



SPRINGFIELD
PUBLIC SCHOOLS
Every Student, Every Day

Public Comment

The Board welcomes virtual and in-person public comments during its meetings. It has set aside 25 minutes for public comments. Up to eight people will be invited to speak for up to three minutes each.

Four spots are reserved for virtual comments. Four spots are reserved for in-person comments. Any virtual comment spots that are not filled will become available for in-person comments.

Written Public Comment

The written public comment window closes at 2 p.m. on the day of the board meeting. Comments and materials are collected via email at public.comment@springfield.k12.or.us

Commenters are asked to clearly label the subject line as “Written Public Comment” and provide:

- Name (first and last name or last name initial)
- District residency
- Email address and/or phone number (optional) so that staff can follow up, if necessary.
- Agenda item or topic

Oral Public Comment – In-Person, or Virtual

The window to sign up to present oral public comments opens on Thursday at noon prior to the board meeting and closes at 2 p.m. on the day of the board meeting. Requests are collected via email at public.comment@springfield.k12.or.us

People requesting to speak are asked to provide:

- Name (first and last name or last name initial)
- District residency
- Email address and/or phone number, so staff can confirm details for speaking to the board
- Agenda item or topic
- Commenting “in-person” or “virtually”

Four spots are reserved for virtual comments. If more than four requests to comment are received, speakers will be selected as described below. Selected virtual commenters are notified by email on the afternoon of the meeting and provided with a Zoom link and instructions. Please see commenting guidelines below.

Four spots are reserved for in-person comments. Any virtual comment spots that are not filled will become available for in-person comments for a total of eight speakers.

Space permitting, the Board may allow additional in-person comments. Meeting attendees may fill out a speaker card before the meeting begins. Cards are available at the board room door. If more people submit requests to speak than there are spots available, the Board Chair will select the speakers.

Commenting Guidelines

Groups with a common purpose are encouraged to designate a spokesperson. If a group spokesperson will cover your comments, please indicate so when your name is called.

The Board will not hear comments regarding any school personnel. Please refrain from using names and titles of school personnel. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will then forward it to the employee, their supervisor and the Board.

Speakers are reminded that their public comments will be limited to three minutes.



Comentario Público

La Junta Directiva agradece los comentarios públicos virtuales y presenciales durante sus reuniones. Ha reservado 25 minutos para comentarios públicos. Se invitará a un máximo de ocho personas a hablar durante un máximo de tres minutos cada una.

Cuatro espacios están reservados para comentarios virtuales. Cuatro lugares están reservados para comentarios en persona. Los espacios de comentarios virtuales que no estén ocupados estarán disponibles para comentarios en persona.

Comentario público por escrito

La ventana de comentarios públicos por escrito cierra a las 2 p.m. el día de la reunión de la junta. Los comentarios y materiales se recopilan por correo electrónico en public.comment@springfield.k12.or.us

Se pide a los comentaristas que etiqueten claramente la línea de asunto como "Comentario público escrito" y proporcionen:

- Nombre (nombre y apellido o inicial del apellido)
- Residencia distrital
- Dirección de correo electrónico y/o número de teléfono (opcional) para que el personal pueda hacer un seguimiento, si es necesario.
- Punto o tema del orden del día

Comentarios Públicos Orales: En persona o Virtuales

La ventana para inscribirse para presentar comentarios públicos orales se abre el jueves al mediodía antes de la reunión de la junta y se cierra a las 2 p.m. el día de la reunión de la junta. Las solicitudes se recogen por correo electrónico en public.comment@springfield.k12.or.us.

A las personas que soliciten hablar se les pide que proporcionen:

- Nombre (nombre y apellido o inicial del apellido)
- Residencia distrital
- Dirección de correo electrónico y/o número de teléfono, para que el personal pueda confirmar los detalles para hablar con la junta
- Punto o tema del orden del día
- Comentar "en persona" o "virtualmente"

Cuatro espacios están reservados para comentarios virtuales. Si se reciben más de cuatro solicitudes para formular observaciones, se seleccionarán los oradores como se describe a continuación. Los comentaristas virtuales seleccionados son notificados por correo electrónico la tarde de la reunión y se les proporciona un enlace de Zoom e instrucciones. Consulte las pautas de comentarios a continuación.

Cuatro lugares están reservados para comentarios en persona. Los espacios de comentarios virtuales que no estén ocupados estarán disponibles para comentarios en persona para un total de ocho oradores.

Si el espacio lo permite, la Junta Directiva puede permitir comentarios adicionales en persona. Los asistentes a la reunión pueden completar una tarjeta de orador antes de que comience la reunión. Las tarjetas están disponibles en la puerta de la sala de juntas. Si más personas presentan solicitudes para hablar que lugares disponibles, el Presidente de la Junta seleccionará a los oradores.

Pautas para Comentar

Se anima a los grupos con un propósito común a designar un portavoz. Si un portavoz del grupo va a cubrir sus comentarios, indíquelo cuando se le llame por su nombre.

La Junta no escuchará comentarios sobre el personal de la escuela. Por favor, absténgase de usar nombres y títulos del personal de la escuela. Cualquier queja relacionada con un empleado en particular debe procesarse a través del procedimiento establecido en la política KL de la Junta, que requiere que las quejas se presenten por escrito al Superintendente. Este procedimiento debe seguirse antes de que la Junta Directiva se involucre en tales asuntos. Se debe enviar un cumplimiento que involucre a un miembro del personal al superintendente, quien luego lo enviará al empleado, a su supervisor y a la Junta.

Se recuerda a los oradores que sus comentarios públicos se limitarán a tres minutos.



SPRINGFIELD

PUBLIC SCHOOLS

Every Student, Every Day

BOARD OF EDUCATION
January 12, 2026
Administration Building Board Room
640 A Street, Springfield, OR 97477

[En español](#)

5:00 pm Executive Session, Labor Negotiations – ORS 192.660(2)(d)
Review of Confidential-Attorney-Client Privileged Information – ORS 192.660(2)(f)
Pending Litigation – ORS 192.660(2)(h)

7:00 pm Board Meeting

Streaming Meeting URL: <http://www.vimeo.com/SpringfieldPS>

AGENDA

TAB

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|---|---|
| <ol style="list-style-type: none"> 1. Call Meeting to Order <ol style="list-style-type: none"> A. Pledge of Allegiance B. Land Acknowledgement 2. Approval of the Agenda 3. Presentations <ol style="list-style-type: none"> A. Student Board Representative Communication B. School Board Recognition Proclamation 4. Public Comments (Three (3) minutes each; maximum time 25 minutes. Speakers may not yield their time to other speakers.) 5. Action Items <ol style="list-style-type: none"> A. Approve Consent Agenda <ol style="list-style-type: none"> 1. December 8, 2025 Business Meeting Minutes 2. Financial Statement, Resolution #25-26.030 3. Personnel Report, Resolution #25-26.031 B. Action on Reduction in Force, Resolution #25-26.032 C. Action on Information Discussed in Executive Session D. Accept Annual Comprehensive Financial Report, Resolution #25-26.033 E. Appoint EEAC Member to Budget Committee, Resolution #25-26.034 6. Discussion <ol style="list-style-type: none"> A. 2025-27 Lane ESD Local Service Plan, Year Two (15 mins) B. Board Development (20 mins) 7. Reports and Information <ol style="list-style-type: none"> A. Superintendent Communication B. Board Communication and Comments 8. Next Meeting: 9. Adjournment | <p>Board Chair Heather Quaas-Annsa
Chair Quaas-Annsa
Chair Quaas-Annsa
Chair Quaas-Annsa
Mindy LeRoux
Lucy Rogers

Speakers may not yield their time to other speakers.)

Brett Yancey
Dustin Reese
Superintendent Todd Hamilton
Chair Quaas-Annsa
Brett Yancey
Brett Yancey

Superintendent Tony Scurto
Chair Quaas-Annsa

Superintendent Hamilton
Chair Quaas-Annsa

January 26, 2026 - Special Meeting at 5:30 PM

Chair Quaas-Annsa</p> |
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SPRINGFIELD

PUBLIC SCHOOLS

Every Student, Every Day

JUNTA DE EDUCACIÓN

12 de enero de 2026

Sala de Juntas del Edificio de Administración

640 A Street, Springfield, OR 97477

En español

5:00PM Sesión Ejecutiva, Negociaciones Laborales – ORS 192.660(2)(d)

Revisión de Información Confidencial-Abogado-Cliente Privilegiada – ORS 192.660(2)(f)

Litigios pendientes – ORS 192.660(2)(h)

7:00PM Reunión de la Junta

URL de la reunión en streaming: <http://www.vimeo.com/SpringfieldPS>

AGENDA

PESTAÑA

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| <p>1. Orden de la reunión</p> <p>A. Juramento a la Bandera</p> <p>B. Reconocimiento de tierras</p> <p>2. Aprobación de la agenda</p> <p>3. Presentaciones</p> <p>A. Comunicación con los representantes de la Junta Estudiantil</p> <p>B. Proclamación de Reconocimiento de la Junta Escolar</p> <p>4. Comentarios públicos (tres (3) minutos cada uno; tiempo máximo 25 minutos. Los altavoces no pueden ceder su tiempo a otros altavoces.)</p> <p>5. Elementos de acción</p> <p>A. Agenda de Aprobación del Consentimiento</p> <p> 1. Acta de la reunión de negocios del 8 de diciembre de 2025</p> <p> 2. Estado financiero, Resolución #25-26.030</p> <p> 3. Informe de personal, Resolución #25-26.031</p> <p>B. Acción sobre la reducción de personales, Resolución #25-26.032</p> <p>C. Acción sobre la información discutida en la sesión ejecutiva</p> <p>D. Aceptar el Informe Financiero Anual Integral, Resolución #25-26.033</p> <p>E. Nombrar a un miembro de la EEAC para el Comité Presupuestario, Resolución #25-26.034</p> <p>6. Discusión</p> <p>A. Plan de Servicio Local Lane ESD 2025-27, Año Segundo (15 mins)</p> <p>B. Desarrollo de la Junta (20 mins)</p> <p>7. Informes e información</p> <p>A. Superintendente de Comunicación</p> <p>B. Comunicación y comentarios en la Junta</p> <p>8. Próxima reunión:</p> <p> 26 de enero de 2026 - Reunión Extraordinaria a las 5:30PM</p> <p>9. Suspensión de la sesión</p> | <p>Presidenta de la Junta Heather Quaas-Annsa</p> <p>Presidente Quaas-Annsa</p> <p>Presidente Quaas-Annsa</p> <p>Presidente Quaas-Annsa</p> <p>Mindy LeRoux</p> <p>Lucy Rogers</p> <p></p> <p>Brett Yancey</p> <p>Dustin Reese</p> <p>Presidente Quaas-Annsa</p> <p>Superintendente Hamilton</p> <p>Brett Yancey</p> <p>Brett Yancey</p> <p>Superintendente Tony Scurto</p> <p>Presidente Quaas-Annsa</p> <p>Superintendente Hamilton</p> <p>Presidente Quaas-Annsa</p> <p></p> <p>Presidente Quaas-Annsa</p> |
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Las Escuelas Públicas de Springfield son un centro educativo y empleador de igualdad de oportunidades.

Las personas que tengan preguntas o solicitudes de necesidades especiales y alojamiento en las reuniones de la Junta deben contactar con la Oficina del Superintendente;

640 A Street, Springfield, OR 97477; Teléfono: (541) 726-3201. El contacto debe realizarse con 72 horas de antelación al evento.

A3 – Board Report January 12, 2026

We just returned from a 3-week break and have jumped headfirst into our J-term schedule. J-term is a month-long class focused on one subject. Some J terms this year are Rock climbing, chocolatiering, Spies, and blacksmithing. A3 passed their accreditation for Cognia and got valuable information from our stakeholder groups about our positive and active culture and environment. We also got feedback on how A3 needs to improve as well: mainly focusing on developing a system to collect math data, focusing on developing a single professional development plan, and developing professional development that is more in tune with educators' needs.

**GHS – Board Report
January 12, 2026**

As a leadership class, we planned a countdown to winter break with fun activities and spirit week days. On December 19th, we set up hot cocoa and treats for our whole school to celebrate before winter break. We have also been working on campaign videos showing good and bad examples of the rules and expectations our school has. This was a fun way to get students together in groups and involved with bettering the school.

The second year cosmetology students have been working hard to complete all of their practical work in each field of practice to work towards efficiency and attention to detail in order to sit for their state board in May. A few things we have coming up are a mentor meeting on February sixth, as well as a mentor meeting coming up on February third. The salon is open to the public, Monday-Friday 12:30 pm-3:05 pm, and after school hours on Tuesday from 3:05 pm-8 pm. We encourage the public to come in and support Gateways Cosmetology Program. The second-year students also have their Avant Garde presentation on May 21 from 1 pm-6 pm. *Industry partners, parents, first-year Cosmetology students for 2027 and 2028, staff, administration, board members, and the public will be invited to attend. We have also opened our interest form for current sophomores who are interested in hair design, barbering, esthetics, and nail technology.

As a school, we are starting our sources of strength group. The first training day is on January 21st. We are also preparing for finals at the end of quarter 2. The leadership class is planning our Quarter 2 assembly, where we will celebrate attendance, grades, and rise awards.

Springfield High School - Board Report **January 12, 2026**

Good evening, School board members. Thank you for this opportunity to share some highlights from SHS.

Winter sports are in full swing and continuing to make an impact this season. The varsity girls basketball team secured a championship win at the Las Vegas Tournament, while the girls JV team earned an impressive win against Cascade. Girls wrestling had a strong showing, placing third at the Coquille Holiday Send-Off Tournament. Cheer is also ramping up for its first competition of the season, which took place at Thurston this past weekend on the 10th and 11th. The team has been practicing hard and is fully committed to showcasing their skills, teamwork, and beautifully choreographed routines.

Freshman class elections are now underway. Doubling our election candidates from last year, we are gearing up for fun schoolwide campaigning. Once elected, freshmen will get an inside look at how leadership runs and supports our school. This is also a great opportunity for freshmen to share their opinions, voice their concerns, and help represent their class.

Our College and Career Center remains very busy as college application deadlines approach. Five UO SAIL mentors are supporting SHS students through about 150 scheduled appointments and daily drop-ins. Over 100 seniors have already submitted their FAFSA for the 2025–26 school year. In addition, our College and Career Specialist, Katrina Stillwell, started the ECMC Scholars Program. This program will support 30 juniors and seniors with college prep classes and award each student a \$6,000 scholarship upon graduation.

The winter choir concert was a huge success, drawing a packed house of supporters. Following the performance, the choir has already begun practicing in preparation for its upcoming state competition.

SHS Theater also had an outstanding week, hosting a show and dinner event. The house was completely sold out, and both the performance and the delicious food were a major hit, leaving attendees thoroughly impressed.

Winterfest and Dress-Up Week are just around the corner. From the 19th through the 23rd, Dress-Up Week will be in full swing with fun themes such as Wednesday We Wear Pink, Glow Big or Go Home, and Meme Day. To wrap up the week, the Winterfest Dance will be held on Saturday the 24th in the Commons. With a Glowchella theme, the event is shaping up to be a stunning and unforgettable night.

Springfield High School is proud to celebrate Sophia Gonzales, whose poetry was recently published in the 2025 Holiday Edition of a National High School Poetry collection. Sophia's work reflects her creativity, voice, and dedication to her craft, and we are thrilled to see her talent recognized at the national level. Congratulations to Sophia on this outstanding accomplishment.

Our student-leadership program is partnering with School Resource Officer, Matt Newton, to invite government officials to speak to our leadership classes. To align with the topic of Women in Leadership, we had City Manager, Nancy Newton, and Springfield Police, Jami Resch, speak to our leadership classes about their jobs and answer questions.

Lastly, finals are fast approaching! Students are staying focused and using the supports available to prepare and finish the term strong

Thurston High School - Board Report January 12, 2026

My name is Hunter Murphy. I am the ASB President representing Thurston High School. Thank you for the opportunity to speak to you today.

We are all Colts

Our MLK celebration and unity assembly is on January 13th. Our Black Student Union has recruited talented artists and guests to help us honor Dr. King's legacy. Students have prepared images and reflections in their English and Freshman Learning Team classes and will be displayed around campus in preparation for MLK day.

Caring - Looking out for our Community

Our Day of Joy event concluded with shopping and delivery. 20+ Thurston Students on campus volunteered to shop, and deliver gifts to our future Thurston Colts.

Our amplification of Teagan Merritt's GoFundMe has brought about more support for Teagan and her family. She recently returned to Oregon after specialized care in Chicago and continues to recover and made a special appearance to support our Girl's Wrestling Team at the Sutherlin invitational.

Brave - showing up, making our voices heard

Our ASB Leadership Elections wrapped up with a new ASB Communications and Assemblies Director being chosen, as well as a Freshman Class President and Vice President. Congratulations to our new Student Leaders.

Our annual advisory Deck the Halls Competition wrapped up the week before winter break. Nearly every class festively decorated their classroom for the holiday season.

The Winter Wonderland event, hosted by ASB was a big success. Over 150 students are estimated to have attended our free movie and cup of cocoa event.

Winter Sports begin

Our winter sports are officially underway, with Boys and Girls Basketball and Wrestling among many of the sports offered at Thurston. Good luck to our athletes on another amazing season.

THS Wrestling had a tournament over Winter Break. Our girls team won the championship at the Sutherlin tournament. Go Colts!

Prepared - ready for what comes next

Our seniors got important graduation information - it's hard to believe seniors are entering their final term of high school.

ASPIRE college application and FAFSA workshops were held Friday to continue to support seniors in submitting applications and preparing for their next steps after high school.

WLABoardReport

January 12, 2026

Good evening Chair and Members of the Board,
My name is Cayden Finney, and I am representing Willamette Leadership Academy.

Willamette Leadership Academy will be hosting its Parent and Student Association Winter Formal on the 30th with a Winter Wonderland theme.

WLA is also participating in Oregon Battle of the Books for the first time, providing cadets with the opportunity to engage in a statewide academic competition focused on literacy and teamwork.

WLA is currently offering open enrollment for all grade levels. Our school serves students who benefit from a structured, military-style educational environment that emphasizes discipline, leadership, accountability, and academic growth.

Additionally, WLA recently conducted a food drive that supported four families, each consisting of 10 or more individuals, demonstrating our commitment to service and community support.

Finally, WLA recognizes Cadets of the Month, selected by their leadership teams for exemplary performance and character. December's recipients will receive a Papa's Pizza gift certificate, and their photos will be displayed on campus.

Thank you for your time.



SPRINGFIELD
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School Board Recognition Month Proclamation

WHEREAS, school boards create a vision for what students should know and be able to do;

WHEREAS, school boards establish clear standards for student performance;

WHEREAS, school boards ensure that student assessments are tied to established standards;

WHEREAS, school boards are accountable to the community for operating schools that support student achievement;

WHEREAS, school boards align school district resources to ensure that students meet standards;

WHEREAS, school boards create a climate that supports the philosophy that all children can learn at high levels;

WHEREAS, school boards build collaborative relationships based on trust, teamwork and shared accountability; and

WHEREAS, school boards are committed to continuous education and training on issues related to student achievement;

NOW, THEREFORE, we hereby declare our appreciation to the members of the *Springfield Public Schools Board of Education* and proclaim the month of January to be School Board Recognition Month.

We urge all citizens to join us in recognizing the dedication and hard work of local school board members in preparing today's students for tomorrow's world.

Dated this 12th day of January 2026.

Todd Hamilton
Superintendent of Springfield Public Schools

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No.19 Board of Education was held on December 8, 2025.

1. CALL MEETING TO ORDER, FLAG SALUTE AND LAND ACKNOWLEDGEMENT

Board Chair Heather Quaas-Annsa called the Springfield Board of Education meeting to order at 5:00 p.m and led the Pledge of Allegiance. Following the Pledge of Allegiance, Director Kohl read aloud the following Land Acknowledgement:

We acknowledge that we are in the traditional homeland of the Kalapuya people, specifically the community that was known as Chifin, the area that we now call Springfield.

Kalapuya people, who have lived in this region since "[Time Immemorial](#)", were illegally dispossessed of their land and forcibly removed to what are now the Grand Ronde and Siletz reservations over several years, but most notably in treaties between 1851 and 1855.

The Kalapuya are now members of the [Confederated Tribes of the Grand Ronde](#) and the [Confederated Tribes of Siletz Indians](#), and members of the Kalapuya still live, work, study, and thrive in this area, and continue to make important contributions here in Springfield, across the land we now refer to as Oregon, and around the globe.

This information is shared out of a responsibility to prevent the erasure of Native culture, heritage, and people and to ensure a quality contemporary education for future generations.

Attendance

Board Members attending the meeting included Board Chair Heather Quaas-Annsa, Vice Chair Amber Langworthy, Director Ken Kohl, Director Nicole De Graff, and Director Jonathan Light.

District staff and community members identified included Superintendent Todd Hamilton, Dustin Reese, Dave Collins, Martie Steigleder, Brian Richardson, Jeff Michna, Brian Megert, Jonathan Gault, Brett Yancey, Lesa Haley, Josh Donaldson, Megan Knight, Bradley Norris, Hunter Murphy, Cayden Finney, Aiden Hight, Lucy Rogers, Gail Woodford, Kristy Rogers, Sarah Bosch, Johannis Todeo, Callie Dean, Melissa Stalder, Patty Sandoz, Jacob Eden, Andy Price, Jose da Silva, Don Hakala, Alejandro Aguilar, Cara Smith, Kari Isham, Olivia Wikstrom, Janell Wikstrom, Lou Woodford, Ingrid Nordstrom, Brian Watson, Jonathan Gault, Ryan Herlands, Marion Malcolm, and Steve Dustrude.

2. ADJOURN INTO EXECUTIVE SESSION ORS 192.660(2)(f)

The Board adjourned into Executive Session at 5:02 p.m.

3. RECESS UNTIL 7:00 P.M.

The Board reconvened into regular session at 7:09 p.m.

4. REAFFIRM OATH OF OFFICE

A. Jonathan Light

Director Light publicly reaffirmed the Oath of Office, administered by Chair Quaas-Annsa.

B. Ken Kohl

Director Kohl publicly reaffirmed the Oath of Office, administered by Chair Quaas-Annsa.

5. APPROVAL OF THE AGENDA

Chair Quaas-Annsa asked for a motion to approve the December 8, 2025 agenda as presented.

MOTION: Director De Graff moved, seconded by Director Kohl, to approve the December 8, 2025 agenda as presented.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they supported the motion in favor of approving the December 8, 2025 agenda as presented: Director Quaas-Annsa – Yes, Director Kohl – Yes, Director De Graff– Yes, Director Light – Yes, and Director Langworthy – Yes.

Motion passed, 5:0.

6. STUDENT BOARD REPRESENTATIVE COMMUNICATION

A3 - Bradley Norris shared:

- Winter Confluence on December 9-10, focusing on gender equality, economic justice, and world peace
- An art integration event will be held on the 11th, showcasing artwork from various classes
- The ensemble group performed at the Jazz Station with former A3 student, Torrey Newhart

Gateways High School - Aiden Hight shared:

- Success of the first Mentor Meeting for Cosmetology students
- Second-year students are working towards completing practical work to pass their finals in May
- School holiday celebration and a December send-off with festive activities
- Leadership is fundraising for the prom and planning activities for the countdown to winter break

Springfield High School - Lucy Rogers shared:

- Farewell for the college and career specialist and the welcoming of the new specialist, Katrina Stillwell
- Social Justice League protested immigration issues
- Holiday performances from Choir and Band
- Winter sports are gearing up for a successful season and Band performs in Christmas parade

Thurston High School - Hunter Murphy shared:

- Parent-teacher conferences and Day of Joy fundraiser
- State Championship Wrestler, Teagan Merritt is recovering from a serious car accident
- November attendance challenge saw an increase in students attending 90% of school days
- Thurston Football wrapped up the fall sports season as Midwestern League Champions

Willamette Leadership Academy - Cayden Finney shared:

- Promotion Board and Veterans Day celebration

- Color Guard and Cadet NCOs participated in the Springfield Christmas Parade
- Veterans Day is now celebrated year-around with a Veterans picture board, allowing for anyone to submit topic related photos

Board Recess 7:36 p.m. — 7:46 p.m.

7. PUBLIC COMMENT

This is the portion of our agenda for public comment. The board provides three ways for community members to share public comment: written public comment, in person oral public comment and virtual public comment. Written public comment is received via email. Public comment received via email for this evening has been reviewed by the Board and has also been posted on the District's website. The deadline for submitting a request for oral public comment was today 2:00pm. Those who requested an opportunity to speak this evening were notified by the board secretary about their request.

Time permitting, the board may also hear public comment from individuals who signed up in person at the Administration Office before the meeting.

We encourage groups with a common purpose to designate a spokesperson. If your comments will be covered by a group spokesperson, please indicate so when your name is called. I want to remind those members of the public who have indicated a desire to make comments that our policy provides for a limitation of three (3) minutes per person.

The Board will not hear comments regarding any school personnel, whether named or implied. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires that complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will forward it to the employee, their supervisor and the Board.

Speakers are reminded that their public comments will be limited to three (3) minutes.

Sarah Bosch, a former Springfield teacher, demanded a well-rounded education for Springfield elementary students.

Ryan Herlands emphasized the need for teachers to provide feedback and be part of the decision-making process.

Jennifer Potter submitted a written statement requesting the elementary school schedule for next year be rearranged.

8. ACTION ITEMS

A. Approve Consent Agenda

1. November 3, 2025 Special Meeting Minutes
2. November 10, 2025 Board Meeting Minutes
3. Financial Statement, Resolution #25-26.023

Brett Yancey

Chair Quaas-Annsa asked for a motion to approve the Consent Agenda for December 8, 2025 as presented.

Director Kohl requested Item A3. Financial Statement be removed from the consent agenda.

Director Langworthy requested Item A1. November 3rd Special Meeting Minutes be removed from the consent agenda.

MOTION: Director Kohl moved, Director Light seconded the motion to approve Consent Agenda Item 2. November 10, 2025 Board Meeting Minutes.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they supported the motion in favor of approving Consent Agenda Item 2. December 10, 2025 Board Meeting Minutes: Director Quaas-Annsa – Yes, Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion passed, 5:0.

Director Langworthy noted that a correction was needed for Consent Agenda Item A1. November 3, 2025 Special Meeting Minutes, regarding the Board Vice Chair nominations. Langworthy clarified that it was she who had nominated herself, and not Director Kohl, as had been recorded.

MOTION: Director Kohl moved, Director Light seconded the motion to approve Consent Agenda Item A1. November 3, 2025 Special Meeting Minutes as amended.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they supported the motion in favor of approving Consent Agenda Item 1. November 3, 2025 Special Meeting Minutes as amended: Director Quaas-Annsa – Yes, Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion passed, 5:0.

Director Kohl raised concerns about the reduction in the ending fund balance and are we expecting this to continue.

Brett Yancey explained that he continually projects finances through the end of the year and expects ongoing changes. In early November, resource adjustments were made based on guidance from ODE and first-quarter reports submitted by all districts. Some figures, including salaries and benefits, are still estimates due to ongoing collective bargaining, requiring caution. The district is also being conservative with purchase services and capital outlay, particularly because of the structural engineer work.

Director Light posed questions pertaining to the RFP process.

MOTION: Director Kohl moved, Director Light seconded the motion to approve the Consent Agenda Item 3. Financial Statement, Resolution #25-26.023.

Chair Quaas-Annsa asked each Board member to indicate if they supported the motion in favor of approving Consent Agenda Item 3. Financial Statement, Resolution #25-26.023. Director Kohl moved, Director Light seconded the motion to approve the Consent Agenda Item 3. Financial Statement, Resolution #25-26.023. Director Kohl moved, Director Light seconded the motion to approve the Consent Agenda Item 3. Financial Statement, Resolution #25-26.023.

MOTION: Director Kohl moved, Director Light seconded the motion to approve the Consent Agenda Item 3. Financial Statement, Resolution #25-26.023. Director Kohl moved, Director Light seconded the motion to approve the Consent Agenda Item 3. Financial Statement, Resolution #25-26.023. Director Kohl moved, Director Light seconded the motion to approve the Consent Agenda Item 3. Financial Statement, Resolution #25-26.023.

Motion passed, 5:0.

The Board discussed the need for further training and more collaborative and communicative meetings to improve their operations.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they approve the motion to decline hearing the complaint that was reviewed in executive session and authorize the board chair to draft a response: Director Quaas-Annsa – Yes, Director Light – Yes, Director Kohl – Yes, Director De Graff – No, and Director Langworthy – Yes.

Motion passed, 4:1.

C. Appoint Budget Committee Member(s), Resolution #25-26.026

Brett Yancey

It is recommended that the Board of Directors appoint Nancy Cameron to serve as a member of the Springfield Budget Committee in position 2, effective January 1, 2026 through December 31, 2028.

MOTION: Director Kohl moved, Director Light seconded the motion to approve the Board of Directors to appoint Nancy Cameron to serve as a member of the Springfield Budget Committee in position 2, effective January 1, 2026 through December 31, 2028.

Chair Quaas-Annsa asked if there was any discussion. There was none.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they approve the Board of Directors appoint Nancy Cameron to serve as a member of the Springfield Budget Committee in position 2, effective January 1, 2026 through December 31, 2028: Director Quaas-Annsa – Yes, Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion passed, 5:0.

D. Approve SIA Agreement, Resolution #25-26.027

David Collins

It is recommended that the Board of Directors approve the Springfield Public Schools Integrated Application Grant Agreements as presented.

MOTION: Director De Graff moved, Director Kohl seconded the motion to approve the Springfield Public Schools Integrated Application Grant Agreements as presented.

Chair Quaas-Annsa asked if there was any discussion.

Director Kohl asked about the gap between the expiration of the previous agreement and the current one.

They discussed funding streams, accountability measures and potential consequences of not meeting targets.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they approve the Springfield Public Schools Integrated Application Grant Agreements as presented: Director Quaas-Annsa – Yes, Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes

Motion passed, 5:0.

E. Approve OSBA Elections, Board of Directors, Position 6, Resolution #25-26.021

Superintendent Hamilton

It is recommended that the Board of Directors vote to select one candidate per position. It is further recommended that the Board direct the Superintendent or designee to submit this vote online to OSBA no later than midnight on December 15, 2025.

MOTION: Chair Quaas-Annsa moved, Director Kohl seconded the motion for the Springfield Board of Education to support Nicole De Graff for the OSBA Board of Director Position 6; and it is further recommended that the Board direct the Superintendent or designee to submit this vote online to OSBA no later than midnight on December 15, 2025.

Chair Quaas-Annsa asked if there was any discussion. There was none.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they approve of the Springfield Board of Education to support Nicole De Graff for the OSBA Board of Director Position 6; and it is further recommended that the Board direct the Superintendent or designee to submit this vote online to OSBA no later than midnight on December 15, 2025: Director Quaas-Annsa – Yes, Director Light – No, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – No.

Motion passed, 3:2.

F. Approve OSBA Elections, Legislative Policy Committee, Position 6, Resolution #25-26.022

Superintendent Hamilton

It is recommended that the Board of Directors vote to select one candidate per position.

It is further recommended that the Board direct the Superintendent or designee to submit this vote online to OSBA no later than midnight on December 15, 2025.

MOTION: Chair Quaas-Annsa moved, Director Langworthy seconded the motion for the Springfield Board of Education to support Judy Newman for the OSBA Legislative Policy Committee Position 6; and it is further recommended that the Board direct the Superintendent or designee to submit this vote online to OSBA no later than midnight on December 15, 2025.

Chair Quaas-Annsa asked if there was any discussion. There was none.

Chair Quaas-Annsa called for a roll call vote. Chair Quaas-Annsa asked each Board member to indicate if they approve of the Springfield Board of Education to support Judy Newman for the OSBA Legislative Policy Committee Position 6; and it is further recommended that the Board direct the Superintendent or designee to submit this vote online to OSBA no later than midnight on December 15, 2025: Director Quaas-Annsa – Yes, Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion passed, 5:0

9. Discussion

A. Board Development

Chair Quaas-Annsa

The Board engaged in detailed discussion pertaining to topics such as:

- Scheduling training and communication with OSBA
- Training topics and meeting scheduling
- Exploring training options and board development
- Setting board goals and prioritizing agenda topics
- Delegating tasks and coordinating with facilitators

10. Reports and Information

A. Superintendent Communication

Superintendent Hamilton

Superintendent Hamilton provided updates on state and federal revenue tracking and upcoming economic forecasts. Hamilton mentioned the impact of federal funds and ongoing budget tracking, and highlighted the success of recent district events, including conferences and the community Christmas Parade, and the appointment of a new general manager for the community theater.

B. Board Communication and Comments

Chair Quaas-Annsa

Director De Graff provided updates on the Springfield Education Foundation (SEF) and community outreach.

Director Light shared experiences from community events and board.

Director Kohl shared experiences from community events and provided updates on the recent Lance Council of Governments (LCOG) board meeting.

Director Quaas-Annsa emphasized the importance of board development and communication with the public and shared an experience from the community Christmas Parade and expressed appreciation for district activities.

Director Langworthy discussed recent visits to schools and community events, highlighting the positive impact on students and staff.

11. NEXT MEETING:

January 12, 2026 - Board Meeting at 7:00 p.m.

Chair Quaas-Annsa thanked everyone for attending.

12. ADJOURNMENT

Having no further business, Chair Quaas-Annsa adjourned the meeting at 9:09 p.m.

(Minutes recorded by Trenay Ryan, LCOG)

SPRINGFIELD PUBLIC SCHOOLS
2025-2026 Revenue/Expenditure Forecast
As of December 31, 2025
****Please see attached report****

REVENUES:

- Both current year and prior year tax collections are projected for 100% collection. To date \$31,360,338 has been collected in current year property taxes, which equates to 93.0% of anticipated budget. Additionally, \$222,552 has been collected in prior year tax collections which equates to 55.6% of anticipated budget. This report is based on the information received through the Lane County Tax and Assessment office.
- The district's most significant portion of revenue is the district's scheduled Basic School Support payments through the Oregon Department of Education. The district projects to receive approximately \$91.79 million for the current year based on 2025-2026 projected enrollment and the allocation designated by the Oregon Department of Education. The projected SSF revenue is less than originally budgeted (\$92.23 million) due to enrollment being lower than projected, but does include an assumption of receiving \$500,000 in High Cost Disability reimbursement for the current year. As the district continues to realize a decline in enrollment, it is anticipated these numbers may continue to be adjusted over the remaining months of the year.
- In early September the district learned that there is a reconciliation payment of Secure Rural Schools Act (Federal Forest fees) due to Springfield Public Schools totaling \$780,512, which has been received. This reconciliation is related to underpayments by Oregon Department of Education between 2017 and 2020 and may be allocated as an inclusion to State School Funding.
- The district is anticipating receiving approximately \$250,000 in County School Funds. To date the district has not received anticipated funds.
- The district is anticipating receiving approximately \$1.4 million in Common School Funds. To date the district has received \$759,150 of anticipated funds.

EXPENDITURES:

- Projected salary expenditures are based upon staff allocations adopted during the budgeting process and is estimated using actual and projected data (per previous year-end estimates). The current projection of 97% expenditures for salary related items based on prior trends.

- Benefit amounts are based upon projected staffing expenditures and are directly tied to the salary assumptions and are currently anticipated to be 95% expended. This projection will change as the year advances.
- The purchased services and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends, however are shown at 100% expended at this early point in the year. Based on past trends the supplies and materials expenditures are projected to be 97.61% expended.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2025-2026 adopted budget.
- Fund transfers allocated during the 2025-2026 budget process include \$800,000 (Instructional Materials Fund), \$800,000 (Technology Fund) and \$888,314 (Debt Service Fund).

Additional Notes: For the 2025-2026 budget year the current estimate of ending fund balance is \$13,074,014. Included in this number is the ending fund balance from the 2024-2025 fiscal year (\$20,850,181). As a preview for the 2025-2026 budget process, this reduction in projected ending fund balance indicates that the district is utilizing significant reserves in its current fiscal year. By utilizing reserves of this magnitude, the district will realize a reduction in resources available for the 2026-27 proposed budget. As with previous years, this is an early estimate and accounts for the assumptions made in the current year operating budget, as well as the use of reserves as a strategy for adjusting to the unanticipated loss of enrollment.

Submitted by:

Brett M. Yancey
Chief Operations Officer

SPRINGFIELD SCHOOL DISTRICT 19
2025-2026 REVENUE/EXPENDITURE FORECAST
as of
12/31/25

	BUDGET	ACTUAL through 12/31/25	ESTIMATED from 12/31/25 to year end	PROJECTED 2025-2026	PROJECTED as % of BUDGET
REVENUES:					
Property taxes - current	33,710,653	31,360,338	2,350,315	33,710,653	100.00%
Property taxes - prior years	400,000	222,552	177,448	400,000	100.00%
Other local sources	2,286,500	1,127,005	1,159,495	2,286,500	100.00%
County School Fund	250,000	0	250,000	250,000	100.00%
State School Fund	92,227,519	52,712,991	39,078,629	91,791,620	99.53%
Federal Forest Fees	0	780,512	0	780,512	N/A
Common School Fund	1,400,000	759,150	640,850	1,400,000	100.00%
Total revenues	130,274,672	86,962,548	43,656,737	130,619,285	100.26%
Beginning fund balance	21,001,494	20,850,181	0	20,850,181	99.28%
Total Beginning fund balance	21,001,494	20,850,181	0	20,850,181	99.28%
Total resources	151,276,166	107,812,729	43,656,737	151,469,466	100.13%
EXPENDITURES:					
Personal services	72,736,587	29,910,729	40,643,760	70,554,489	97.00%
Employee benefits	46,202,043	15,527,952	28,363,989	43,891,941	95.00%
Purchased services	13,470,714	4,423,623	9,047,091	13,470,714	100.00%
Supplies & materials	4,123,317	2,148,841	1,875,752	4,024,593	97.61%
Capital outlay	1,912,090	29,500	1,882,590	1,912,090	100.00%
Other objects	2,057,823	1,907,423	145,888	2,053,311	99.78%
Fund transfers	2,488,314	2,488,314	0	2,488,314	100.00%
Total expenditures	142,990,888	56,436,382	81,959,071	138,395,452	96.79%
Unappropriated	7,285,278	0	0	0	-
Contingency	1,000,000	0	0	0	0.00%
Total appropriations	151,276,166	56,436,382	81,959,071	138,395,452	91.49%
Total resources		107,812,729	43,656,737	151,469,466	
Total appropriations		56,436,382	81,959,071	138,395,452	
Ending fund balance		51,376,347	(38,302,333)	13,074,014	
Less: contingency		0	0	0	
Net fund balance		51,376,347	(38,302,333)	13,074,014	

PERSONNEL ACTION

RELEVANT DATA:

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

RECOMMENDATION:

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

- Hiring
- Resignation
- Retirement

SUBMITTED BY:

Dustin Reese
Director of Human Resources

APPROVED BY:

Todd Hamilton
Superintendent

NO	NAME OR EMPLOYEE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	NEW HIRE				
	2683075	SHIFT FROM LONG TERM SUB TO TEMP	1.0	12/16/25	TEMPORARY HIRE - TMS
	RESIGNATION				
	RETIREMENT				
	ADMIN				
	396036	CONTRACT ADMIN		06/30/2026	RETIREMENT
	CERTIFIED				
	392170	CONTRACT TEACHER		03/01/2026	RETIREMENT

RESOLUTION: #25-26.032

DATE: January 12, 2026

REDUCTION IN FORCE

BACKGROUND INFORMATION:

In preparation for the second semester of the 2025–26 school year, Springfield Public Schools must right-size licensed staffing levels to ensure expenditures align with available budget resources.

The adopted 2025–26 General Fund budget assumed a zero percent cost-of-living adjustment for all employee groups across the District. To remain within the adopted budget, staffing levels for classified and administrative employees were adjusted in summer 2025 to reflect updated compensation and benefit costs for the 2025–26 school year.

Reductions to licensed staffing have been delayed for as long as possible. However, to align expenditures with available resources in the 2025-26 budget, the District must now implement reductions within the licensed group. These reductions will take effect at the semester break, which will minimize disruption to student learning and instructional continuity.

RECOMMENDATION:

WHEREAS, Springfield Public Schools has identified an estimated \$2.34 million budget deficit for the 2025–26 school year due to insufficient funding to sustain current licensed staffing levels; and

WHEREAS, Springfield Public Schools is required to comply with ORS 342.934 and applicable collective bargaining agreements when making decisions related to reductions in force;

NOW, THEREFORE, BE IT RESOLVED, that the Springfield Public Schools Board of Directors authorizes the implementation of a reduction in force, effective January 30, 2026, in accordance with state law and collective bargaining agreements.

SUBMITTED

RECOMMENDED BY:

Brett Yancey
Chief Operations Officer

Todd Hamilton
Superintendent

**2024-2025 ANNUAL COMPREHENSIVE
FINANCIAL REPORT**

RELEVANT DATA:

Oregon State law requires an annual audit of all financial transactions of the School District for all operating funds, including grant funds and trust funds. The independent accounting firm of Clear Trail CPA's conducted the 2024-2025 fiscal year-end audit and a copy of this document was made available to the School Board prior to tonight's meeting. A copy of the report is published on the district website, as well as available tonight.

In addition to the Annual Comprehensive Financial Report (ACFR) is the management letters for the district addressed to the School Board. Similar to last year, a small finance committee was presented with the document and a comprehensive explanation of the detail. Included on the committee are one (1) Board member and one (1) Budget Committee member, as well as financial services staff. Melissa Stalder and Brett Yancey will be available for any questions you may have.

RECOMMENDATION:

It is recommended that the Board of Directors accept the audited financial reports for 2024-2025 as presented by the firm of Clear Trail CPA's.

SUBMITTED BY:

Brett M. Yancey
Chief Operations Officer

RECOMMENDED BY:

Todd Hamilton
Superintendent

BUDGET COMMITTEE APPOINTMENT

RELEVANT DATA:

Oregon Budget Law requires that each local government establish a budget committee. Appointive members of the budget committee are appointed for three-year terms (unless filling a mid-term vacant position) and selected by the governing Board of Directors on an at-large basis.

Springfield Public Schools has four (4) members currently serving on the budget committee whose terms expire either on December 31, 2026 (3 members) or December 31, 2028 (1 members). Additionally, there is one (1) vacant member position due to a requirement of membership on the Educational Equity Advisory Committee.

District administration worked with the Educational Equity Advisory Committee to solicit interested members for the position, and one interested candidate volunteered, Patty Gutierrez

RECOMMENDATION:

It is recommended that the Board of Directors appoint Patty Gutierrez, representing the District's Educational Equity Advisory Committee, to serve as a member of the Springfield Public Schools Budget Committee in position 3, effective January 12, 2026 through December 31, 2028.

SUBMITTED BY:

Brett M. Yancey
Chief Operations Officer

RECOMMENDED BY:

Todd Hamilton
Superintendent



2025-2027 (Year Two)

Local Service Plan

Our shared commitment to equity, empowerment, and collaboration in education.

About Lane Education Service District

Lane Education Service District (ESD) provides services to sixteen component districts in Lane County. Our purpose is to **SERVE** our communities!

Support - Provide comprehensive services in technology, school improvement, special education, and administrative services that support our component districts' missions to achieve equitable outcomes for all students.

Empower - Empower educators, students, and communities by offering professional development and innovative programs to enhance culturally responsive-sustaining learning experiences.

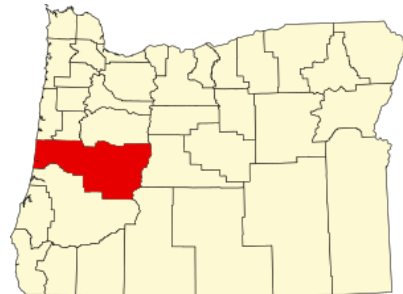
Resource - Deliver fiscally sound services that support equitable allocation for students countywide.

Vision - Cultivate a clear vision for educational excellence and equity, guiding strategic planning, and fostering a shared mission among Lane County's invested communities.

Engage - Promote engagement and collaboration among educators, families, and community partners to create a supportive educational environment that promotes justice-centered engagement for all invested communities.

Component School Districts

Bethel	Mapleton
Blachly	Marcola
Creswell	McKenzie
Crow-Applegate-Lorane	Oakridge
Eugene	Pleasant Hill
Fern Ridge	Siuslaw
Junction City	South Lane
Lowell	Springfield



Purpose of the Local Service Plan

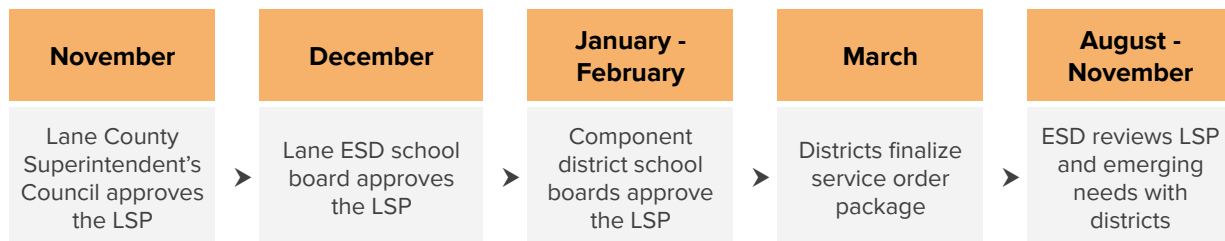
The Local Service Plan is a foundational document for Lane ESD and our component school districts, designed to outline the range of services and programs offered to support district needs. Its primary purpose is to define the services available and clarify how resources, staffing, and funding will be allocated to support districts effectively. With this document, districts can make informed decisions about which services best align with their unique needs and goals, selecting from available services each year.

Additionally, the Local Service Plan plays an essential role in promoting equity and access by ensuring that all districts—regardless of their size or individual resources—have the opportunity to access crucial educational services, especially in areas where Lane County’s smaller districts may struggle to provide these independently. The plan also promotes accountability and transparency, clearly documenting the services to be delivered and setting mutual expectations for the ESD and our component districts. This transparency enables stakeholders to assess service outcomes and effectiveness.

Recommended Use of the Local Service Plan

The district may:

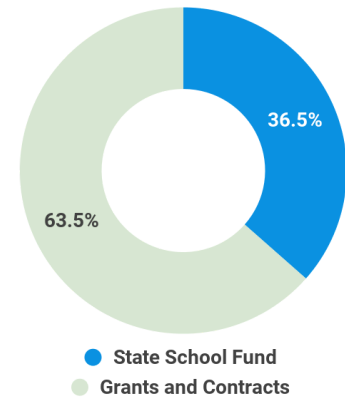
- familiarize itself with funding structures and services in the Local Service Plan.
- assess their needs and priorities to meet their goals and mission.
- determine which ESD services could provide valuable support or enhancement.
- submit its service order package to the ESD by March 31st, 2026.
- review the document throughout the year to determine if additional services are needed.



How Services are Funded

State School Fund resources are provided to ESDs to offer services for children with special needs, technology, school improvement, and administrative support to component school districts as described in the Local Service Plan. Pursuant to ORS 327.019, 90% of these resources are allocated to component school districts based on weighted student population (ADMw). Of the amount allocated to districts, approximately 12% goes directly to services available to all districts (Core Services), while approximately 88% is allocated as flex funds, which can be used to purchase services through the local service plan menu (Menu Services or Custom Services).

Local Service Plan Resources



Core Services provide stability and flexibility in meeting student needs where the level of support may vary from district to district and year to year; this commitment supports the equitable distribution of resources for students county-wide and basic operational needs.

Menu Services are optional for districts to choose from using their allocated Flex funds and individual district budgets.

Custom Services can be requested by an individual district or group of districts based on a specific need. These services may include staffing or the provision of services.

Grants and Contracts support specialized, innovative, and often temporary programs or services with qualifying conditions at no cost to districts. The ESD intentionally applies for grants that extend the services of the four component areas provided through the State School Fund to support the educational mission of the county.

State and Federal Contracts are in place to ensure that the ESD supports school districts in implementing state and federal educational policies and programs, complies with mandates, and provides specialized services.

Grants are targeted funds that the ESD has identified and applied for to support specific educational programs and initiatives for the component districts.

Core Services

Core services are available to all component districts at no cost and represent approximately 12% of the local service plan allocations to districts.

SERVICE AREA	SERVICE	DESCRIPTION
<i>Programs for Children with Special Needs</i>	Life Skills High-Cost Pool	Provides funds to districts with an overrepresentation of Life Skills students (including districts that do not participate in the ESD Life Skills consortium).
<i>Technology Support</i>	Network Services	Provide high-speed internet access, CIPA-compliant internet filtering, 24-7 internet connectivity monitoring, and utilization reporting with reliability and equitable access as the focus areas.
	Professional Development	Organize regional professional development opportunities and support local partnerships, including an internship program.
	Technology Leadership	Facilitate opportunities for regional technology leaders to provide problem-solving collaboration, job-alike groups, state and regional initiatives, consortium purchases, lifecycle plan assistance, and director mentoring and coaching.
	Grant Support	Assistance in the writing, coordination, and implementation of county-wide grant activities
	Cybersecurity	Assist with developing and maintaining incident response plans, cybersecurity handbooks, insurance compliance, vulnerability scanning and reports.
<i>School Improvement Services</i>	Curriculum and Instruction*	General education curriculum and instructional services include professional development, coaching, and consultation to assist districts in curriculum adoption, instruction, and assessment. Lane ESD has content specialists in Health, Social Studies/Ethnic Studies, English Language Arts, Math, Science, Career Connected Learning, and Project Based Learning.
	Curriculum Leaders*	This network meets monthly during the school year and comprises district and building administrators from all 16 component districts. Experts on topics of interest give presentations, the work of component districts is featured, resources are shared, and leaders can network with job-alikes across districts.

	Promise Programs	The Lane Regional Promise supports teachers in obtaining College Now endorsements to offer college credit for courses taken in high school.
	Lane Career Academy	The Lane Career Academy collaboration provides Lane County students with technical education to access high-wage, high-demand jobs. Current programming includes HOPE Factory (construction/manufacturing); future programming to include Emergency Medical Services (EMS) and Behavioral Health.
Administrative and Support Services	Home School	Home Schooling is a mandated service in which Lane ESD is responsible for accepting notifications from parents or guardians who intend to educate their children at home. Lane ESD is a primary information source for parents, students, schools, and districts. The ESD is also responsible for monitoring compliance with homeschool notification requirements, monitoring academic progress requirements, and providing detailed reports to districts.
	Attendance and Truancy Services*	Attendance and truancy support assist component school districts in meeting legal requirements regarding mandatory school attendance. This is a state-mandated service for districts with less than 1,000 students.
	Connected Lane County	A contribution to Connected Lane County supports the collaborative work between districts, industry partners, workgroups, and community organizations to create opportunities and prepare underserved youth for their lives beyond high school.
	Oregon Licensed Contract Dashboard	Subscriptions to RS2's interactive Oregon Licensed Contract Dashboard provide access to licensed salary, benefits, insurance contributions and work schedules with the ability to create custom comparison groups.

* Services provided to support districts in making progress toward the goals of the Student Success Act (see page 11).

Menu Services

Menu services are available for individual districts to purchase as needed using flex funds or other district resources.

SERVICE AREA	SERVICE	DESCRIPTION
Programs for Children with Special Needs	Life Skills Consortium Placements	<p>The Life Skills Education Program serves students with moderate, severe, and profound disabilities. Kindergarten through grade 12 classrooms are located in several elementary, middle, and high schools throughout Lane County. Students ages 18-21 are served in the Transitions Program.</p> <p>The Intensive Services Program (ISP) serves students whose support needs require environmental modifications that may not be feasible on a general education campus.</p>
	Lane School Placements	<p>Lane School is a structured behavior and academic program for kindergarten through grade eight students who experience significant behavioral, social, and educational difficulties.</p>
	Behavior Disorder Consultants	<p>Behavior Disorder Consultants provide in-service training and consultation to districts for behavior and classroom management and strategies for working with students identified as having emotional and behavioral disabilities.</p>
	School Psychologists	<p>School Psychologists provide assessments to assist districts in determining student eligibility for special education, coordination assistance, and consultation with district staff, parents, and other professionals.</p>
	Speech Language Pathologists	<p>Speech Language Pathologists (SLPs) support districts in assessing and providing Individualized Education Plan (IEP) related services to students with communication disorders, including articulation, cognition, language, literacy, social skills, fluency, voice, and hearing. SLPs also support Safe Eating Teams, helping establish and train protocols and guidelines for safe eating at school.</p>
	Augmentative Communication	<p>Augmentative Communication services include evaluation, IEP support, programming equipment, and consultation with classroom teachers and specialists.</p>

	Direction Service	Direction Service provides information and referral services to parents and districts regarding specialized services for families of students with disabilities. Direction Service also acts as a mediator between districts and parents of children with disabilities and focuses on collaborative dispute resolution.
	Sign Language Interpretation Services	Sign Language Interpreters facilitate communication for Deaf or Hard of Hearing (DHH) students during school hours and for school-related activities. Interpreters may also act as a resource or provide training to staff and students. Interpreters may also offer services to provide ADA accommodations for school staff and families.
	MLK Jr. Education Center	The Martin Luther King, Jr. Education Center is a partnership between Lane ESD and the Lane County Department of Youth Services, providing an educational program for students with an active case with the Department of Juvenile Justice.
	Nursing Services	School Nurses provide services for students with medical conditions that may interfere with their ability to participate in their educational program. School Nurses develop Health Management Protocols, which outline specific supports needed for each student, train staff to recognize and respond to students' medical needs, and delegate medication administration and health protocols.
Technology Support	Application Hosting and Management	Cloud and on-prem solutions, e.g. video streaming services, backup solutions, help desk solutions, cloud solutions and applications, and technology inventory solutions.
School Improvement Services	Career and Technical Education	Career and Technical Education (CTE) staff provide leadership and services to districts so that students can enhance their 21st-century technical skills, career exploration, and successful transition to work or extended schooling.
	Library Services	Library services support districts in meeting Division 22 library and media services standards. Professional development, coaching, and consultation are provided for districts that elect this service.
Administrative and Support Services	Substitute Teacher List Subscription	Lane ESD maintains a list of approved substitute teachers and provides support with registration, training, and orientation to applicants.
	Courier Services	Lane ESD's courier services provide an efficient and secure method of moving materials between the ESD, districts, and other public agencies.

Grants and Contracts

Through support from grants and contracts, Lane ESD provides certain value-added services at no cost to districts. Programs and descriptions that are underlined have been identified by the state for potential cuts in 2026 - 2027.

SERVICE AREA	PROGRAM	DESCRIPTION
<u>Programs for Children with Special Needs</u>	<u>Early Intervention / Early Childhood Special Ed</u>	Contracted service with the University of Oregon Early Childhood CARES. Grant provides EI (birth-3) and ECSE (3-5) education services to all Lane County resident families with children with qualifying special education eligibility.
	<u>Lane Regional Inclusive Services</u>	LESD Regional Inclusive Services works in collaboration with Local School Districts, Early Intervention, Early Childhood Special Education (EI/ECSE) programs, Families, and Community Agencies to provide specialized educational support for children with low incidence disability eligibility, including Autism Spectrum Disorder (ASD), Orthopedic Impairments (OI), Traumatic Brain Injury (TBI), Visual Impairments (VI), Deaf/Hard of Hearing (DHH), and DeafBlind (DB). This grant also supports audiology referrals and a Hearing Assistive Technology Equipment Lending Library.
	<u>State Hospital</u>	The Oregon State Hospital Education Program offers opportunities for 18 to 21-year-olds to continue their education while in the hospital setting.
	<u>Juvenile Detention Education Program</u>	The Juvenile Detention Education Program (JDEP), funded by the Oregon Department of Education, provides educational and re-entry transitional services to students housed overnight in county juvenile detention facilities.
	<u>Regional Technical Assistance Program</u>	Lane ESD provides local-level options for professional development and technical assistance within the general supervision areas (special education and federal title programs).

School Improvement Services

<u>Western Regional Education Network</u>	<u>The Western Regional Educator Network (WREN) encompasses the 28 school districts in Lane ESD and Linn-Benton-Lincoln ESD. It is an educator-led, improvement-focused network that elevates teachers' voices, emphasizes the Lane ESD Equity Lens to interrupt historical patterns of inequities, and supports educators in creating more inclusive and empowering school cultures. Professional development, coaching, and consultation are provided.</u>
<u>Teacher Pathways*</u>	<u>This Grow Your Own (GYO) grant funded program works to diversify the K-12 education workforce in Lane County by recruitment, selection, clinical practice, hiring placement, and induction support for pre-service teachers centered on building culturally responsive affinity groups.</u>
Social Emotional Learning*	Professional development, coaching, and consultation are provided to component districts to meet their goals of authentic implementation of Oregon's Transformation Social Emotional Learning (TSEL) standards,
School Safety and Prevention*	Technical expertise, training, and system development is provided to districts in responding to threats of violence and suicide. Our SSPS is the lead responder and coordinator of the Tragedy Response Team.
Student Voice*	Professional development, coaching, and consultation are provided to implement ongoing student voice and engagement for district/school strategic planning and continuous improvement.
LGBTQ2SIA+ Student Success	This grant funds technical assistance, professional development, curriculum development, and resources, to ensure focal LGBTQ2SIA+ students and their families are safe, feel a sense of belonging, and are supported to achieve at high levels across all Lane County districts.
Latinx Student Success	This grant funds technical assistance, professional development, curriculum development, and resources to ensure focal LatinX Students are safe, feel a sense of belonging, and are supported to achieve at high levels across all Lane County districts.
Native Youth Wellness*	This grant funds the Native Youth Wellness program (NYW). NYW provides professional development on Tribal History/Shared History and TSEL, culture nights, student affinity groups, coaching on tribal education programs, equity, and culturally sustaining pedagogy.
Advanced Manufacturing & Construction	This grant supports a regional advisory committee and industry connections to strengthen the quality of CTE Programs of Study. This grant also sponsors the Construction Utility Career Day.
Behavioral Health Career	This grant provides curriculum, training, and work-based experiences focused on mental and behavioral health pathways between districts

Pathways	and industry partners via Lane Career Academy. Prioritizes rural and underserved communities.
Team Oregon Build	Professional development and technical assistance is provided on hands-on construction projects. The project provides pathways for career development while addressing the urgent need for safe and sustainable housing.
Healthcare Workforce Development	Coordinate scholarship and training support to remove cost barriers for students to participate in Behavioral Health and Emergency Services pathways within Lane Career Academy.
LaneSTEM*	<u>Lane ESD supports Science, Technology, Engineering, and Math (STEM) education in partnership with LaneSTEM through workshops, school site consultation, classroom coaching, and grant partnerships.</u>
Early Literacy*	Lane ESD supports district implementation of their Early Literacy plans by coordinating professional development via Oregon Department of Education contractors and community partners.
Administrative Burden Reduction*	Technical assistance completing state and federal required reporting, grant applications, and data collections. The focus is primarily on small/rural districts, but Integrated Guidance technical assistance is provided for all component districts.
21st Century Community Learning Centers*	Crow-Applegate-Lorane, McKenzie, Mapleton, and Siuslaw are in a consortium for the 21st Century Community Learning Centers (CCLC) grant. Lane ESD provides oversight and technical assistance on the completion of grant requirements.
English Language Development*	English Language Development (ELD) services include technical assistance relating to curriculum, instruction, assessment, and educational learning platforms. Train general education teachers to learn how to integrate the English Language Proficiency (ELP) standards into their regular curriculum.
Migrant Education	Lane ESD coordinates a regional Migrant Education Program (MEP) consortium serving Lane and Douglas counties, including 29 school districts. MEP provides supplemental instruction, community outreach, and parent involvement for eligible MEP students, including summer school, graduation, and preschool services for students ages 3-21.
EA/IA Professional Development*	Lane ESD contracts with Cultivate at the University of Oregon to provide professional development modules for Education / Instructional Assistants.

Portrait of a Graduate*

Lane ESD contracts with Cosgrave and Swanson to consult rural districts on developing and implementing Portrait of a Graduate.

** Services provided to support districts in making progress toward the goals of the Student Success Act (see page 11).*

Appendix - Links to Other Information

Student Success Act Comprehensive Support Plan

Lane ESD’s Student Success Act Comprehensive Support Plan is provided to assist districts with developing and implementing their Integrated Plans for the implementation of the Student Success Act. ***Services are detailed throughout this Local Service Plan and indicated with an (*)***.

Lane ESD Budget and Financial Reports - Lane ESD’s annually adopted budgets and audit reports can be found on the Lane ESD website at <https://lesd.k12.or.us/administration/business-services>.

Lane ESD Equity Lens - Lane ESD's Vision, Mission, and Purpose are at the center of all decisions made within the agency in service of our county. We employ our Equity Lens and adapt our Equity Tools to meet the needs of the decision at hand by including multiple perspectives, determining the problem to be solved, evaluating potential positive and negative impacts on our students, families, and districts, examining resources available, and at all times orient ourselves toward justice centered engagement while operating in a fiscally responsible and responsive manner. See more at <https://lesd.k12.or.us/strategic-plan>.

Lane ESD Contact Information - For questions, please contact supt-office@lesd.k12.or.us