



BOARD OF DIRECTORS
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PO Box 12024, Salem, Oregon 97309-0024 • 503-399-3001

Andrea Castañeda, Superintendent

AGENDA

BOARD MEETING

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

September 10, 2024

Location: Boardroom, 2575 Commercial Street SE, Salem, Oregon.

Public access is available online:

English: <https://youtube.com/live/4w1qrNXBDn8?>

Spanish: <https://youtube.com/live/oBu841pZ2ZA?>

ASL: Services provided during meeting.

Spanish audio interpretation: via Interactio app. Launch the app and use event code: **SKPS24J**

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

1. **CALL TO ORDER 6 p.m. (public session)** Chairperson
 - a. Attendance
 - b. Land Acknowledgement
 - c. Pledge of Allegiance
 - d. Agenda Modifications

2. **SPOTLIGHT ON SUCCESS** Superintendent
 - a. Spotlights

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

4. **PUBLIC COMMENT** Chairperson

Public comment will be accepted by calling in, joining online, 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.

5. **ACTION ITEMS** Chairperson
 - a. Adopt revisions and Resolution No. 202425-03 – Commitment to Equity Centered on Race and Antiracism
 - b. Adopt Salem-Keizer Public Schools 2024-25 Legislative Agenda
 - c. Nominations for Oregon School Boards Association (OSBA) Legislative Policy Committee (LPC):
 - (1) Marion County Region, Position 12 (2-year term)

6. **CONSENT CALENDAR** Chairperson
 - a. Acceptance of Grants
 - b. Adopt Resolution No. 202425-04 Suicide Prevention
 - c. Personnel Actions

7. **INFORMATION/STANDARD REPORTS (written form only)** Chairperson
 - a. 2024-25 Board/Budget Meeting Calendar

8. **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.

9. **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: United Way and the Salem Leadership Foundation
Recognition: Meals for All School Staff
Presented by: Michelle Nelson, Principal, Pringle Elementary School

Honoring: Daivd Jorgenson
Recognition: Oregon Pupil Transportation Association President's Award
Presented by: T.J. Crockett, Director of Transportation

Honoring: Migrant Programs Staff
Recognition: Organizing and running a successful summer program
Presented by: Rob Schoepper, Director of State and Federal Programs

Honoring: Allyson Bauman, Senior at McNary High School
Recognition: McNary High School "Peer Navigators"
Presented by: Brad Lomax, Athletic Director, McNary High School

Recommendation/Board Action

For information only

**RESOLUTION NO. 202425-03
COMMITMENT TO EQUITY CENTERED ON RACE AND ANITRACISM**

Background/Discussion

This resolution was initially adopted in the fall of 2021 and comes before the board annually for renewal and recommitment to equity and antiracism in our schools.

The district's Equity Advisory Committee recommended edits to this resolution based on the collective work after a collaborative review and revision process as reported in the [2023-2024 SKPS Equity Advisory Committee Report Year 2](#). These recommendations are a part of the district's commitment to make changes to systems in an effort to eliminate barriers, so all students receive an education free of bias, systemic and structural racism, culminating in safe and welcoming schools.

In summary, the recommended revisions focus on:

- Reconfiguring the order of statements for greater emphasis on safe and welcoming, inclusive environments
- Emphasis on racism and its effects instead of white supremacy
- Insertion of more action-oriented language
- Renaming of resolution to Commitment to Equity Centered on Race and Anti-Racism as it represents the spirit of the resolution more appropriately

This item was presented for a first reading at the Board meeting on August 13, 2024.

Recommendation/Board Action

This item is presented to the Board for approval of the revisions and adoption for 2024-25.



RESOLUTION NO. 202425-03
COMMITMENT TO EQUITY CENTERED ON RACE AND
ANTIRACISM

WHEREAS every student and person entering our Salem-Keizer Public School community must feel safe, welcome, celebrated, and fully included in district schools and spaces; and recognizing that when students experience bias and discrimination, they are inherently less safe psychologically, emotionally, and physically and it hinders their ability to learn and grow and may cause them to experience alienation from their school communities. We must build inclusive environments that empower students and employees to thrive; and

WHEREAS it is a cherished asset that the Salem-Keizer Public Schools community is full of people with traditions from all over the world as well as the traditions held right here upon the land we live, through the Kalapuya, Confederated Tribes of Grand Ronde, and Confederated Tribes of Siletz Indians; and

WHEREAS our students' diverse learning needs, intellectual and physical abilities, cultural values, and identities are strengths that enrich the learning community; and

WHEREAS we should actively eliminate the historically inequitable systems; and

WHEREAS we celebrate our students' unique and diverse learning assets, and speaking a language other than English is an asset to our community; and

WHEREAS white supremacy is the upholding of white people as a superior race and systematically excludes, marginalizes, and oppresses other communities or individuals based on their race, ancestry, religious beliefs and/or country of origin, including those of Jewish and Islamic heritage, from services and opportunities such as housing, education, and migration; and white supremacy has no place in our schools or in our boardroom; and

WHEREAS we collectively acknowledge the historical impacts of racism to students' and employees' physical and psychological wellbeing; that continues to oppress Black and African American, Latino/a/x, Asian, Pacific Islander, Native American and Indigenous racial/ethnic intersectionalities; and

WHEREAS our approach to antiracism in SKPS involves a thorough analysis and review of systems, policies, and curricula that marginalize our diverse communities; it necessitates the interruption of biased frameworks of thought and decision-making; and

WHEREAS we must directly address the overrepresentation of students of color in special education and the underrepresentation of students of color in talented and gifted, advanced academics, and college and career-prep programs; and

WHEREAS we know that students of color are overrepresented in suspensions and expulsions in our schools, starting at middle school, and this impacts their ability to stay meaningfully engaged and graduate successfully; and

WHEREAS community engagement and involvement are paramount to achieving equity; and we will engage with respect, authentically listen, and have the courage to share decision-making, control, and resources; and

WHEREAS recruiting and retaining a workforce and volunteers that reflects the diversity of the community we serve is an antiracist action, and we commit to ensuring this occurs; and

NOW, THEREFORE, BE IT RESOLVED Salem-Keizer Public Schools commits to being antiracist, knowing we must continually work to do better by developing knowledge and bystander intervention will and skill; and we commit to routinely interrupt systems of oppression on behalf of the students and staff in Salem-Keizer Public Schools and in our community; and

BE IT FURTHER RESOLVED Salem-Keizer Public Schools Board of Directors commits to support the district's efforts to build a restorative model for discipline, to monitor discipline data and our key performance indicators disaggregated by race and ethnicity, and to develop a system for monitoring the diversification of our workforce.

Cynthia Richardson, Chairperson,
Board of Directors, Salem-Keizer Public Schools

Date

ADOPT SALEM-KEIZER PUBLIC SCHOOLS 2024-25 LEGISLATIVE PRIORITIES

Background/Discussion

The 2025 long session and the 2025-2027 biennial funding are critical to the educational and economic future of Salem-Keizer and school districts throughout Oregon. The combined impact of stagnating state funding, the loss of federal COVID recovery relief, inflationary pressures, and new student and community needs have created an urgent need for legislative education and action.

Through this document, the Salem-Keizer Public Schools Board expresses a clear set of legislative priorities for the long session. By establishing these priorities early, the board and staff can advocate for the needs of the district and share their collective position throughout the community during the fall and winter of 2024. If approved, this document will form the basis for district and board communication and advocacy.

This item was presented to the Board for a first reading at the Board meeting on August 27, 2024.

Recommendation/Board Action

This item is presented for Board approval.



2024-25 LEGISLATIVE PRIORITIES

Establish an accurate method for calculating the true costs of schools

Governor Kotek recommended updates to the Current Service Level calculation method that significantly improves the accuracy and will cost an estimated \$515 million increase statewide from the previous method in the upcoming biennium. If funded, Salem-Keizer's funding would increase by approximately \$36 million in the next biennium.

SKPS Policy Position: We ask elected officials to fully fund the Governor's recommended modifications to the CSL formula.

Exercise caution in creating new, restricted grant programs. Sustain and scale existing grant programs.

Oregon has a history of adding new restricted grant programs for K-12 education. At this point, districts are struggling with the ever-growing administrative demands required by these grants.

SKPS Policy Position: We ask elected officials to provide adequate and stable funding for the State School Fund and other core investments. We oppose the creation of new restricted grants, and especially those that are not sustainable or require competition amongst districts.

Correct past and suspend future unfunded/underfunded mandates.

New legislation sometimes increases costs for school districts without accompanying resources to pay for the mandates.

SKPS Policy Position: We ask elected officials to oppose bills that are not costed out or do not provide resources for implementation. We further ask for additional funding to cover the costs associated with the new unemployment insurance provisions.

Increase special education funding and support

Increase the special education funding cap and add the funding required to pay for it.

Oregon currently imposes an 11% special education cap, which is well below the state and national average of 15%. If SKPS received full funding for all students receiving special education services, it would result in an approximately \$22 million increase this biennium.

SKPS Policy Position: We ask elected officials to increase the special education funding cap to match the national average and fully fund the change.

Fund the expansion of the high-cost disability reimbursement program.

Oregon underfunds its high-cost disability reimbursement program. If SKPS received full reimbursement for eligible expenses, it would result in an approximately \$5 million increase this biennium.

SKPS Policy Position: We ask elected officials to increase the reimbursement rate and increase the 2025-27 general fund appropriation for the High-Cost Disability grant.

Fund early childhood screening and intervention services to give students a strong start in kindergarten.

Oregon's youngest learners sometimes wait months for early childhood special education services because Oregon underfunds the entities responsible for providing these critical services. In SKPS, students often start kindergarten without the services they need. Oregon also underfunds services for low-incidence disabilities like vision and hearing impairments

Policy statement: We ask elected officials to establish and fund Education Services Districts at the level necessary to meet the needs of Oregon's most vulnerable young children and students with low-incidence disabilities.



2024-25 LEGISLATIVE AGENDA

The Salem-Keizer Board of Education offers its support for:

- Legislation requiring administrative burden reduction for public schools.
- Increases in state funding for high-quality early childhood education and expansion of transportation funding for students enrolled in licensed early childhood education programs like Early Head Start.
- Legislation and study commissions focused on increasing the ability of public schools to access Medicaid reimbursement for eligible student services. Oregon schools need access to federal funding to cover eligible services and supplement the state funding that is currently carrying the costs of health services.
- Legislation that provides funding and reduces barriers for school-based health centers. Salem-Keizer Public Schools serve an economically disadvantaged community and access to basic medical care can have a transformative impact on students and their families.
- Legislation requiring the study and eventual action to close the gap between the standards required for the Quality Education Model (QEM) and current level of education funding in Oregon. This review should include an investigation of the current funding formula, a review and update of the QEM standards, and a reconsideration of the poverty weight within the funding formula.
- Legislation that increases resources and support to families in need and reduces the barriers to accessing support.
- Increases in summer school funding and the transition from competitive grants to formula-based funding. It further supports reducing administrative barriers to accessing and administering state-funded summer school programming.

Salem-Keizer's Board of Education opposes:

Any legislation or funding strategy that redistributes state funding for public education without adequate and commensurate increases in total funding. Redistribution of existing funding would create district winners and losers and in that, could harm our collective cause of providing a great education for all Oregon students.

**NOMINATIONS FOR
OREGON SCHOOL BOARDS ASSOCIATION
LEGISLATIVE POLICY COMMITTEE**

Background/Discussion

The Salem-Keizer School Board is a member of the Oregon School Boards Association (OSBA), identified as part of the Marion County region, positions 11 and 12. OSBA serves Oregon public school boards in a multitude of areas. For information on services OSBA provides, visit their website: <https://www.osba.org/>

SKPS board members may seek nomination for either OSBA board position or legislative policy committee position 11 or 12, and the SKPS board may nominate one candidate for each position. Nominations require a majority vote of the SKPS board. The process is as follows:

- Any SKPS board member may nominate another SKPS board member as a candidate nominee to the OSBA board or Legislative Policy Committee. The nomination must specify which position, 11 or 12.
- The SKPS board votes on the nominee(s). In order to forward a nominee to OSBA as an official candidate, the nominee must receive a majority vote of the SKPS board.
- Official nominations, with completed candidate materials, are due to OSBA by September 27. The nominee is responsible for completing the candidate paperwork. The board secretary will forward the official nomination form to OSBA.

This year, nominations are open for the following position:

- OSBA Legislative Policy Committee, Position 12, Marion County Region, two-year term

Once nominations are completed, OSBA will provide a ballot to member districts, with the voting period open from November 15 to December 15. The SKPS board will vote on candidates for the OSBA Board of Directors and Legislative Policy Committee in December.

Recommendation/Board Action

The SKPS board chair will take nominations for the OSBA Legislative Policy Committee, with the board voting on those nominations.

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.

**GD125 Federal School Improvement Funds to CSI & TSI Schools
State and Federal Programs and Grant Management**

These funds support our identified CSI/TSI schools specifically targeting student focal groups that are underachieving as identified on the annual accountability report released by ODE. Schools are directly allocated funding and develop school level plans to braid into existing school improvement plans. These school level plans are required as part of our Integrated Programs and maintained in our Reporting and Application Dashboard with ODE.

Funding Breakdown:		\$1,796,782
Instruction	\$656,826	
Support Services	\$1,119,956	
Enterprise and Community Services	\$20,000	

Funding Source:
ODE

**GH625 Title I-D
State and Federal Programs and Grant Management**

This grant provides supplemental funds for neglected or delinquent youth.

Funding Breakdown:		\$162,344
Instruction	\$101,618	
Support Services	\$6,154	
Enterprise and Community Services	\$54,572	

Funding Source:
ODE

GP325 2023-25 Early Indicator and Intervention Systems Year 2

State and Federal Programs and Grant Management

These funds support our Multi-Tiered Systems of Support (MTSS) module in Synergy. This allows us to monitor academic performance, behavior, attendance and track individual interventions K-12. These resources are also used to support our SPARK dashboards as part of our MTSS system K-12.

Funding Breakdown:		\$111,082
Instruction	\$107,025	
Support Services	\$4,057	

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.

**RESOLUTION NO. 202425-04
SUICIDE PREVENTION**

Background/Discussion

Since 2008, September has been recognized as National Suicide Prevention Month, with organizations across the country working to raise awareness and strengthen measures to prevent suicide.

Salem-Keizer Public Schools seeks to not only recognize Suicide Prevention Month but to emphasize by resolution, the district's commitment to constant awareness and continuous vigilance and support of efforts to prevent suicide.

Recommendation/Board Action

It is requested the board adopt Resolution No. 202425-04 Suicide Prevention.



**RESOLUTION 202424-04
SUICIDE PREVENTION**

WHEREAS suicide is a tragic outcome of many complex factors that can affect anyone and does not discriminate, requiring immediate action, consistent attention, and appropriate resources for prevention, intervention, and postvention efforts; and

WHEREAS suicide is the second-leading cause of death for Oregon youth ages 10 to 24 and disproportionately affects youth of color¹; and

WHEREAS anyone may be silently fighting thoughts of suicide, and the stigma around mental health and suicide may interfere with suicide prevention by discouraging individuals from seeking timely, appropriate, and life-saving help; and

WHEREAS suicide prevention focuses on addressing warning signs, risk, and impact factors throughout the lifespan that may contribute to thoughts of suicide and/or suicide attempts, while also emphasizing protective and resilience factors to support ongoing prevention; and

WHEREAS no single suicide prevention effort will be sufficient or appropriate for all populations or communities, and every person and organization have an essential role in supporting prevention, reducing stigma, and saving lives; and

WHEREAS public awareness, education, care, connection, building resiliency, referrals, and treatment are some important factors to prevent further suffering and loss of life; and

WHEREAS Salem-Keizer Public Schools intervenes with hundreds of students each year who are experiencing and expressing suicidal ideation and/or behavior, and the loss of even one student life is too many; and

WHEREAS Salem-Keizer Public Schools embraces the challenging but life-saving work of promoting prevention, intervention, and postvention; advocating for more equitable and culturally responsive care and supports; and equipping district staff to talk about suicide, recognize if an individual is struggling with thoughts of suicide, and provide a life-saving intervention for the person struggling; and

WHEREAS Salem-Keizer Public Schools adopted a suicide prevention policy in September 2019 and trains all school staff and many community members in Question, Persuade, Refer (QPR) suicide prevention efforts and promotes genuine gestures of kindness, care, connection, concern, and acknowledgement of the value and worth of others' lives; and

WHEREAS September was first declared National Suicide Prevention month in 2008 to increase awareness that prevention efforts save lives, and Salem-Keizer Public Schools wants to contribute to those awareness and prevention efforts;

NOW, THEREFORE, BE IT RESOLVED that Salem-Keizer Public Schools commits to continue supporting suicide prevention efforts through ongoing QPR training for all staff and implementation of evidence-based suicide prevention training for counselors and social workers, and the use of robust suicide prevention protocols, student access to mental health support, ongoing collaboration in prevention with community partners and the Mid-Valley Suicide Prevention Coalition, and authentic care and connection with all students.

Cynthia Richardson, Chairperson, Board of Directors
Salem-Keizer Public Schools

Date

1: [Oregon Health Authority \(July 9, 2024\)](#)

PERSONNEL ACTIONS

Licensed Actions

Last	First	Location	Start Date	End Date	Status
Davis	Lenora	Crossler Middle School	08/27/24	06/13/25	Less than half-time
Falby	Ruth	Candalaria Elementary	08/27/24	06/13/25	Less than half-time
Linares	Janet	South Salem High School	08/27/24	06/13/25	Less than half-time

Last	First	Location	Start Date	End Date	Status
Boes	Megan	North Salem High School	08/27/24	06/13/25	Temporary part-time
Bolliger	Trista	EDGE Online Academy	08/27/24	06/13/25	Temporary part-time
Collister	Daniel	Alternative Education	08/27/24	06/13/25	Temporary part-time
Corcoran	Brandon	Battle Creek Elementary	09/03/24	06/13/25	Temporary part-time
Flood	Jeff	North Salem High School	08/27/24	03/28/25	Temporary part-time
Hawley	Mia	Crossler Middle School	TBD	06/13/25	Temporary part-time
Jaeger	Samuel	Early Childhood Education	10/14/24	06/13/25	Temporary part-time
Lindstedt	Angela	Student Services	08/27/24	06/13/25	Temporary part-time
Lohse	Carol	Student Services	08/27/24	06/13/25	Temporary part-time
Seagren	Cheryl	Hammond Elementary	08/27/24	11/26/24	Temporary part-time
Stockenberg	Robert	Leslie Middle School	08/27/24	06/13/25	Temporary part-time
Wood	Kristina	Whiteaker Middle School	08/27/24	06/13/25	Temporary part-time

Last	First	Location	Start Date	End Date	Status
Alvarado	Ashley	Houck Middle School	08/27/24	06/13/25	Temporary full-time
Ashley	Aubree	Eyre Elementary	08/28/24	06/13/25	Temporary full-time
Backs	Erika	Houck Middle School	08/27/24	06/13/25	Temporary full-time
Barrows	Zachary	McKinley Elementary	08/27/24	02/28/25	Temporary full-time
Bautista	Esther	Swegle Elementary	09/03/24	06/13/25	Temporary full-time
Beisley	Doug	Washington Elementary & Bush Elementary	08/27/24	06/13/25	Temporary full-time
Borrego-Rivera	Isabell	Scott Elementary	08/27/24	06/13/25	Temporary full-time
Carlton	Celine	Chavez Elementary	08/27/24	03/07/25	Temporary full-time
Carmichael	Grant	McKay High School	08/29/24	06/13/25	Temporary full-time
Denny	Kevin	South Salem High School	09/03/24	06/13/25	Temporary full-time
Duarte	Angelina	Hammond Elementary	09/09/24	10/04/24	Temporary full-time
Elliott	Leigh	Chapman Hill Elementary	08/27/24	06/13/25	Temporary full-time
Ellis	Josette	Hallman Elementary	09/03/24	01/13/25	Temporary full-time
Falchetta	John	North Salem High School	08/27/24	06/13/25	Temporary full-time
Fineran	Julia	Myers Elementary	08/27/24	06/13/25	Temporary full-time
Fish	Bethany	Chavez Elementary	08/27/24	12/05/24	Temporary full-time
Flores	Kaitlyn	Morningside Elementary	08/27/24	06/13/25	Temporary full-time
Freeman	Heather	Eyre Elementary	08/27/24	06/13/25	Temporary full-time
Frost	Patrick	South Salem High School	08/27/24	06/13/25	Temporary full-time
Gould	Carly	Eyre Elementary	08/27/24	06/13/25	Temporary full-time
Graham	Tristan	Waldo Middle School	08/27/24	11/15/24	Temporary full-time
Griffiths	Rebecca	Chapman Hill Elementary	08/27/24	06/13/25	Temporary full-time
Hill	Jordan	Pringle Elementary	09/03/24	06/13/25	Temporary full-time
Hoffert	Cindy	Student Services	08/27/24	06/13/25	Temporary full-time
Holloway	Crystal	Harritt Elementary	08/27/24	06/13/25	Temporary full-time
Jaeger	Samuel	Early Childhood Education	08/27/24	10/11/24	Temporary full-time
Johnson	Trevor	Hallman Elementary	08/27/24	06/13/25	Temporary full-time
Kennedy	Cameron	Claggett Creek Middle School	08/27/24	06/13/25	Temporary full-time
Knox	Angie	Highland Elementary	08/27/24	06/13/25	Temporary full-time
Lane	Jessica	Children's Day Education Center	08/27/24	06/13/25	Temporary full-time
Lawrence	Catherine	Parrish Middle School	08/27/24	06/13/25	Temporary full-time
Luft	Susan	Leslie Middle School	08/27/24	06/13/25	Temporary full-time
McAvoy	Marc	North Salem High School	08/27/24	02/07/25	Temporary full-time
McDermitt	Rocio	Early Childhood Education	09/04/24	06/13/25	Temporary full-time
Miller	Kyla	West Salem High School	08/27/24	06/13/25	Temporary full-time
Mireles Esteban	Martha	Kennedy Elementary	08/28/24	11/15/24	Temporary full-time
Montoya	Janet	Auburn Elementary	08/27/24	06/13/24	Temporary full-time
Musick	Mary-Anne	Englewood Elementary	08/27/24	06/13/25	Temporary full-time

PERSONNEL ACTIONS

Plett	Steven	Claggett Creek Middle School	08/27/24	06/13/25	Temporary full-time
Prevo	Priscilla	Gubser Elementary	08/27/24	06/13/25	Temporary full-time
Rough	Kiera	Walker Middle School	08/27/24	06/13/25	Temporary full-time
Silbernagel	Justin	Alternative Education	08/28/24	06/13/25	Temporary full-time
Sirmans	December	Auburn Elementary	08/27/24	12/01/24	Temporary full-time
Sirmans	December	Lamb Elementary	12/02/24	06/13/25	Temporary full-time
Small	Karlee	Auburn Elementary	08/27/24	03/21/25	Temporary full-time
Sorenson	Emily	McKay High School	08/27/24	06/13/25	Temporary full-time
Susi	Jerome	Student Services	08/27/24	06/13/25	Temporary full-time
Titus	Zamari	Forest Ridge Elementary	08/27/24	01/10/25	Temporary full-time
Van Londen	Chris	Student Services	08/27/24	06/13/25	Temporary full-time
Vue	Whitney	Hammond Elementary	08/27/24	06/13/25	Temporary full-time
Webb	Arlene	North Salem High School	08/27/24	10/04/24	Temporary full-time
Webster	Jarrett	North Salem High School	08/27/24	11/19/24	Temporary full-time
Weinert	Ellen	South Salem High School	08/27/24	10/14/24	Temporary full-time
Wetzel	Sheryl	Yoshikai Elementary	10/15/24	12/20/24	Temporary full-time
Williams	Dustin	Hayesville Elementary	08/27/24	06/13/25	Temporary full-time
Wilson-Gabor	Justin	McNary High School	08/29/24	06/13/25	Temporary full-time

Last	First	Location	Start Date	End Date	Status
Gale	Molly	Weddle Elementary	08/27/24	06/13/25	First year probation part-time
Lathrop	Adaline	Sprague High School	09/03/24	06/13/25	First year probation part-time

Last	First	Location	Start Date	End Date	Status
Alarcon	Jennifer	Walker Middle School	08/27/24	06/13/25	First year probation full-time
Albus	Angela	Behavior Intervention Center	08/27/24	06/13/25	First year probation full-time
Anderson	Myron	Swegle Elementary	08/27/24	06/13/25	First year probation full-time
Armadillo	Ricardo	Houck Middle School	09/03/24	06/13/25	First year probation full-time
Bailey	Alexander	Harritt Elementary	08/29/24	06/13/25	First year probation full-time
Box	Lisa	Auburn Elementary	08/27/24	06/13/25	First year probation full-time
Castaneda Rodriguez	Lizbeth	Hammond Elementary	08/27/24	06/13/25	First year probation full-time
Chavarria	Trevor	Auburn Elementary	08/27/24	06/13/25	First year probation full-time
Cojuhari	Andrei	CTEC	08/27/24	06/13/25	First year probation full-time
Dawes	Michaela	Scott Elementary	08/27/24	06/13/25	First year probation full-time
Fitzyounger	Erika	Alternative Education	09/03/24	06/13/25	First year probation full-time
Harrer	Joyce	Student Services	09/09/24	06/13/25	First year probation full-time
Hashemi-Rahni	Mahssa	West Salem High School	08/27/24	06/13/25	First year probation full-time
Hernandez Jr.	Jose	North Salem High School	08/27/24	06/13/25	First year probation full-time
Johnson	Bobbie	Houck Middle School	08/27/24	06/13/25	First year probation full-time
Kiefiuk Yates	Caitlyn	Gubser Elementary	08/27/24	06/13/25	First year probation full-time
Lara-Houston	Crystal	Grant Community School	08/27/24	06/13/25	First year probation full-time
Licona Molina	Alfred	Whiteaker Middle School	08/27/24	06/13/25	First year probation full-time
Marquez	Judith	Hammond Elementary	11/01/24	06/13/25	First year probation full-time
Mata	Shannon	Keizer Elementary	08/27/24	06/13/25	First year probation full-time
McNicholas	Daniel	Student Services	08/27/24	06/13/25	First year probation full-time
Meyer	Tarrah	Leslie Middle School	08/27/24	06/13/25	First year probation full-time
Nizlek	Martin	McNary High School	TBD	06/13/25	First year probation full-time
Shaw	Jonathan	Claggett Creek Middle School	08/27/24	06/13/25	First year probation full-time
Short	Elizabeth	Morningside Elementary	08/27/24	06/13/25	First year probation full-time
Shike	Jessica	Grant Community School	08/27/24	06/13/25	First year probation full-time
Spykra	Stephanie	West Salem High School	10/04/24	06/13/25	First year probation full-time
Sternberger	Savannah	Bush Elementary	08/27/24	06/13/25	First year probation full-time
Stevens	Imee Grace	Parrish Middle School	08/27/24	06/13/25	First year probation full-time
Strohmaier	Ashlyn	McNary High School	08/27/24	06/13/25	First year probation full-time
Tate	Jordan	Houck Middle School	08/28/24	06/13/25	First year probation full-time
Titarenko	Roman	Whiteaker Middle School	08/27/24	06/13/25	First year probation full-time
Valenzuela Jr.	Domingo	Houck Middle School	08/27/24	06/13/25	First year probation full-time
Vasquez Villa	Lillian	Alternative Education	08/27/24	06/13/25	First year probation full-time
Vinson	Lucas	McKay High School	TBD	06/13/25	First year probation full-time
Wynn	Kristin	Clear Lake Elementary	09/04/24	06/13/25	First year probation full-time

PERSONNEL ACTIONS

Last	First	Location	Start Date	End Date	Status
Paterson	Eric	Swegle Elementary	08/27/24	06/13/25	Second year probation part-time

Last	First	Location	Start Date	End Date	Status
Cisneros	Victor	Swegle Elementary	08/28/24	06/13/25	Second year probation full-time
Coltrin	Ronda	Houck Middle School	08/27/24	06/13/25	Second year probation full-time
Lewis	Scott	Scott Elementary	08/27/24	06/13/25	Second year probation full-time
Stenlund	Kendra	McNary High School	08/27/24	06/13/25	Second year probation full-time
Van Unen-Fay	Michelle	Leslie Middle School	08/27/24	06/13/25	Second year probation full-time

Last	First	Location	Start Date	End Date	Status
Martinez-Cruz	Francisco	Four Corners Elementary	08/27/24	06/13/25	Third year probation full-time
Temple	Crystal	Pringle Elementary	08/27/24	06/13/25	Third year probation full-time
Wilson	Tristen	Stephens Middle School	08/27/24	06/13/25	Third year probation full-time

Last	First	Location	Start Date	End Date	Status
Custer	Kari	Grant Community School	08/27/24	06/13/25	Contract part-time

Last	First	Location	Start Date	End Date	Status
Figgins	Stacey	Richmond Elementary	08/27/24	06/13/25	Contract full-time
Gaupo	Elizabeth	Washington Elementary	08/27/24	06/13/25	Contract full-time
Hamilton	Stephanie	CTEC	08/27/24	06/13/25	Contract full-time
Olsen	Christina	JGEMS	08/27/24	06/13/25	Contract full-time
Rommel	Thomas	Straub Middle School	08/27/24	06/13/25	Contract full-time

Administrator

Last	First	Location	Eff. Date	Action
Valencia	Joe	Houck Middle School	08/04/24	06/25/25 Temporary full-time

Last	First	Location	Eff. Date	Action
Fender	David	Multi-Tiered Support Services	07/01/24	06/30/25 First year probation full-time
Lee	Lori	McNary High School	08/12/24	06/25/25 First year probation full-time
Lomax	Bradley	McNary High School	08/09/24	06/25/25 First year probation full-time
Luther	Rachel	Houck Middle School	08/19/24	06/25/25 First year probation full-time
Warren	Ryan	Student Services	08/14/24	06/30/25 First year probation full-time

Last	First	Location	Eff. Date	Action
Mendez Alvarez	Rebeca	Scott Elementary	07/31/24	06/25/25 Second year probation full-time

Last	First	Location	Eff. Date	Action
Garcia	Jazmin	Bush Elementary	07/31/24	06/25/25 Third year probation full-time

PERSONNEL ACTIONS

Resignation

Last	First	Location	Eff. Date	Action
Anderson Kostic	Adele	Cummings Elementary	10/11/24	Resignation
Bizon	Sarah	Clear Lake Elementary	09/03/24	Resignation
Blair	Melissa	Richmond Elementary	08/26/24	Resignation
Cash	Janelle	Stephens Middle School	08/19/24	Resignation
Cortez	Jonathan	McNary High School	08/08/24	Resignation
Elliott	Nicholas	South Salem High School	08/26/24	Resignation
Enfield	Kent	South Salem High School	08/21/24	Resignation
Figgins	Stacey	Houck Middle School	08/26/24	Resignation
Graveline	Abigail	Student Services	10/03/24	Resignation
Hall	Darnell	McKay High School	08/26/24	Resignation
Hall-Wunderlich	Gretchen	Sprague High School	08/25/24	Resignation
Kelly	Mattie	Walker Middle School	10/14/24	Resignation
Larson	Justine	McKay High School	08/25/24	Resignation
Lenarduzzi	Amy	Pringle Elementary	08/11/24	Resignation
Lewallen	Jacarra	Student Services	10/28/24	Resignation
McKay	Miranda	Bush Elementary	08/13/24	Resignation
McLaughlin	Jennifer	Candalaria Elementary	08/26/24	Resignation
Myers	Travis	West Salem High School	08/12/24	Resignation
Redmond	Jenny	Student Services	08/19/24	Resignation
Saunders	Robert	Crossler Middle School	10/07/24	Resignation
Schuck	Cherith	West Salem High School	08/28/24	Resignation
Taylor	Scott	Alternative Education	08/19/24	Resignation
Vasas	Adam	Stephens Middle School	08/26/24	Resignation
Ward	Kyle	Crossler Middle School	10/28/24	Resignation
Weygandt	Jenni	Brush College Elementary	08/15/24	Resignation

Retirement

Last	First	Location	Eff. Date	Action
Taylor	Mary	Lamb Elementary	08/29/24	Retirement

Change of status for Vilma Chan Vasquez, Social Worker at Alternative Education, from third year probation full-time to third year probation part-time, effective 8/27/2024.

Change of status for Erin Dannecker, Teacher at CTEC, from second year probation full-time to second year probation part-time, effective 8/27/2024.

Change of status for Rebecca Chrowl, Teacher at McNary High School, from contract full-time to contract part-time, effective 8/27/2024.

Change of status for Cierra LaBounty, Teacher at Claggett Creek Middle School, from contract full-time to contract part-time, effective 8/27/2024.

**Board / Budget Committee Meeting Dates
2024-25**

July 23 – Regular Board Meeting (Business Session)
August 3 – Board Retreat
August 13 – Regular Board Meeting (Business Session)
August 27 – Work Session
September 10 – Regular Board Meeting (Business Session)
September 24 – Work Session
October 8 – Regular Board Meeting (Business Session)
October 22 – Work Session
November 12 – Regular Board Meeting (Business Session)
December 10 – Regular Board Meeting (Business Session)
January 14 – Regular Board Meeting (Business Session)
January 28 – Work Session
February 11 – Regular Board Meeting (Business Session)
February 25 – Work Session
March 11 – Regular Board Meeting (Business Session)
April 8 – Regular Board Meeting (Business Session)
April 22 – Work Session
May 6 – Budget Committee Meeting (Superintendent’s Budget Message)
May 13 – Regular Board Meeting (Business Session)
May 14 – Budget Committee Meeting
May 19 – Budget Committee Meeting
May 20 – Budget Committee Meeting (Tentative)
May 21 – Budget Committee Meeting (Tentative)
June 10 – Regular Board Meeting (Business Session)
June 24 – 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**