will provide the district with the ability to service an additional 141 pre-k students at Richmond, Bethel, Myers, Scott, Seymour Center, Englewood, Kennedy, and Clear Lake Elementary schools. These funds will go towards staffing, professional development, and classroom supplies.

Funding Breakdown:		\$2,051,550
Instruction	\$1,913,016	
Support Services	\$87,295	
Enterprise and Community Services	\$51,239	

Funding Source:
Oregon Department of Early Learning & Care

**GB124 Native Education Title VI
Native Education Program**

This grant is to provide additional academic support services that are culturally and linguistically related to American Indian and Alaska Native students with the goal of increasing their ability to reach high academic state standards.

Funding Breakdown:		\$191,090
Instruction	\$90,222	
Support Services	\$13,882	
Enterprise and Community Services	\$86,986	

Funding Source:
U.S. Department of Education

**GH224 McKinney-Vento Homeless Education 23-24
Federal Program**

These funds will be used to identify and meet the educational needs of youth experiencing barriers that impact enrollment, attendance, and school success.

Funding Breakdown:		\$51,500
Support Services	\$51,500	

Funding Source:
ODE

GY024 Staff Well-Being Spaces

Social & Emotional Health Department

This grant will allow us to grow staff wellbeing spaces in 4 additional schools (Gubser, Chapman Hill, Sumpter and Parrish) in our 23-24 school year.

Funding Breakdown:		\$19,952
Support Services	\$19,952	

Funding Source:
 Kaiser Permanente & OEBC

GE124 Title I-A

Federal Programs

This grant provides funding which supplements the district's resources to ensure that students in schools with high percentages of poverty meet the challenging state academic standards.

Funding Breakdown:		\$15,843,336
Instruction	\$6,402,996	
Support Services	\$6,088,438	
Enterprise and Community Services	\$3,351,902	

Funding Source:
 ODE

GH824 Youth Transition Program (YTP) 2023-24

Student Services

The YTP program is a transition program designed to prepare students with disabilities for employment or career-related post-secondary education or training. The grant provides staffing, staff development, supplies and travel for the operation of the YTP program.

Funding Breakdown:		\$498,952
Instruction	\$472,347	
Support Services	\$26,605	

Funding Source:
 Oregon Department of Human Services

GK124 Title IV-A

Federal Programs

Grant funds are prioritized for student enrichment in 3 areas: Well-Rounded Education, Improving School Conditions for Learning, and Using Technology to improve digital literacy of students.

Funding Breakdown:		\$2,667,226
Instruction	\$231,001	
Support Services	\$2,229,835	
Enterprise and Community Services	\$206,390	

Funding Source:
ODE

GF924 Title I-C Migrant Preschool School Program 23-24

Migrant Education Program

This grant provides supplemental services to identified migrant students and families.

Funding Breakdown:		\$195,332
Instruction	\$184,276	
Support Services	\$7,735	
Enterprise and Community Services	\$3,321	

Funding Source:
ODE

GH324 Title I-C Migrant Regular School Program 23-24

Migrant Education Program

This grant provides supplemental services to identified migrant students and families.

Funding Breakdown:		\$1,564,364
Instruction	\$875,815	
Support Services	\$667,077	
Enterprise and Community Services	\$21,472	

Funding Source:
ODE

**GP824 Salem-Keizer Leadership Development Platform – Grow Your Own
Human Resources/Curriculum**

This grant is a comprehensive commitment specific to recruiting, training, hiring, evaluating, and supporting district leaders (administrators). Grant funds will be spent on staff time to develop and facilitate the initiatives, training costs for mentors/coaches of leaders, a partnership with Center of Educational Leadership (CEL), to deliver their Instructional Leadership Academy to district administrators, and develop and implement a new administrator evaluation system for the district.

Funding Breakdown:		\$609,316
Support Services	\$609,316	

Funding Source:
ODE

**GH624 Title I-D
Federal Programs**

Grant funds will provide supplemental funds for neglected and delinquent youth.

Funding Breakdown:		\$169,208
Instruction	\$67,351	
Support Services	\$26,263	
Enterprise and Community Services	\$75,594	

Funding Source:
ODE

Recommendation/Board Action

Staff recommends the board approve the grant/contract budgets and authorize the director of budget and financial services to enter into a contract with the organizations in the above listed grant/contract awards. Additionally, the board is requested to authorize an inter-fund loan, if necessary, from the General Fund to the Special Revenue Fund for the period between program expenditures and the receipt of program reimbursement. Money so loaned will be returned to the General Fund.

**HISPANIC HERITAGE MONTH AND WELCOMING WEEK
PROCLAMATION**

Background/Discussion

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15 by celebrating the contributions of Americans whose ancestors came from Spain, Mexico, the Caribbean, Central America, and South America.

The Hispanic heritage observance began in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988.

Recommendation/Board Action

Staff recommends the board approve the Hispanic Heritage Month Proclamation.



HISPANIC HERITAGE MONTH PROCLAMATION

WHEREAS Salem-Keizer Public Schools recognizes that the Hispanic and Latino/a/x people and cultural heritage contribute to our nation's success in extraordinary ways – they are integral to our economy and success; they are essential as community and business leaders, workers in the agricultural industry; they serve in the military, they serve as educators, and they are part of all our schools and community; and

WHEREAS the Latino/a/x heritage of the United States extends over many years; and

WHEREAS Indigenous cultures resided in this region before Oregon obtained statehood; and

WHEREAS Spaniard and Mexican cultures have lived in North America since the Spaniards established its colonies there in the sixteenth century; and

WHEREAS the United States has a centuries-old tradition of welcoming immigrants, which has given us a tremendous advantage over the rest of the world, and our school board affirms that tradition; and

WHEREAS the Salem-Keizer Hispanic and Latino/a/x community has the same dreams, values, trials, and triumphs as all people, and they show the same grit and determination that have carried us forward for centuries; and

WHEREAS 40 percent of our students and 14 percent of our staff identify as Hispanic or and Latino/a/x; and

WHEREAS the school board is committed to creating pathways to grow opportunities for Hispanic and Latino/a/x employees to have more equitable representation; and

WHEREAS the school board supports providing opportunities for our Hispanic and Latino/a/x students to partner and celebrate their cultures through MEChA, the Movimiento Estudiantil Chicano de Aztlán club, whose motto is “unity makes strength,” and other Latino/a/x clubs and activities; and

WHEREAS our schools honor and preserve the linguistic and cultural assets of students through bilingual and dual language programs, and our Heritage Spanish and Advanced Placement Spanish courses. These contribute to producing students who are prepared for the Oregon Biliteracy Certificate, a highly sought-after job quality, as well as honoring and enriching the diverse backgrounds of our students from Spanish-speaking households. These programs also provide the same opportunities to non-Spanish speaking students from diverse backgrounds, which contributes further to a positive, integrated multicultural multilingual school community; and

WHEREAS our community is strengthened by the support and advocacy from Latino/a/x based community organizations like the Salem-Keizer Coalition for Equality, Mano a Mano Family Center, Latinos Unidos Siempre, Mujeres Luchadoras Progreistas (MLP), Pinos y Campesinos Unidos del Noroeste (PCUN), Causa, Instituto de Cultura Oregoniana (ICO), Interface Network, Farmworker Housing Development Corp.; Capaces Leadership Institute, Centro de Servicios Para Campesinos (CSPC), Casa de la Cultura Tlanese, Enlace, groups promoting understanding of Indigenous Mesoamerican cultures, and FACES of America; and

WHEREAS inclusion is a core value of our district, and the school board has a responsibility to oppose the historical systemic racism toward Hispanic, Latino/a/x and immigrant people in Oregon, which perpetuates high rates of educational inequities, poverty and income inequality, and disproportionate health outcomes, all of which exacerbate social and economic crises; and

WHEREAS the school board has affirmed its position of being a safe and welcoming school district; and

WHEREAS at no time in our community's history has the need to work together been more necessary, and it is important that residents of Salem and Keizer join in a spirit of welcoming and inclusiveness to embrace the talents and contributions of all residents, specifically Hispanic and Latino/a/x members of our community; and

WHEREAS the school board commits to creating successful educational outcomes for our Hispanic, Latino/a/x and immigrant students;

NOW, THEREFORE, the Salem-Keizer School District Board of Directors proclaims Sept. 15 to Oct. 15 to be Hispanic Heritage Month and encourages all members of our community to join in celebrating our Hispanic, Latino/a/x and immigrant students and families.

Karina Guzmán Ortiz, Chairperson, Board of Directors
Salem-Keizer Public Schools

Date

**HANDS & WORDS ARE NOT FOR HURTING
PROCLAMATION**

Background/Discussion

Each year, the school board votes to adopt the Hands & Words Are Not For Hurting Proclamation to show support for the week dedicated to creating and sustaining a better school and community environment. This year, the week dedicated to this cause is October 15-21, 2023.

Recommendation/Board Action

It is recommended the board approve the Hands & Words Are Not For Hurting Proclamation.



HANDS & WORDS ARE NOT FOR HURTING PROCLAMATION



WHEREAS a world without abuse and violence is a dream we all share; and

WHEREAS we acknowledge that any form of mistreatment of another is abuse; and

WHEREAS abuse can be in the form of verbal, mental, or physical and often escalates to further violence; and

WHEREAS we believe that all people have the right to live free of abuse and violence; and

WHEREAS we believe that every person can make a difference in stopping abuse and violence by not using violence to control others, by not tolerating any form of abuse from others, and by developing healthy relationships at every age and in all circumstances based on respect and equality; and

WHEREAS self-harm and suicide must be acknowledged as a serious public health crisis as numbers of victims continue to escalate in children, teens, and adults; and

WHEREAS we recognize and support the efforts of district staff and our community in promoting respect and equality for all people, teaching conflict resolution behaviors, and helping students learn how to stop abusive cycles; and

WHEREAS we recognize the Hands & Words Are Not For Hurting Project's Purple Hands Pledge® is an effective tool in abuse, violence, self-harm, and suicide prevention education;

NOW, THEREFORE, the Board of Directors of Salem-Keizer Public Schools proclaims October 15-21, 2023, to be the 26th Annual National Hands & Words are Not For Hurting Week in the Salem-Keizer Public Schools.

We call upon our community to observe October 15-21 as the Hands & Words Are Not For Hurting Week and encourage everyone in the community to take the Purple Hands Pledge®:

"I Will Not Use My Hands Or My Words For Hurting Myself Or Others."®

Karina Guzmán Ortiz, Chairperson
Salem-Keizer Public Schools Board of Directors

Date

PERSONNEL ACTIONS

Licensed Actions

Last	First	Location	Start Date	End Date	Status
Andersen	Kristin	Sprague High School	9/11/23	6/17/24	Temporary part-time

Last	First	Location	Start Date	End Date	Status
Acuna	Skylar	Crossler Middle School	9/20/23	6/17/24	Temporary full-time
Aldama-Gandara	Juanita	Hammond Elementary	9/25/23	12/15/23	Temporary full-time
Beisley	Douglas	Bush Elementary / Washington Elementary	8/29/23	6/17/24	Temporary full-time
Del Rio-Santiago	Anabel	Washington Elementary	9/6/23	6/17/24	Temporary full-time
Denny	Kevin	North Salem High School	10/2/23	2/2/24	Temporary full-time
Dixon	Arlinda	Clear Lake Elementary	8/29/23	6/17/24	Temporary full-time
DuFault	Zachary	South Salem High School	9/13/23	12/14/23	Temporary full-time
Garibay	Anallely	Claggett Creek Middle School	10/4/23	6/17/23	Temporary full-time
Glaser	Zachary	West Salem High School	2/2/24	6/17/24	Temporary full-time
Greaves	Laura	Liberty Elementary	9/20/23	11/13/23	Temporary full-time
Kolta	Nicholas	McNary High School	9/13/23	12/1/23	Temporary full-time
Meyer	Tarrah	Leslie Middle School	9/20/23	12/14/23	Temporary full-time
Ozena-Lemay	Patsy	Cummings Elementary	10/2/23	6/17/24	Temporary full-time
Randolph	Pippa	Gubser Elementary	9/28/23	6/17/24	Temporary full-time
Rodgers	Linda	Weddle Elementary	8/29/23	6/17/24	Temporary full-time
Rosberg	Serianna	Morningside Elementary / Salem Heights Elementary	8/29/23	6/17/24	Temporary full-time
Rourke	Melanie	Bush Elementary / Englewood Elementary	8/29/23	6/17/24	Temporary full-time
Sanderson	Jolene	Hayesville Elementary	8/29/23	6/17/24	Temporary full-time
Scheck	Rosemary	Student Services	8/29/23	12/1/23	Temporary full-time
Schmidgall	Nicole	Student Services	10/9/23	6/17/24	Temporary full-time
Simons	Sasha	Hallman Elementary	9/20/23	6/17/24	Temporary full-time
Trejo	Jennyfer	Claggett Creek Middle School	9/27/23	6/17/24	Temporary full-time
VanSlyke	Jerrilynn	Salem Heights Elementary	10/2/23	12/15/23	Temporary full-time
Vue	Whitney	Hammond Elementary	10/11/23	11/28/23	Temporary full-time
Wetzel	Sheryl	Optimum Learning Environments	11/6/23	2/2/24	Temporary full-time

Last	First	Location	Start Date	End Date	Status
Jones	Eva	Student Services	9/20/23	6/17/24	First year probation part-time
Stevenson	Jovan	Whiteaker Middle School	9/27/23	6/17/24	First year probation part-time

Last	First	Location	Start Date	End Date	Status
Chase	Elisabeth	McKay High School	9/13/23	6/17/24	First year probation full-time
Diekmeier	Tracy	Whiteaker Middle School	12/4/23	6/17/24	First year probation full-time
Ego	David	McKay High School	10/2/23	6/17/24	First year probation full-time
Hoxsie	Shannon	Student Services	10/18/23	6/17/24	First year probation full-time
Mainwaring	Scott	Parrish Middle School	10/4/23	6/17/23	First year probation full-time
Smith	Kimberly	Grant Elementary	9/20/23	6/17/24	First year probation full-time

Last	First	Location	Start Date	End Date	Status
Landis	Sherrin	Leslie Middle School	2/2/24	6/17/24	Third year probation full-time

Last	First	Location	Start Date	End Date	Status
Stanislaw	Jennifer	West Salem High School	8/29/23	6/17/24	Contract full-time
VanderMolen	Allison	Grant Elementary	8/29/23	6/17/24	Contract full-time
Worden	Hailey	Gubser Elementary	8/29/23	6/17/24	Contract full-time

Administrator

Last	First	Location	Eff. Date	Action	
Walton	Kristine	JGEMS	9/1/23	6/27/24	Less than half-time

PERSONNEL ACTIONS

Resignation

Last	First	Location	Eff. Date	Action
Alexander	Ashley	West Salem High School	11/9/23	Resignation
Chen	Andrew	Parrish Middle School	9/20/23	Resignation
Geddes	Darlene	West Salem High School	11/20/23	Resignation
Grossen	Henry	North Salem High School	11/9/23	Resignation
Johnson	Melissa	Curriculum & Instruction	8/28/23	Resignation
Little	Madison	Salem Heights Elementary / Schirle Elementary	9/26/23	Resignation
Martz	Melissa	Leslie Middle School	10/12/23	Resignation
Smith	Kimberly	Grant Elementary	9/25/23	Resignation
Smucker	Holly	Curriculum & Instruction	11/14/23	Resignation
Vanden Bos	Denise	Waldo Middle School	9/15/23	Resignation
Wurgler	Kaitlin	Student Services	10/20/23	Resignation

Retirement

Last	First	Location	Eff. Date	Action
Ozenna-Lemay	Patsy	Cummings Elementary	9/29/23	Retirement

Change of status Emily Sorenson, Music teacher at McKay High School, from Contract full-time to Contract part-time; effective 8/29/2023.

**SALEM-KEIZER PUBLIC SCHOOLS
HEAD START PRE-KINDERGARTEN PROGRAM**

Background/Discussion

Head Start Performance Standards require that each Head Start program grantee have an established governing body, which is our School Board. As per federal Head Start performance standards and Oregon Department of Education recommendations, written reports will be submitted to the School Board two times a year, to include program information.

2022-2023 Data Analysis

Checkpoints for student data collection are completed in the fall, winter, and spring. Children’s growth is measured against standardized widely held expectations for three- or four-year-olds. Proficiency in an area is achieved when a child meets or exceeds standardized developmental expectations.

***2022-2023 Salem-Keizer Head Start Outcomes Data
Proficiency in Teaching Strategies Gold Domains 1-23***

Social and Emotional Development 52% Fall 74% Winter 80% Spring	Physical Development 70% Fall 90% Winter 92% Spring
Cognitive Development 61% Fall 69% Winter 83% Spring	Math Development 43% Fall 61% Winter 66% Spring
Literacy Development 59% Fall 78% Winter 83% Spring	Language Development 58% Fall 66% Winter 75% Spring

Program Highlights:

We continue to provide an educational environment to support students and families as they prepare for kindergarten and beyond. Our Early Childhood staff members provide a caring, collaborative school environment that promotes school readiness skills.

During the 2022-2023 school year we increased the amount of social emotional support provided to students, families, and staff members. We were able to fund a full-time Early Childhood Behavior Specialist in addition to two Instructional Support Assistants. Our Early Childhood program provides a resource of onsite PCIT (Parent Child Interaction Therapy) and TCIT (Teacher Child Interaction Therapy) to students, families, and classrooms.

Salem-Keizer Early Childhood Programs continue to implement The Pyramid Model in all our classrooms. This is a comprehensive, multi-tiered framework of evidence-based practices that promote the social, emotional, and behavioral development of young children. The Pyramid Model focuses on promoting positive behavior and addressing challenging behavior. The Pyramid Model is the early childhood model for Positive Behavior Interventions and Supports (EC-PBIS).

Through our partnership with Salem Keizer School District’s Language Services Department, we are implementing three Dual Language PreK classrooms in the fall of 2023. These classrooms will strengthen and improve the transition for our PreK students who are enrolling in a kindergarten dual language classroom.

Enrollment and Funding

For the 2023-2024 school year, Salem-Keizer Head Start has eleven full day classrooms and 6 classrooms that provide both an AM and PM session. Our classrooms are located at Auburn, Bush, East Salem Community Center, Lee, Liberty, Baker, Battle Creek, Bethel, Fruitland, Pringle, Seymour Center and Wright Elementary.

We are continuing to recruit eligible children and families. We currently have openings available for students in our Head Start program (14 openings as of 9/27/23).

For the 2023-2024 school year, our grant award amount is \$6,932,106. We are anticipating receiving an amendment this fall for the 2023-2025 to include inflationary adjustment as this was the award amount for the 2022-2023 school year.

Though this report is specific to Head Start, Salem-Keizer Early Childhood programs includes additional programs. These programs include our Preschool Promise, Title PreK, and Teen Parent Early Childhood Center.

Recommendation/Board Action

This report is presented for information.

**Board / Budget Committee Meeting Dates
2023-24**

July 11 – Regular Board Meeting (Business Session)
July 25 – Work Session
July 29 – Board Retreat
August 8 – Regular Board Meeting (Business Session)
August 22 – Work Session
September 12 – Regular Board Meeting (Business Session)
September 26 – Work Session
October 10 – Regular Board Meeting (Business Session)
October 24 – Work Session
November 14 – Regular Board Meeting (Business Session)
December 12 – Regular Board Meeting (Business Session)
January 9 – Regular Board Meeting (Business Session)
January 23 – Work Session
February 13 – Regular Board Meeting (Business Session)
February 27 – Work Session
March 12 – Regular Board Meeting (Business Session)
April 9 – Regular Board Meeting (Business Session)
April 23 – Work Session
May 1 (Wednesday) – Budget Committee Meeting (Superintendent’s Budget Message)
May 7 – Regular Board Meeting (Business Session)
May 14 – Budget Committee Meeting
May 20 – Budget Committee Meeting
May 21 – Budget Committee Meeting (Tentative)
May 22 – Budget Committee Meeting (Tentative)
June 11 – Regular Board Meeting (Business Session)
June 25 – 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