Jefferson County School District 509J
UNITE. ENGAGE. SOAR.

2025-2026 BOARD MEETING @6:30PM
Jefferson County School District 509-J
Monday, January 12, 2026

Hybrid: In-person and Electronic via Zoom available for both meetings

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MEETING LOCATION:

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Metolius Elementary School (Library)

420 SW Butte Avenue, Metolius, OR 97741

2025-2026 Board of Directors:

Chair Jacob Struck, Vice Chair Regina Mitchell, Kevin Richards, Laurie Danzuka and Courtney Snead

REGULAR SESSION MEETING MINUTES

BOARD OF DIRECTORS ATTENDANCE: Chair Jacob Struck, Vice Chair Regina Mitchell, Laurie Danzuka, Courtney Snead and Kevin Richards

ABSENT: None

1. **CALL TO ORDER / PLEDGE OF ALLEGIANCE / BOARD MEMBER ROLL CALL**
   Board Chair Jacob Struck called the meeting to order at 6:30pm followed by the Pledge of Allegiance. Board Secretary noted board member attendance for the record.

2. **AGENDA ADOPTION**
   Board Chair Jacob Struck asked if there are any changes or updates to the agenda, being none, he called for a motion to adopt the agenda.

   Courtney Snead made a motion to adopt the agenda as presented; a vote was presented and motion passed unanimously **– APPROVED 5/0.**

Board Member:	Jacob Struck	Regina Mitchell	Laurie Danzuka	Kevin Richards	Courtney Snead
Vote:	Y	Y	Y	Y	Y

3. **INFORMATION / PRESENTATIONS / REPORTS / COMMUNICATION / DISCUSSION ITEMS**
   - **3.1. Happy New Year 2026! / Board Appreciation Month / Proclamation**
     - 3.1.1. Board Chair Jacob Struck
     - 3.1.2. Board Vice Chair Regina Mitchell
     - 3.1.3. Laurie Danzuka
     - 3.1.4. Kevin Richards
     - 3.1.5. Courtney Snead

Superintendent Jay Mathisen pointed out the various posters and notes provided by staff and students for board appreciation and thanked the board for their dedication. He expressed that this board has a really exceptional balance of different areas of expertise, and he highlighted the characteristic of the group is their level of humility. He shared that recently he had an independent conversation with one of them and the question was asked, "A*re we doing this right?"* He explained that he loves that question and it is one that they should be asking all the time; he concluded - the answer is yes, every time they listen to each other, every time they listen to somebody who comes from public comment, every time they respect a different opinion than theirs, every time they push him in an individual or collective conversation to think about things differently and pay attention and hold him accountable, they are doing this the right way, and he is so grateful for that. He asked that they please take a moment to pause and reflect on that. He also pointed out the proclamation on page 24 of the board packet to read at their leisure as they reflect on those words he shared, and all those presented throughout the room, hallway and notes on the table.

3.2. JCSD 509J Student Representative (Chloe Carillo) Report

Student Representative Chloe Carillo made her first report for the New Year 2026 – she reported that the boys basketball ranked third in the state and the girls team has been very competitive. She shared that there are fourteen swimmers on the swim team this year and the White Buffalo will host a home swim meet on Tuesday, January 13th. In January the seniors will be putting on a winter formal with at theme of Cinderella ball. The theater department will also be hosting a dance with a fairytale theme but the date is undetermined. Chloe also shared that leadership is planning a winter sports assembly, the outdoor club are raising funds for their upcoming ski trip that will take place in February. The choir is practicing for upcoming music competitions. Last month's Christmas spirit week went really well and the end of the semester will be coming soon with finals being the last week of school.

3.3. Audit Report, Fiscal Year Ending 2025 by Umpqua Valley Financial

CFO Brad Henry reported that the audit went well. He said the firm was present for the audit, and the staff did a good job preparing. He directed board members to pages 25-122 of the board packet*, [Brad noted that he will be using the board packet page numbers for his presentation, not the page numbers of the document to make it easier for the board members to follow along].* He summarized the following:

Page 30 – Independent Auditor's Report. The second paragraph is their opinion, and that is essentially an unqualified opinion, or a clean opinion. That is the best opinion that they can give to an organization.

Page 48 – Is essentially an income statement of all of our funds. There are four funds that we report on, general fund, special revenue, debt service and our capital projects. He pointed out that they can see what is essentially an income statement on this page, and on the bottom, they can see the fund balances for each. He explained, when he provides a financial update in the board packet each month, they are looking at just the operations sub-fund of the general fund; this one rolls all of our general funds together.

CFO Brad Henry paused for any questions from the board.

Courtney Snead asked about the General Fund (100), the net change in fund balance is the amount that we used in the last fiscal year - that is $2.9 million, and we are expecting that to continue if we don't make any changes, is that correct?

CFO Brad Henry clarified – going into this year, we budgeted to use reserves again, but we are also trying to correct our expenditure. The expenditure side of that formula, hopefully by year three, which would be in 27-28 we will be back to where our expenditures match our revenues. We are making adjustments going along the way this year (25-26) is the first year we have made that adjustment. We are thinking it will take three years to get back to where our expenditures match our revenues. He concluded that we will be using reserves, not only last year in total, we will also use some this year, some next year, and then the following year, we should be good to go. That is the plan.

Page 89 – CFO Brad Henry explained this page has a similar look, but this is budget to actual; the last one was not budget to actual and is not a comparison. The first one is the general fund. Again, it's all general funds rolled together. Here you have our budget, what the board originally adopted, and then any adjustments during the year. He reminded board members, at every board meeting, they see a resolution for any kind of adjustments that are needed. Mostly those are grants. We actually had one in 24-25 in the general funds. You can see the actuals which match what we just saw in the prior page, and then the variance. He further explained, for expenditures, brackets are good. That means that we are under spending. And for revenues, no brackets are good. That means where our revenues are a little higher than budget. So, that variance is driven, we have a lot of reserves, and a lot of maintenance and transportation. Our hope is that we never use all of them, or even half of those kinds of reserves any one year. That is something we are always going to have, we are going to budget for it, but probably, or hopefully not going see those expenditures happen. We are always going to have a variance like that. The next page is the same, our grant funds, which is essentially our special revenue fund. The expenditures are what the board adopts, the appropriations, brackets are good. In this case, it means we are under appropriations in that fund.

Page 97 – The debt service, that was interesting. He explained a PGE refund that came in in 2024-25. In 2023-2024 PGE paid their taxes like everybody else (property taxes), towards the end of the year, the county started questioning whether they over assessed. They over assessed their value of the property that they were being taxed in Jefferson County, and Department of Revenue is the one that actually manages that. The county was wondering because it went up so much, the county questioned it. Department of Revenue said there was no issue. Turns out, right at the end of the year, or after the end of the year, the Department of Revenue said there was an issue and they did over assess. They already paid their taxes and we already received it. It turns out that we had to pay some of that back to PGE, that happened in the 24-25 year. That is what they see with the deficit balance in this fund, the debt service fund, and we do anticipate that to be corrected in this current year (25-26). This is the one fund where we actually did overspend the appropriations, if you read through the exact summary, you can see on the expenditure line, there is no brackets around that number. That is not good, usually. What ended up happening was in 23-24 when we budgeted for 24-25, we actually used the 23-24 debt service amount, which happened to be lower. Then in 24-25 but he didn't catch it last year until right at the end, when it was too late to do anything about it, or he would have adjusted that to make it work.

Page 110 – Is where auditors have to look at our internal controls. They have to look at compliance with grants and state regulations. And so that is what these reports are about. On page 110 of the board packet is the report on the internal control and compliance on matters. Essentially, what it says is they found no issues with our controls and we were in compliance

with the regulations that they tested.

Page 112 - when they get into compliance on major programs, the large grants, essentially they have to test the federal resources, or the federal grants, and they found no issues with those either.

Page 118 - is a summary of the schedule of findings, exceptions, collection, costs. It is their summary. Again, they had no findings, no question, costs, and the audit was clean.

In conclusion, CFO Brad Henry explained that the last two pages (119 and 120) is the auditor's required communication to the board, that he sent out via email. It identifies what they did during the audit, what they found. In this case, he directed them to page 34 of the board packet to his report - at the beginning of the management's discussion and analysis, it talks about how total liabilities increased by about $10,600,000 over the prior fiscal year. And then it notes that it increased in long term liabilities by $10,600,000 which most of that is PERS. He directed board members to page 43 of the board packet and explained the report titled the statement of net position, is essentially a balance sheet. He pointed out a couple of line items that they would normally see in a balance sheet and explained, they have cash, fixed assets, things like that. But there are also lines under deferred outflow of resources there is pension related deferrals of $36 million, that is PERS. And there is a line titled net pension liability for just over 22 million, that is PERS, and so and then you continue on down, and pension related deferrals, 12 million, that is PERS. What is happening is, every two years, the actuary does their work, and they look to see how the system overall is performing compared to the last time they did their actuarial study. And any differences have to come on to the PERS books, and now, because some new rules, we have to take our share and put them on our books. Our PERS rates went up pretty significantly recently. That means that the system did not perform well, and some of the other variables were working against us. That is what is happening here – we are taking our share of those liabilities, putting them on our balance sheet, and that is the $8 million, the only other item that was added this year is a new rule, a new standard related to compensated absences. We had to book a lot of our employees sick leave that they have - it is not use-it-or-lose-it. It is they get to carry it, but when they leave, we don't pay it out. The Governmental Accounting Standards Board, (the board that oversees this and these reports they put together) said we need to put those on the balance sheet. This is the first year that we did that.

Board Chair Struck thanked CFO Brad Henry for the report and proceeded to the next agenda item.

3.4. Enrollment Report

Superintendent Jay Mathisen directed board members to page 123 of the board packet and explained that we are 61 students fewer than a year ago. He shared some thoughts about the factors that are impacting this and informed the board that next month there will be a line item for enrollment and CFO Brad Henry will provide more details that they may find helpful as they continue to watch and plan ahead.

3.5. OSAA Classification and Districting Final Update

Superintendent Jay Mathisen directed board members to pages 124-126 of the board packet and briefly explained where Madras High School landed in the classification redistricting (on page 125). Tri-Valley Conference is where we landed. That was good news for many of our team sports, not all of our sports. Some have special districts, but that's good news for us. It

was really where we hoped this process would go. The process is now final and that is why we brought it back one last time on the agenda. He explained there were three moves made in the very last meeting in December, moving schools from classification district, our school and our league, were not impacted by any of those three. This page (125) looks just like what the board saw back in December.

3.6. Jefferson County ESD 2026-2027 Local Service Plan - *Action item*

Assistant Superintendent Shay Mikalson invited two of the seven JCESD Board members, Sean Gallagher and Joan Starkel to the table and directed board members to pages 127-139 of their board packet as he presented the Jefferson County ESD 2026-2027 Local Service Plan.

As reflected in the Local Service Plan, as an ESD, we get the same allocation, looking at student enrollment, that was just talked about, across the whole county. And we serve, 509J, Culver, Black Butte and Ashwood School District, and out of that allocation, four and a half percent of those funds that we would normally see in the school district, for people, we get four and a half percent of those to try to find areas where we can be efficient, either financially higher at a level of expertise that might not make sense for every district to do, that is in particular with special education and technology services, and try to increase the equity across Jefferson County, so that no matter the size of the school district you are in, you get the very best opportunities, which is our goal, the plan that you continue to see here echoes with the same major investments that have been there in the four years that he has been superintendent of Jefferson County ESD. He explained, like all ESDs, we can spend in students with special education a heavy expenditure by providing all speech language services and school psychology services for all four of our component school districts. The 509J being the very largest of those. The second area that ESD can spend resources in by state statute is technology services, and the second largest investment of that local service plan is in technology. The Technology team with David Hicks and the collective group provide service across all four school districts. We can also provide administrative support services and school improvement services. For example, this year, Jayel Hayden's services have come to help with some HR work. The Local Service Plan has not changed.

Assistant Superintendent Shay Mikalson explained that he invites JCESD board members to come as he presents the Local Service Plan every year. He introduced Joan Starkel and Sean Gallagher. Joan Starkel has been on the board for a long time, and has provided incredible leadership with Jefferson County ESD. He is super grateful to be able to work for her and alongside her. Sean Gallagher is newer to the board, and the 509J board know him through his service on the 509J Budget Committee, and he recently replaced Courtney Snead on the Legislative Policy Committee. Sean has been committed and is here tonight, and will be going to other school districts so they know who their regional representative is in terms of the Legislative Policy Committee at OSBA.

Joan Starkel – "I just want to say it's, it's an honor and a privilege to serve the staff and the students in the community of 509J. Also, I want to acknowledge and appreciate that you have allowed us to share excellent staff, but we found Shay first, to clarify that. But thank you. It's our honor."

Sean Gallagher – "As a new ESD board member, I'm excited about this role. I benefited from the ESD services as a superintendent for many years in other districts, and I can't say how important that role is. And Shay runs a good ship, and I'm excited to be a part of that ship and support in any which way I can. I was little nervous about your enthusiasm of passing the cap

for the Legislative Policy Committee. I'm thinking, I wasn't sure what I'm getting into now - no, I'm excited about this, and I do believe, Laurie Danzuka, you've got another year to go on that board. I'm looking forward to working with you on that and representing this area, as we all know, it is really, really important that our voice is heard, especially from a rural sense, being this side of the Cascades. It is really important our legislators are aware what our needs are. I think you depicted a great presentation earlier in terms of poverty funding, and that is something that I think our representatives need to hear."

Assistant Superintendent Shay Mikalson concluded, we bring this JCESD Local Service Plan, like we do to all component school districts annually, and by state statute, we need two thirds of the districts representing 50% of the students. So, it means you (509J) really have a veto vote in the whole aspect. But the four years he has been here, we work for consensus to get all four school districts to find areas that make sense. He shared that he and Superintendent Jay Mathisen have a close working partnership, but his goal in this role is to do the same with all of our component school districts, and we try to listen well to our JCESD board as well. There are seven members of the board, and there are two advisory seats, with one of those filled right now. An amazing board, and tonight, we are looking for your support. You are the first one of our component school districts, and over the next month, by the end of February, we will have been through all of our component school districts. The plan is not the budget details, we are not at that stage. This is the menu of services that our four component school districts could use those resources. And like school districts, we will go through the budget process, to refine that, but generally speaking, know that your staff members continue to ask for school psychology services, speech services and tech services, at a level larger than our budget can support. We continue to try to find resources to push as many of our dollars to that an example that we are proud of, but it does leverage us, as Brad says, we have really shifted any administrative cost outside of those local service plan dollars to grant funding. We want you to know, out of that 4.5% you can see that 91% has to be spent on services that you approve and we exceed that. We want you know that we are trying to take all costs that we can outside of that, just because the need around technology, school psychology services and speech outpaces the resource. We are looking for your support as an action item later.

JCESD Superintendent Shay Mikalson asked if there are any questions.

Laurie Danzuka said she doesn't have a question, just a comment - as we continue to face the struggles of funding. She really appreciates getting services out to those in highest need. She thinks that approach has been exceptional for our district, and really appreciates that work. It has been exceptional for the students and families that we serve in our district and, with the numbers going up and the funding not following it, she just appreciates their hard work.

Board Chair Jacob Struck acknowledged that we have had excellent staff long term, and contributing to the amazing staff, are our administrators and directors and he understands that the plan has not changed, but with an uptick in special needs and with the integration of technology and everything – he asked, how has that drove the decisions and are there any changes internally that they see coming this next year, even though the plan hasn't changed?

JCESD Superintendent Shay Mikalson responded, what used to occur for technology services, and right now for special ed services (school psych and speech), the plan provides the expertise in terms of human capacity. IT Director David Hicks and his team used to also be able to provide hardware, software aspects over the course of time, as that pressure has evolved, those costs, shifted back to districts, you would be responsible for those, and we will try to

bring the staff to help support that work. The same sort of shift in special education to some degree, but now we are really at a critical tipping point, to be honest - both speech services and school psychology services from a school district's perspective, because there is not an additional bill for another speech evaluation or school psychology evaluation. We have always just continued to say yes to those, and those numbers are dramatically increasing in terms of just the number of students. So, while 509J superintendent is talking about enrollment, as an ESD we are seeing enrollment in the county, perhaps shrink, but we are seeing the number of students identified with needing speech services and school psychology services for evaluations increasing and our funding is actually going down, because of that enrollment drop when the demand is going up. It is a challenge. Technology has really managed it in that way, and we are still balancing - we don't want to get to the spot, that we might have to in the years ahead say, for example, we can only do X amount of speech services; anything above that we would contract more to get more. We are coming to that kind of barrier in terms of school psych and what we want you know as a board, it is just related to the numbers of students needing those services going up when the total population is going down, which is connected to the revenue.

Board Chair Jacob Struck thanked JCESD Superintendent Shay Mikalson for the report and for responding to the questions, with no additional questions he proceeded to the next agenda item.

3.7. Policy DDB, Native American Impact Aid Funds *(immediate re-adoption proposed)*

3.7.1. Community Feedback Data
3.7.2. Action Plan
3.7.3. Updated Policy, DDB – *Action item*

Board Chair Jacob Struck directed board members to pages 140-148 and looked to Superintendent Jay Mathisen to report on the readoption of Policy DDB.

Superintendent Jay Mathisen explained, we are bringing documents that they have seen in prior years, and also seen some earlier this year. First, he directed the board to page 140 for the summary of community engagement, an event held on October 23, 2025. We had a solid amount of participation, with 51 participants, 21 parents and community members, 10 students, and 20 staff, and it felt like we had a more attendance than in some prior years. The level of engagement was really high. He explained, they walked away with quite a few comments and summarized the common themes - he directed them to page 140 of the board packet, that is what we captured as a single pager. If you want to look at more raw data, that is on page 141 and 142 and that is where we took the words of participants that evening, recorded them, and categorized under a theme or an idea, but those are words of the folks who were there and participating . Then we summarize on one page. That has been the process every year.

Superintendent Jay Mathisen further explained, that process is really rooted in community engagement, and as we follow our impact aid policy. There is guidance in that policy that outlines how our engagement should happen. How we communicate about that engagement, how we take the data, and how we share it back with the community. Those are things that are in our policy.

He mentioned that we have received kudos from the national impact aid office for our Indian Education Advisory Committee, a committee made up of key members of the Warm Springs community who have different sector leadership roles, including our education committee, two

appointed tribal council members and Laurie Danzuka is the 509J board representative. They meet four calendar times and sometimes additional times in a school year. They review this data, and that group looks at that community engagement data, they set that data next to this action plan, which begins on page 143 of the board packet, and is a multi-year action plan at the advice of our Indian Education Advisory Committee. Two years ago, we improved this action plan with more detail. We set that action plan next to the community engagement and in our committee meetings, we discuss how we are doing with this plan and in our community. He directed board members to page 144 and explained the Native American Impact Aid Funds policy, DDB. It is a unique policy for our school board, it is a Jefferson County School District 509J policy, and we are required to review and approve it every year. This is the fifth year that he has had the chance to be a part of that process and is bringing it to the board again as we have done before in January.

Superintendent Jay Mathisen explained that last year's policy had changes drawn from a Washington, DC federal review of our impact aid policy and made their format changes, the content itself did not change. Our committee work or Indian education advisory work did not recommend any policy changes. So, this content (policy DDB) though the format was updated last year, the content itself is unchanged.

Superintendent Jay Mathisen concluded by saying that the work is in a healthy place right now, with our Indian Education Advisory Board, and our relationship with tribal council members who serve on that, he is really encouraged by where the work is right now.

Laurie Danzuka commented as part of this work, we have had conversation with tribal council leadership and those at the advisory group table about revisiting the MOU we have with the tribe. It has been really positive conversation how we move that forward, and what we want to include from the district side. They have been reviewing it through their leadership channels, and she feels really good about that. She explained that the work is moving and progressing in a positive manner even though it may not feel like it. They are coming right alongside us and working with us. That has been great to be able to have them offering feedback to help us in our continuous improvement journey, serving our Native kids and their families. We want to ensure that all kids are included, valued and seen. We have heard that it has been a struggle for us as a district over and over and we continue to work with building leaderships to make sure we continue to have those conversations. It is nothing new to this table or in this district. Our district leadership and building leadership has been continuously working to have these conversations in these meetings. Communication has been key as far as transitioning from the WSK8 to the high school, or from any feeder school to the high school. She said that she knows that it is consistently being looked at by building leadership and wanted to. The work is happening behind the scenes, it is nothing new, it is just a way of refining that and continuing to say, what can we try next? She said she feels really positive about that, because it seems there are really rounded conversations.

With no additional questions or comments from the board, Chair Jacob Struck proceeded to the public comment section of the meeting.

4. HEARING OF CITIZENS / DELEGATIONS / PUBLIC COMMENT [2-OPTIONS]

OPTION 1: Each person wishing to speak will have signed in at the beginning of the meeting to be recognized. The 509-J Board of Directors reserves this time for citizens to share comments or concerns. Because time is limited, as a standard practice, as a courtesy to others, and to maintain our meeting schedule, guests will be allotted three minutes to speak. If you have a group attending

regarding the same topic, you will need to appoint one speaker. The Chair has authority to keep order and impose any reasonable restrictions necessary to conduct an efficient meeting. The Board reserves the right to delay discussion on any item presented until later in the meeting or at a subsequent meeting. Objective criticism of operations and programs may be heard, but no complaints concerning specific personnel, the visitor will be directed to the appropriate means for filing complaints as necessary.
OPTION 2: Jefferson County School District 509-J will accept public comment in writing prior to the meeting. Written comments must be received online (via the comment link on the agenda) by 1:00 pm [the date of the board meeting] and may be read during the public comment section of the meeting. Comments or complaints regarding specific people or personnel WILL NOT be accepted, please refer to the district complaint policy.

Sam Robinson and Emily Marvella signed up to speak to the board.

[In-person from sign-in sheet - no notes or formal written comment were submitted to the board secretary; therefore, the following is a brief summary of the topics shared as a public comment during the meeting.]

Sam Robinson – Mr. Robinson addressed the 509J board of directors as an advocate for people with disabilities. He is the board president and founder of a new nonprofit called *Unity for Inclusion* that supports people with disabilities. He expressed concerns about the Tomi City Sister City Program between Madras and Tomi City Japan. He explained that Ian Garrett has taken over the program and has incorporated it into the Japan Club and he 100% fully supports it. The Sister City program is for the students of Madras, Oregon to understand and learn about our culture as part of that cultural exchange program. Mr. Robinson approached the board with questions 1) Does the board know that Ian Garrett has taken over the obligations, and does the school district know about this change? 2) Does the school district have a nonprofit where the funds that will be transferred, or were transferred, from the former 501c3? He said they were a nonprofit organization, and, according to the rules - he has read the bylaws, and their bylaws state that funds cannot be transferred to the school district, as it is a governing body. And question 3) Has there ever been discussion about this with the board before Ian Garrett took it over? He noted for the record that this is not to discredit Ian Garrett. He fully supports him and what he is doing. His hope is, that down the road, the *Unity for Inclusion* will work together with him and the school district, as they would like to see that students with disabilities also have a chance to be part of the cultural exchange. He further explained, that they want to collaborate with local businesses and Tomi City and to work with Madras Chamber of Commerce, because the Sister City isn't just about the student exchange, but also community exchange, and he is willing to work with Ian Garrett during the summer, as he and his board talked to him about this idea. It was always the idea before he took it over. Mr. Robinson explained that he loves the culture, and believes it to be unique, and he has great respect in their manners and mindset. He shared his contact information and handout with the Superintendent and the board for their further review in addressing his concerns and thanked them for the time in hearing his comment.

Emily Pineda and Marvella Terrazes signed up to introduce and speak about the ASB – Emily Pineda introduced herself as the MHS Student Body President and Marvella introduced herself as the ASB Vice President. They said they just wants to introduce themselves and let the board know that the ASB will be attending more board meetings, so they know what's going on with their school.

Board Chair Jacob Struck asked that they take a few minutes and share their involvement in the school and plans for after they graduate. Emily Pineda and Marvella Terrazes shared their involvement in school and plans for after graduation.

Superintendent Jay Mathisen expressed appreciation for them taking the initiative to come to the board meeting to introduce themselves, and welcomed them if they interested in having an agenda item or have something to share with the board he will talk with board leadership, to see if there is a way that they can do that; they want to respect their initiative and effort, and this board is interested in their experience.

Board Chair Jacob Struck thanked them for their interest and for taking time to attend the board meeting this evening. With no additional questions or comments he proceeded to the action items.

5. ACTION ITEMS

5.1. CONSENT AGENDA

5.1.1. Approval of Regular Session Board Meeting Minutes of **December 8, 2025**
5.1.2. Personnel Action
5.1.3. Resolution #26-07, Misc. Grants & Donations ($189,000)
5.1.4. Financial Report

Superintendent Jay Mathisen requested and was granted the opportunity to speak regarding the personnel action sheet (page 160 of the board packet) – he explained that there are two members on our leadership team who are named on the report (Kevin Gehrig and Jayel Hayden), and we have really benefited as a school district with Kevin Gehrig serving as our Director of Student Services and Jayel Hayden in the HR Director role.

Superintendent Mathisen shared his view of Kevin Gehrig as a special leader - he is really good, he approaches leadership, in some really strong ways, and he personally has learned from him. He said, as a leader, you just don't find a better person – he is golden. We are absolutely grateful for having him here at 509J. We have systems in place, relationships in place, processes in place that are improved because of Kevin, his work will outlive the number of days he shows up in the SSB building office. He thanked Kevin Gehrig for the work and dedication he has brought to the district.

Superintendent Mathisen pointed out that Jayel Hayden's name is on the personnel action tonight and noted a correction for the record that it should say point five (.50) for FTE.

Superintendent Mathisen explained that JCSD 509J contracted with Jefferson County ESD this year for Jayel Hayden's HR leadership services at a half time rate, which is unique. He informed the board that Jayel stepped in really beautifully, and you have to know HR work to make that work at a half time and still serve people well. Not just get to get the to do list accomplished, but serve people well, and Jaye Hayden has done that. We are happy for him as he looks forward to stepping out of that role the end of June. Jayel has showed us it was possible. Superintendent Mathisen informed the board that he was able to send an email just prior to the meeting and we will be contracting with the High Desert ESD next year at halftime rate for Debi Brazelton, who worked with our school district for a couple of years. Debi will be returning at halftime while she continues to work for High Desert. ESD, much like Jayel Hayden did. He explained that Debi Brazelton is a professional, and they believe that she can step in and serve us at that half time level. He finished by saying that Jayel has been great to work with and he is going to miss those two leaders tremendously, professionally and personally.

Board Chair Jacob Struck asked if there are any additions or changes to the consent agenda as presented.

Laurie Danzuka made a motion to approve the consent agenda as presented; a vote was taken and motion passed unanimously – **APPROVED 5/0.**

Board Member:	Jacob Struck	Regina Mitchell	Laurie Danzuka	Kevin Richards	Courtney Snead
Vote:	Y	Y	Y	Y	Y

5.2. JEFFERSON COUNTY ESD 2026-2027 LOCAL SERVICE PLAN

Board Chair Jacob Struck asked if there are any questions or comments about the Jefferson County ESD 2026-2027 Local Service Plan, and called for a motion.

Regina Mitchell made a motion to approve the Jefferson County ESD 2026-2027 Local Service Plan; a vote was taken and motion passed unanimously – **APPROVED 5/0.**

Board Member:	Jacob Struck	Regina Mitchell	Laurie Danzuka	Kevin Richards	Courtney Snead
Vote:	Y	Y	Y	Y	Y

5.3. POLICY DDB, NATIVE AMERICAN IMPACT AID FUNDS (proposed for immediate adoption)

Board Chair Jacob Struck asked if there are any questions or comments about the Policy DDB update and called for a motion to readopt the policy as presented.

Courtney Snead made a motion to readopt Policy DDB, Native American Impact Aid Funds as presented; a vote was taken and motion passed unanimously – **APPROVED 5/0.**

Board Member:	Jacob Struck	Regina Mitchell	Laurie Danzuka	Kevin Richards	Courtney Snead
Vote:	Y	Y	Y	Y	Y

6. BOARD & SUPERINTENDENT HIGHLIGHTS

- **Kevin Richards** – There was an induction of National Honor Society - Junior Honor Society, good work going on there, and Jamie Hurd is doing a great job. Something that struck me early in the meeting and in the work session, it's pretty remarkable how, when we talk about challenging things, how well positioned we are to, either anticipate them or just position to take those challenges head on. I think it is one thing to say, there's hard work, but we are up for the task. It is another to say that, there is hard work, and that is why we're here. And that seems like the culture that that's in the district right now. Appreciate that.
- **Laurie Danzuka** – Has been working pretty consistently with the native language teachers on curriculum for tribal history, shared history. It's been a long process, and having that many people in one room to say good-to-go and keep going can be challenging at times, but we have made a lot of progress through that group. There is a lot of new curriculum that will come out for our teachers and 509J, I'm excited for that, it's awesome.
- **Jacob Struck** – I was going through my son's papers the other day, and noticed that some teachers, doesn't know if it's directed by the principal, but they were challenged to write specific personal notes to a certain number of students; just the care and time it took to write, a handful of personal notes and what they appreciate about them, that care that we show for our students, and the kids being seen and appreciated is really cool. So good to see that. And then also, I've been getting more and more emails about careers and professions in the school and sharing, and I just really appreciate opening the opportunities to so many different businesses

and careers to encourage our students and hopefully propel them to their next stage in life, in their career.

- **Courtney Snead** – I know we joke that audit is our favorite presentation of the whole year, but it takes a lot of work, and it is really impressive that there was $22 that was reclassified out of our 50-something-million-dollar budget. Thanks to the finance team - that is a lot of work. The other thing I want to share is over the Christmas break, I had two separate conversations with two separate parents who were just so excited about the work happening at JCMS around advanced students and the supports that one of them is getting in math, in particular, because their student is far beyond 8th grade math, I am really pleased with that. Over my time on the board, I've never heard a positive thing about how students who are doing well in advanced Math. I thought that was a really great reflection. I also had another parent that said, My daughter doesn't want to leave 8th grade; she loves JCMS. She's really happy there. And again, that is not something I've heard of eighth grade students. So, whatever is happening in that school right now is good for students and families, and I'm hearing more positives than I am negative.
- **Superintendent Jay Mathisen** – I have a note about JCMs, I appreciated that there was a fine arts showcase before the Christmas, New Year holiday break, and there were some efforts by language arts teachers and art teachers to be able to showcase quite a bit of art, quite a few poems that were written there, and I enjoyed talking with the teachers, and some of our artists are young people. That was a new event and something that took a whole lot of time and effort, but I think it's great when kids have an authentic audience, and their families and other people came and looked at their work and well done. And, Joan Starkel, thanks for coming, Sean Gallagher, thank you, as well. You know the history of the ESD in Jefferson County and the school district had been that the superintendent had been the same person in both organizations. You are in much better shape, as you know, with this newer arrangement. Shay is a great partner, and I think if you hear that from somebody in my role, in this district, and in Culver, in Ashwood and in Black Butte, I think you will hear that from all those people. We appreciate the innovation, creativity and the hard work.
- **Assistant Superintendent Shay Mikalson** – I echo the appreciation of your leadership on the board. I think I'm most proud that when you do the hard things, you can still try to live out the values that we talk about here, where we still are a place where students flourish. That's our priority in everything we do. We are still a place where we're striving every day to get better, and ultimately in those really hard decisions as we go through this, I'm just proud to be in a district that doesn't just do those things, but we do them in a way that is human, and we care about the staff that we are doing these hard work and decisions through. We can say in board meetings about, three steps to do that, but really proud of the process and behind the scenes, I just want you to know countless is an exaggeration, but there are numerous hours spent on the process to be able to do this in a way that helps us to live out those three values. Just want you to know that when we present them here, it might sound like just mission statements, but really they are driving decisions each and every day, and I think they're building the right culture for our students, staff and the communities we serve.

7. REMINDERS MARK YOUR CALENDAR

- Board Leadership – **Tuesday, February 3, 2026 @9am** (Jacob & Laurie)
- Next JCSD 509J 2025-2026 Board Meeting – **Monday, February 9, 2026**
- Nominations are open Teacher of the Year 2026-2027 – NOMINATE HERE!
  Deadline: Wednesday, February 11, 2026

***Important Note**: Dates, times and locations of the events listed are subject to change with little or no notice, please check the JCSD 509J website for school board, individual school and performing arts center information on the various events scheduled throughout our district: https://www.jcsd.k12.or.us/*

8. MEETING CLOSURE/ADJOURNED

With no further business Board Chair Jacob Struck adjourned the meeting at 7:44pm.

Draft to Board for approval at next meeting,

Monday, February 9, 2026

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Tessa Bailey, Executive Assistant

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Board Chair Jacob Struck

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Superintendent Jay Mathisen

_____

Date

_____

Date