



Jefferson School District 14J

BOARD OF DIRECTORS' REGULAR MEETING

October 15, 2026 - Board Room
5:30 PM – Executive Session
6:15 PM – Regular Session

AGENDA

"We will prepare all students to successfully navigate their transition to life beyond high school by providing qualified, rigorous instruction, providing a safe environment, and fostering a culture of student learning."

1. Call Meeting to Order/Flag Salute

Vice Chair Kamlade

2. Roll Call

Vice Chair Kamlade

3. Adjourn

n to Executive Session pursuant to ORS192.660 (2)(k)

Vice Chair Kamlade

Board Chair: The Jefferson School Board will now meet in executive session for the purpose of ORS 192.660(2)(k) To consider matters relating to school safety or a plan that responds to safety threats made toward a school. Representatives of the news media and designated staff shall be allowed to attend the executive session. Representatives of the news media are specifically directed not to report on any of the deliberations during the executive session, except to state the general subject of the session as previously announced. This session is not open to the public therefore no public viewing access will be provided. The board will not conduct regular business during this session.

4. Reconvene to Regular Session

Vice Chair Kamlade

5. Review/Adjust/Approve agenda & consent items

Vice Chair Kamlade

6. Consent Agenda Items:

- a. Board meeting minutes 9/17/26.....Board Members
Information/Action **Page(s) 9-11**
- b. Enrollment.....Board Members
Information **Page(s) 12**
- c. First Student update.....Melody Rossiter
Information **Page(s) 13-14**
- d. Personnel recommendations.....Board Members
Information/Action **Page(s) 15**
- e. OSBA Policies.....Board Members
Information/Action **Page(s) 16-32**
 - KG-AR Community Use of District Facilities
 - KNA Immigration Enforcement on District Property
 - KNA-AR(1) Interactions with Immigration Enforcement
 - KNA-AR(2) Federal Immigration Enforcement Request Log

7. Reports

- a. Financial report.....Hattie Truett
Information **Page(s) 33-36**
- b. Superintendent report.....Dawn Moorefield
Information **Page(s) 37-39**
- c. Administrator reports.....Kymberlee Rhodes, Eric Clendenin,
Laura Pierce-Cummings, Katrina Womack
Information **Page(s) 40-48**

6. Comments from the Audience

7. New Business

- a. Acceptance of Board Member Resignation and Vacancy Announcement.....Board Members
Information/Action Page(s) 49-53
- b. JSD Board Vice-Chair Nomination.....Board Members
Information/Action
- c. 26-27 Board Goals.....Board Members
Information/Action Page(s) 54
- d. Division 22 Compliance.....Dawn Moorefield
Information/Action Page(s) 55-66
- e. OSBA Board of Directors Position 11 Election.....Board Members
Information/Action Page(s) 67-71
- f. OSBA Resolution 1 – Bylaw Amendments Board Members
Information/Action Page(s) 72-102

8. Old Business

- a. Superintendent Evaluation & Timeline – *revised dates*.....Dawn Moorefield
Information/Action Page(s) 103

9. Submitted Public Comments

- Board Chair
The Jefferson School District Board accepts public comments via email submission. If you would like to submit a comment, please email it and any supporting documents you may have to Jennifer.Oertel@jefferson.k12.or.us by 1:00 p.m. on the day of the meeting. Comments will be sent to the Jefferson School District Board prior to their meeting and may or may not be read at the board meeting.

10. Board Comments

- a. General.....Board Members

11. Adjourn Meeting

Board Chair

JSD BOARD - UPCOMING MEETING SCHEDULE

Date	Type of Meeting	Time	Location
October 20, 2026	JSD Board Work Session Track/Field	5:30PM	JSD Board Room
November 19, 2026	Regular Board Meeting	5:30PM	JSD Board Room
December 17, 2026	Regular Board Meeting	5:30PM	JSD Board Room
January 21, 2027	Regular Board Meeting	5:30PM	JSD Board Room



2026-2027 Board of Directors

Position 1:
Teri Mitchell, Chair
Term Expires: 6.30.2027

Position 2:
Terry Kamlade, Director
Term Expires: 6.30.2029

Position 3:
Carole Vickery, Director
Term Expires: 6.30.2027

Position 4:
Kevin Smith, Director
Term Expires: 6.30.2029

Position 5:
Tracy Roe, Director
Term Expires: 6.30.2029

2026-2027 Subcommittee / Representation

Finance Subcommittee (2):

Kevin Smith
Carole Vickery

Bargaining Subcommittee (2):

Terry Kamlade
Teri Mitchell

Willamette ESD Budget Representation (1):

Tracy Roe

Policy Subcommittee (2):

Tracy Roe
Carole Vickery

Strategic Pillars:

- Together, the Jefferson Community, and the Jefferson School District will prioritize funding to provide sufficient staffing, appropriate curriculum, and key programs that will equip our students to succeed.
- Jefferson School District will improve community engagement by focusing on creating purposeful, authentic parent involvement through a shared culture where everyone feels welcomed, respected and appreciated.
- Students will be encouraged to reach their goals using methods that include discovery, self-awareness, self-advocacy, credible choices, and learning collaboration.
- In preparation for their future, students are encouraged to be present and engaged in our safe, welcoming environment as they learn to set goals and adapt to discover their passion.

Jefferson School District Board of Directors

ANNUAL CALENDAR

July

- No meeting July 2026

August

- Board Meeting – August 20
- Elect Board Chair and Vice Chair (completed/June 2026)
- Committee Appointments
- Board and Superintendent Operating Agreements
- Staff Inservice Activities
- Staff & Parent Handbooks

September

- Board Meeting – September 17
- Superintendent Evaluation - Board Meeting - September 17
 - ✓ Board approves/adopts superintendent evaluation process and timeline
- Administer Oath of Office to Student Board Representative
- Opening of School - Enrollment and Class Size Report

October

- Board Meeting – October 15
- National School Lunch Week October 4-10
- 26-27 Board Goals Discussion

November

- Board Meeting – November 19
- OSBA Convention November 13-14
- Thanksgiving Break November 23-27

December

- Board Meeting – December 17
- Winter Break December 21-January 1

January

- Board Meeting – January 21
- School Board Recognition Month
- Adopt 26-27 Budget Calendar
- Superintendent Evaluation - Executive Session - January 21
 - ✓ Superintendent self-evaluation and artifacts presented to the board. Superintendent exits meeting. Individual board member standard/ratings completed on their own, bring to the Feb 4th mtg

February

- Superintendent Evaluation - Executive Session - February 4
 - ✓ Superintendent not present. Board members discuss superintendent's performance standards and goals (if applicable), reaching consensus on ratings. Draft summative evaluation report. Board *discusses* whether to extend the current contract for one additional year or to non-extend the current contract. Board chair informs board that the draft summative evaluation report will be shared with the superintendent on February 18th and closes executive session
- Board Meeting – February 18
- Superintendent Evaluation - Executive Session - February 18
 - ✓ Board meets with the superintendent to review the evaluation results. Superintendent exits executive session. Board discusses evaluation further, if needed. Board exits executive session and opens public meeting to approve final summative evaluation report; reads public evaluation summary. Board notifies the Superintendent of contract extension or non-extension. A copy of the adopted summative evaluation report is placed in the superintendent's personnel file.
- Classified School Employee Week Resolution
- Budget Committee – Identify and Post Vacancies

March

- Board Meeting – March 18
- Classified Appreciation Week Recognition and Resolution March 2-6
- Renewal of Licensed/Administrative Contracts Resolutions by March 15
- OGEF filing open
- Audit Report Fiscal Year 25-26
- Spring Break March 22-26

April

- Board Meeting – April 15
- Superintendent Evaluation - Board Meeting - April 15
 - ✓ The board and superintendent discuss the process, including superintendent goal setting for the next evaluation cycle.
- OGEF filing due by April 15
- Budget Committee - Appointment of New Members
- Adopt School Year Calendar for Following Year
- Pre-Audit Update Fiscal Year 26-27

May

- Board Meeting – May 20
- Teacher Appreciation Week Recognition and Resolution May 3-7
- Publish Notice of Budget Committee Meetings May 1
- Public Budget Committee Meeting(s)

June

- Board Meeting – June 17
- Public Budget Hearing and Adoption of Budget
- Recognizing Retirees
- Graduation Ceremonies JHS/June 4 JMS/June 8
- Last Day of School June 10

School board policy updates and not reflected in this calendar, as the policy releases and policy committee meetings fluctuate.



PUBLIC PARTICIPATION AT BOARD MEETINGS

During each regularly scheduled meeting of the Jefferson School District Board, the agenda will include an item titled “Comments from the Audience.” It is during this portion of the agenda that the public can comment. If requesting to speak, when called on, comments should be limited to three (3) minutes.

Public participation is a time for the Board to listen, not a time for in-depth discussion or to respond to questions, as the Board needs adequate time to process the information received to ensure proper steps are taken going forward. The Board may direct questions to administrative staff to respond to after the meeting.

As a reminder, the Board cannot review complaints about specific personnel during an open meeting. If a patron has a specific complaint against personnel, please review and follow the process as outlined in Board Policy [KL](#).

The Jefferson School District Board accepts public comments also via email submission. If you would like to submit a comment, please email it and any supporting documents you may have to Jennifer.Oertel@jefferson.k12.or.us by 1:00 p.m. on the day of the board meeting. Submitted comments will be emailed to the Board prior to their meeting and may or may not be read at the Board Meeting. You can also submit comments during a board meeting by clicking on the following link <https://www.jefferson14j.com/live-meetings-and-events> and then selecting “Public Comment.” Comments submitted by the same timeline regarding the 2024-25 Jefferson School District Budget will be read into the record.

The meeting will be live streamed on our website and You Tube, with a link on Facebook. Here is the [link](#) to view the meeting: <https://www.jefferson14j.com/live-meetings-and-events>

If you have any additional questions, please contact Jennifer.Oertel@jefferson.k12.or.us and thank you for taking an interest in the Jefferson School District.



Jefferson School District 14J

BOARD OF DIRECTORS' REGULAR MEETING: *Motion Samples*

October 15, 2026 – JSD Board Room

5:30 PM – Executive Session

6:15 PM – Regular Public Session

Board Motion Samples

- I move to accept the agenda and consent items as presented.
- I move to accept Chair Teri Mitchell's letter of resignation from Position 1, of the Jefferson School District Board of Directors, effective September 22, 2026 and declare the position vacant.
- I move to elect _____ as Board Vice Chair for the Jefferson School District 14J Board of Directors for the school year 2026-2027.
- I move to keep **(or note the changes)** the board goals for the 2026-2027 school year the same as last year.
- I move to accept the ODE Division 22 Assurances as presented for the 2025-2026 school year.
- I move to elect Jennifer Parker to OSBA Board of Directors Position 11.
- I move to adopt OSBA Resolution 1 with the proposed amendments to the OSBA Bylaws.
- I move to accept the revised 2026-2027 Superintendent Evaluation and Timeline.



Jefferson School District
BOARD OF DIRECTORS' REGULAR MEETING
September 17, 2026 JSD Board Room
5:30PM Regular Session

MINUTES

PRESENT: Director Tracy Roe (attended virtually), Director Kevin Smith (arrived at 6pm), Director Carole Vickery, and Vice Chair Terry Kamlade.

PRE-EXCUSED ABSENCE: Director Teri Mitchell

1. CALL TO ORDER: Vice Chair Kamlade called the meeting to order and led the flag salute at 5:30PM.

2. REVIEW/ADJUST AGENDA AND CONSENT ITEMS:

- a. Motion to accept the agenda and consent items as presented.
 - **MOTION** Director Carole Vickery, **SECOND** Director Tracy Roe, **VOTE** all aye's motion carried.

4. NEW BUSINESS:

- a. The Oath of Office was given to the new JHS Student Board Representative K. Leong.
- b. Motion to adopt policies KNA Immigration Enforcement on District Property, KNA-AR (1) Interactions with Immigration Enforcement, and KNA-AR(2) Federal Immigration Enforcement Request Log as presented. Director Roe requested a JSD Policy Meeting be scheduled prior to the October 15, 2026 regularly scheduled board meeting so that these policies can be discussed in more detail.
 - **MOTION** Director Carole Vickery, **SECOND** Director Tracy Roe, **VOTE** all aye's motion carried.
- c. OSBA Regional Fall Meeting is September 30, 2026 at 5:30PM. The registration deadline is Monday, September 21, 2026. Please refer to your email for more detailed meeting information and registration.
- d. OSBA Annual Conference is November 12-14, 2026 at the Marriott in downtown Portland. Please let Jennifer know as soon as possible if you'd like to attend and she will complete the conference registration for you. Both Dawn and Jennifer will not be attending this year. All board members present (Roe, Vickery, Smith, Kamlade) indicated they would not be attending the conference this year.
- e. Motion to accept the Superintendent Evaluation Process and Timeline as presented for the 2026-2027 school year.
 - **MOTION** Director Carole Vickery, **SECOND** Director Tracy Roe, **VOTE** all aye's motion carried.
- f. Motion to adopt the 2026-2027 Budget Resolution 26.09.001 as presented.

- **MOTION** Director Carole Vickery, **SECOND** Director Tracy Roe, **VOTE** all aye's motion carried.

- g. Superintendent Moorefield presented the Integrated Programs Annual Report covering the Student Investment Account, High School Success and Early Literacy Programs. Superintendent Moorefield answered questions from the board, there were no questions asked from the audience.

3. COMMENTS FROM THE AUDIENCE:

- a. Bob Rossiter shared with the board that he will be retiring from the Jefferson City Council effective December 31, 2026 after nine years of service to the community.

The new JSD Technology Director, Evan Podrabsky was introduced to the board.

5. REPORTS:

- a. Financial Report given by Hattie Truett. The finance team are watching expenditures and encumbrances closely to ensure we don't go over budget. The PERS side account expiration was discussed. Our district and surrounding districts are pooling their resources to have a study conducted to see if opening a new PERS side account would be fiscally beneficial for our district.
- b. Superintendent Moorefield reported on enrollment. We currently have 616 enrolled students, last year this time we had 655 students. We budgeted for 632 students for the 2026-2027 school year. We lost a few more students than we'd anticipated. Most districts are losing students to online schools and home school.
- c. JES: Kymberlee Rhodes was not present. Tonight is Jefferson Elementary's open house.
- d. JMS: Eric Clendenin's report highlighted the WEB Leaders program, Fall athletics, robotics, choir, and an 8th grade auto and woods class being offered at the high school.
- e. JHS: Laura Pierce-Cummings report highlighted their drama class in which they have 18 students participating. The Accreditation process has begun for JHS. Results from the exit interview with last year's seniors were shared. 22 students attended summer school for credit recovery. 42 courses were finished; 21 credits were earned during summer school. A photo presentation showcasing the first two weeks of school was presented.

6. OLD BUSINESS:

- a. JSD Track & Field Project Work Session discussion. October 20, 2026 was the decided upon rescheduled meeting date. The meeting will start at 5:30PM.

7. SUBMITTED PUBLIC COMMENT: None

8. BOARD COMMENTS:

- a. Board members thanked the administrator for their reports.
- b. Director Roe would like to talk at the JSD Track/Field Work Session about all the needs in the district if we were to go out for a bond in 2027.

9. ADJOURN MEETING: 7:00 PM



Jefferson School District 14J
BOARD OF DIRECTORS' REGULAR MEETING
October 15, 2026 – JSD Board Room
5:30 PM - Regular Public Session

District Enrollment by Grade Level

2020-21, 2021-22, 2022-23, 2023-24, 2024-25, 2025-26, 2026-27

GRADE	S-22	S-23	S-24	S-25	S-26	O22	O23	O24	O25	N-22	N-23	N-24	N-25	D-22	D-23	D-24	D-25	J-22	J-23	J-24	J-25	J-26	F-22	F-23	F-24	F25	F26	M-22	M-23	M-24	M-25	M-26	A-22	A-23	A-24	A-25	A-26	M-22	M-23	M-24	M-25	M-26	J-22	J-23	J-24	J-25	J-26
K	57	42	41	37	35	59	42	40	36	59	39	41	36	58	38	41	37	52	56	38	41	37	50	56	38	41	35	49	55	36	41	35	50	55	36	41	34	50	56	36	41	34	49	55	36	42	33
1	54	49	38	41	37	53	50	38	40	51	50	38	39	51	50	37	39	49	50	51	37	39	47	50	51	37	39	45	50	51	37	40	48	50	51	36	41	50	52	50	37	41	49	51	49	37	40
2	49	49	45	37	37	48	53	46	37	48	52	47	38	47	52	47	38	55	47	53	48	38	56	48	54	47	39	57	48	51	47	40	58	47	49	46	41	58	47	49	46	41	58	47	50	46	40
3	59	45	50	49	41	58	45	49	46	56	46	47	46	54	46	46	45	65	54	45	47	45	64	54	46	48	46	65	54	46	47	46	65	54	46	46	46	64	54	46	46	43	65	53	45	46	42
4	66	51	47	49	43	66	51	46	49	66	50	46	49	67	52	46	49	68	52	46	49	69	53	47	50	48	67	50	46	51	48	67	51	46	50	46	66	49	62	49	46	66	50	47	51		
5	50	62	51	47	51	51	64	49	47	49	63	49	47	49	63	47	47	66	49	64	48	46	67	50	64	49	46	67	50	61	49	46	67	50	61	50	46	66	49	62	49	46	66	49	62	49	46
6	64	57	59	52	46	65	58	59	51	65	57	59	51	65	58	60	51	63	65	55	60	51	61	67	55	61	50	59	68	54	61	50	61	66	54	60	50	60	66	54	60	49	60	66	54	60	49
7	59	67	55	58	54	59	68	55	57	59	68	55	57	59	67	56	58	62	57	67	56	58	62	57	68	56	59	61	57	68	56	57	63	57	68	56	57	63	58	68	55	57	51	58	68	55	57
8	67	56	64	54	58	68	58	64	56	66	57	64	55	66	54	63	56	64	65	57	64	55	63	67	56	63	59	61	66	72	62	54	62	67	57	60	53	62	68	56	59	53	59	67	56	60	53
9	62	64	57	59	48	61	64	58	59	57	64	58	59	58	63	59	59	70	57	67	59	58	68	57	63	61	59	68	56	63	60	59	70	51	59	60	59	67	51	59	60	60	68	50	59	59	60
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12	57	57	69	59	60	58	57	69	59	56	56	71	59	56	67	72	60	56	57	55	70	58	56	53	54	67	56	56	51	53	66	54	58	50	48	67	53	57	50	49	66	50	53	49	0	0	50
TOTAL	766	716	694	658	616	774	728	693	651	752	720	696	651	748	725	696	655	780	743	721	694	649	769	746	717	696	648	760	740	719	688	649	775	732	694	685	646	765	736	693	681	641	757	729	641	615	638

As of September 30, 2026

Jefferson School District

Date: Sept 10, 2026

Dear: Jefferson School Board Members:

We're pleased to provide you with an update on activities at our location. This Month's report includes the status of driver staffing and progress made on open issues. Summaries of community activities and other noteworthy events are also included.



Driver staffing

We are working diligently to increase the applicant flow through recruiting campaigns.

- \$25.00 – 29.00 DOE
- Paid Training
- \$500 Employee Referral Bonus



Recruiting

- Our applicant flow is better than ever right now. We have stopped accepting applications for the time being until we process those that are in the pipeline.
- Currently we have one applicant that will start classroom next week and another one that has been in BTW this past week. I expect both of these to test with DMV near the end of September or early October.

Route Count	11
Gen Ed	9
SpEd	2
Driver Staffing Goal	16
Drivers Assigned to a Route	11
Cover Drivers	4
Borrowed Drivers	0
Total Drivers	15
Excluding staff or borrowed drivers	
CDL	15
Over/(Short) for Route Coverage	0
Drivers in Training/Testing	2
Apps this Month (Last 30 Days)	12
Permit Pending	1
Total # in Training (Classroom)	1
Behind-the-Wheel Training	1
Leave/Unavailable	1



Customer issues/ resolutions

- School Startup has been very smooth, with no customer issues.

Successes of the Month

- All 11 routes have been going well.
- Our kindergarten start-up has been relatively smooth as well, students are being met by parents at the stops, and they are being placed on the correct bus.
- A new applicant that was trained over the summer started on the 1st day of school. Janine Schaben has been a school bus driver before and has returned to drive again. She is driving our MS-HS special-ed route and doing a great job. We are fortunate to have her on our team.



Technology Updates

- **First View District Dashboard and Parent Tracking App**- now active.
- **Driver Hub Training** – Driver turn-by-turn directions and onboard job aid.



Routing updates

- The special ed routes were divided by HS/MS and Elementary this year. This has been a good change, and I like it a lot. We are going to tweak the Elementary route just a little bit soon, to make it more efficient, otherwise they are both running well.



Latest news

- Coming up soon will be the Safety Instruction for all students, as required by ODE.
- I will be attending the Open House at the Elementary School on the 17th of September. Parents and students will have the opportunity to tour the bus or ask questions about the routes. I'm always happy to be with our kids and parents at school events.

We are off to a great start this year and looking forward to another year serving the Jefferson School District families and staff.

Very happy to be here!



Melody Rossiter
First Student, Location Manager

Jefferson School District 14J

Monthly Personnel Report – October 2026

RECOMMENDED FOR HIRE

Name	Title	FTE	Comments
Maizie McCoy	IA – SpEd - JES	7hr	

RECENT RESIGNATIONS, RETIREMENTS, DISMISSALS

Name	Title	Comments

CURRENT JOB POSTINGS

LICENSED	Hrs. per wk./ Days per year	CLASSIFIED	Hrs. per wk./ Days per year	SUPERVISOR MANAGER CONFIDENTIAL	Hrs. per wk./ Days per year	ADMINISTRATOR	Hrs. per wk./ Days per year



Jefferson School District 14J

Code: KG-AR
Revised/Reviewed: 4/13/16; 7/18/22; 3/13/23;
5/08/23
Orig. Code: KG-AR

Community Use of District Facilities

1. The administrator will develop rules for the use of school buildings and other facilities in such a way that the programs of the district receive first priority.
2. The administrator shall develop plans to provide staff supervision for the use of facilities and equipment as needed to implement Board policy.
3. The administrator shall develop forms for record keeping and shall annually advise the Board of the public use of district facilities.
4. The use of school facilities by organizations developed for the instruction of students or the well-being of the community shall be given priority.
5. No school building shall be used, other than for school purposes, without the consent of the Superintendent.
6. Pursuant to Board policy KGC /GBK- Prohibited Use, Distribution or Sale of Tobacco Products, the use of tobacco in any form is prohibited in or on all school properties.
7. The use or possession of alcohol or chemical substances in any form is prohibited in or on all school properties.
8. A certificate of insurance may be required of any individual or group making application for facility use.

Procedures

1. Community members shall be permitted to use school facilities when such use will not interfere with school programs and when such use is within the established policies and procedures of the district.
2. Facilities such as tennis courts, track, athletic fields and playgrounds may be used by individuals for their designed purpose without prior approval. This privilege may be restricted and/or withheld from any individual if it is abused. Organized groups must obtain prior approval to use these facilities.
3. Buildings and/or equipment may be used after approval has been granted in accordance with policy and procedures.
4. Authority for granting use of school buildings and facilities shall be as follows:
 - a. Authority to grant approval for the use of school buildings and/or facilities for political and/or religious activities rests with the Board;

Community Use of District Facilities – KG-AR

1-6

- b. Authority to grant approval for the use of school buildings and/or facilities for activities not restricted to Board decision (Section A) rests with the administration. The administration shall develop a procedure for granting such approval. Administrative procedures, and consideration of requests, will be based on, but not necessarily limited to, the following guidelines:
 - (1) A responsible person is in charge of the activity;
 - (2) Adequate supervision is provided by the group or, if needed, school personnel are available for supervision;
 - (3) Adequate security will be maintained;
 - (4) Proper clean-up arrangements have been made with the administration;
 - (5) Arrangements have been made for other details which would help assure satisfactory use of the buildings and/or facilities.
 - (6) The total number of anticipated participants is noted on the application form.
5. School equipment may be loaned to responsible community members for a worthy educational, civic or charitable purpose, when:
 - a. The person or group agrees to accept full responsibility for repair or replacement of equipment should it become damaged or lost;
 - b. The equipment is not unusually expensive or subject to damage;
 - c. The equipment is in good, operable condition;
 - d. A competent operator of the equipment is provided by either the person or group, or by the district if the administration so determines.
6. Fees covering reasonable costs will be charged to all groups and organizations for the use of buildings and facilities, regardless of purpose, based on the following fee schedule. The fee schedule may be revised independent of this policy.

a. ~~JSD Event Center gym~~	~~\$50~~
b. ~~JSD Event Center cafeteria (no kitchen)~~	~~\$50 per hour~~
e. ~~JSD Event Center cafeteria & kitchen~~	~~\$75 per hour~~
d. ~~Amphitheatre/Park parking included~~	~~\$100 ½ day, 4 hours~~
e. ~~Amphitheatre/Park parking included~~	~~\$200 1 day, 8 hours~~
f. ~~District Office parking Lot~~	~~\$50 ½ day, 4 hours~~
g. ~~District Office parking Lot~~	~~\$100 1 day, 8 hours~~
h. ~~Gym, multi purpose room and/or cafeteria~~	~~\$50 per hour~~
i. ~~Classroom (per classroom, per use)~~	~~\$30~~
j. ~~8 ft. Table (each)~~	~~\$12 per day~~
k. ~~Chair (each)~~	~~\$2 per day~~
l. ~~Disc Golf~~	~~\$20 per hour~~

Priority for use of District facilities (A=highest priority):

- A: District related organizations conducting District sponsored activities.
- B: Non-profit organizations conducting school-age youth activities.
- C: Non-profit organizations for adult/mixed age.
- D: For-profit and private groups; fundraisers.

Classification	Gym	JSD Event Center Cafeteria (no kitchen)	JSD Event Center Cafeteria & Kitchen	Amphitheatre/ Park - Parking included	Classroom/Library	District Office - Parking Lot
A	NC	NC	NC	NC	NC	NC
B	\$50/hr	\$50/hr	\$75/hr	\$25/hr	\$10/hr	\$10/hr
C	\$75/hr	\$75/hr	\$90/hr	\$25/hr	\$20/hr	\$10/hr
D	\$100/hr	\$100/hr	\$115/hr	\$25/hr	\$40/hr	\$10/hr

Outdoor areas including field, track, etc. will be negotiated on a case-by-case basis.

Priority for use of District equipment: (A=highest priority):

- A: District related organizations conducting District sponsored activities.
- B: Non-profit organizations conducting school-age youth activities.
- C: Non-profit organizations for adult/mixed age.
- D: For-profit and private groups; fundraisers.

Classification	8 foot table (each)	Chairs (each)	Disc Golf
A	NC	NC	NC
B	\$12/day	\$2/day	\$20/hr
C	\$15/day	\$4/day	\$25/hr
D	\$20/day	\$8/day	\$30/hr

7. Individuals may request a waiver of the above fees by submitting a written request to the superintendent. Such request will state the reason for the waiver and provide any other pertinent information, including the anticipated number of participants. The superintendent may approve or deny any such request.

A \$100 deposit may be required of any individual or group using the facilities if building rental fees have been waived by the administration. This deposit will be returned if the terms of the use are met.

8. Incidental Fees:
 - a. All groups using the JSD Event Center, gym, multi-purpose room and/or cafeteria will pay a non-waiverable \$50 charge to cover utilities, paper products, etc., for the first day of use and \$25 for each day thereafter.
 - b. All groups using a classroom will pay a non-waiverable \$25 charge per classroom for utilities, paper products, etc., for the first day of use and \$15 for each day thereafter.
9. All fees (facility rental, deposit, and incidental fees) must be paid a minimum of two weeks prior to the activity or use. The fees will be based on the number of hours of use shown on the application, which will include time for the renter to clean the facility at the conclusion of the activity. The renter will observe the hours stated on the request form.
10. The district encourages community use of all facilities. The following guidelines will be used:
 - a. No program will be allowed that will conflict with any of the regular or extra-curricular programs of the school.
 - b. No activity will be scheduled before school hours.
 - c. In the case of a conflict in use, school activities will be given priority. Cancellations will be made as early as possible.
 - d. All requests for building use must be made in writing on the appropriate form and submitted to the district office;
 - e. Community partners (with approval from the superintendent) will receive up to a 50% discount on rental fees.

Application for Use of School Buildings and/or Facilities

Request Date: _____ Date of Use: _____

From: _____ am/pm)

) Please allow adequate time for set-up and clean-up.

To: _____ am/pm)

Group/Organization/Activity: _____

Location and Building Requested (Note: Does not include use of any equipment or any other portion of the facility except as listed): _____

Special Equipment or Set-up Needed: _____

Individual Responsible for the Activity: _____

Telephone: (work) _____ (home) _____

E-mail Address: _____

Mailing Address: _____

Alternate Contact Person: _____ Telephone _____

Describe the Activity: _____

Approximate Number of People Expected: _____

General clean-up is to be completed by the group using the facility, district liability insurance does not cover your group's activity.

At no time will alcohol, drugs or tobacco of any kind be permitted on school property.

All fees must be paid two weeks prior to the time the activity is scheduled to take place. The fees will be based on the hours of use shown on the application, including time for the renter to clean the facility at the end of the activity, and the requested custodial and kitchen staff hours. The renter will observe the hours stated on the request form. If the fees are not paid in advance, the renter will not be permitted entry into the facility.

Renter Agreement

I agree to be responsible for the conduct of the people in and about the building and for any damage which may occur to school property due to our occupancy thereof.

I further agree that the school property will be used in accordance with district policy and procedures, and that students and guests will be supervised at all times.

I further agree to the following: The users shall hold harmless from any claim, loss or liability arising out of or related to any activity of the user on the premises, or from any condition of the used premises, including any such claim, loss or liability which may be caused by or contributed to in whole or part by the district. The users shall indemnify the district for any damage to school property occurring during the use thereof by the user, whether or not the user is responsible.

Renter Signature: _____ Date: _____

Printed Name: _____

District Use Only

Approval

Superintendent: _____ Date: _____

Fees

Total Due (A minimum of 2 weeks prior to the activity): _____

Deposit Paid: _____ Certificate of Insurance Provided: _____

Incidental Fees Paid: _____ Total Fees Paid: _____

On Building Calendar: _____

Classrooms to be used: _____

Teachers notified: _____

Librarian notified if Library is being used: _____

Damage Assessment

There was no damage to the facility: _____ Checked by _____

The following damage was noted: _____

OSBA Model Sample Policy

Code: KNA
Adopted:

Immigration Enforcement on District Property

{House Bill 4079 (2026) requires districts to “adopt a policy for providing notice when a federal immigration authority is confirmed to have entered school property for immigration enforcement.” This policy must be “consistent with applicable model policies published by the Attorney General as provided by ORS 180.810.”}

The district complies with state and federal law, including Oregon Revised Statute (ORS) 180.805 and ORS 181.826, and this policy and accompanying administrative regulations KNA-AR(1) – Interactions with Immigration Enforcement and KNA-AR(2) – Federal Immigration Enforcement Request Log when responding to requests from federal immigration authorities regarding immigration enforcement. {Absent a judicially authorized subpoena, warrant or court order, district staff must not allow federal immigration authorities access to the district’s records or facilities not open to the public for the purposes of immigration enforcement and must verify the validity of any subpoena, warrant or court order involving immigration enforcement presented to them by federal immigration authorities to ensure it is judicially authorized. Examples of judicial and administrative warrants and subpoenas can be found in the Oregon Attorney General’s Model Public School Policies.¹ The superintendent or designee must review and approve any response to a request involving immigration enforcement. The district will provide ongoing training to designated staff to ensure compliance with this policy.}

This policy will be made available in the student handbook and on the district’s website². {The district will ensure a copy of the Oregon Attorney General’s Model Public School Policies³ and this policy and accompanying administrative regulations are provided to staff.}

Designation of Primary Point of Contact

The ~~{position⁴}~~ Superintendent is the primary point of contact for coordinating interactions with federal immigration authorities occurring in the district (~~“immigration liaison”⁵~~). The ~~{alternate position}~~ Special Services Director shall serve as an alternative point of contact during the ~~immigration liaison’s~~ Superintendent’s absence or unavailability (~~“alternate immigration liaison”~~).

The ~~immigration liaison’s~~ Superintendent’s responsibilities include:

¹ <https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf>

² Must be provided in culturally appropriate languages that are used to communicate effectively with parents and guardians of students in the district, as determined by the Board. {The district is encouraged to evaluate language needs in the district in order to effectively communicate with all parents and guardians.}

³ <https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf>

⁴ {House Bill 4079 (2026) requires the policy to “identify at least one administrator” for this purpose. The Board should consider whether a single administrator is sufficient for the district, or whether multiple administrators should be designated.}

⁵ {The district can choose any title to use for this individual and should use it throughout this policy.}

1. Serving as the district's representative during encounters with federal immigration authorities;
2. Confirming when federal immigration authorities have entered school property for immigration enforcement purposes;
3. Ensuring federal immigration authorities engaging in enforcement activities at the district have notice of relevant district policies: JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information, JOB – Personally Identifiable Information and this policy;
4. Assisting staff in performing their duties in response to immigration enforcement efforts, including ensuring compliance with all district policies and procedures related to interactions with federal immigration authorities and immigration enforcement efforts;
5. Reviewing and responding to requests from federal immigration authorities, in coordination with, and under the direction of, the superintendent or designee;
6. Facilitating the district's compliance with lawful immigration enforcement efforts in a manner that does not unnecessarily disrupt the school environment or invade the privacy of students, staff, or volunteers;
7. Providing notice as required in this policy when a federal immigration authority has been confirmed to have entered school property for immigration enforcement.

Required Notice

When a federal immigration authority is reported to have entered school property for the purpose of immigration enforcement the ~~immigration liaison~~ Superintendent shall confirm whether federal immigration authorities have entered school property for immigration enforcement and when confirmed, shall provide notice as follows:

1. Notice must be provided to:
 - a. Students who attend the school where the federal immigration authority is confirmed to be on school property for immigration enforcement and who are in grades [7 6] and above;
 - b. Parents or guardians of students attending the school where the federal immigration authority is confirmed to be on school property for immigration enforcement;
 - c. Staff of the school where the federal immigration authority is confirmed to be on school property for immigration enforcement; and
 - d. Community-based service providers that have requested to receive notice when a federal immigration authority is confirmed to be on school property for immigration enforcement. Community-based service providers can request to receive such notifications by contacting ~~the immigration liaison at the district office~~.
2. Notice must include:
 - a. The general location of the federal immigration authority; and
 - b. Whether classes or school operations were affected by the presence of the federal immigration authority. ~~{Districts may include resources available to those impacted by immigration enforcement actions.}~~

3. Notice must not disclose:

- a. Personally identifiable information;
- b. Other information that may not be legally disclosed; or
- c. Other information when the disclosure may threaten the health or safety of students or staff of the district or is prohibited by a court order.

The required notice will be provided as expediently as possible using ~~[insert communication methods the district will use]~~ [existing methods used for providing electronic communications].

Unless otherwise prohibited by law or court order, the district will make reasonable efforts to provide notice to a student, or to the parent or guardian of a student, when the district has provided information related to the student to a federal immigration authority.

{Confidentiality of School Records

Except when required by a judicially authorized warrant, subpoena, or order, Oregon law prohibits the district from disclosing protected information to federal immigration authorities for the purpose of enforcing federal immigration laws. Protected information includes information relating to a person's:

1. Address;
2. Workplace or hours of work;
3. School or school hours;
4. Contact information, including telephone number, electronic mail address or social media account information;
5. Known associates or relatives; and
6. Date, time or location of the person's hearings, proceedings or appointments with a public body that are not matters of public record.

Oregon law also prohibits sharing any of the above information about a person's relatives or known associates with federal authorities for immigration enforcement purposes.

Oregon law generally prohibits the district from sharing or disclosing citizenship or immigration status or country of birth information⁶ that the district collects, unless one of the following exceptions applies:

1. The disclosure is required by state or federal law (other than federal immigration law);
2. The disclosure is required by a judicially authorized warrant, order, or subpoena;
3. The information being shared with a person concerns only that person or their dependents; or

⁶ Citizenship or immigration status or country of birth information is any information concerning:

1. Where a person was born; or
2. Whether a person is a citizen of the United States; or
3. Whether a person has lawful authority to be present in the United States.

4. The information is aggregated and not personally identifiable.

In addition to the prohibitions described above, federal and state laws make records and information related to students confidential and permit disclosure only in limited circumstances. The district's policies with respect to student records can be found in Board policies JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information and JOB – Personally Identifiable Information. To ensure compliance with applicable federal and state law, the district's staff shall not disclose any school records or information to federal immigration authorities except as provided in these policies.

Staff must also maintain the confidentiality of school records and other information about students, staff, and volunteers when communicating with other students, parents, or community members about immigration enforcement activities involving students, staff, or volunteers of the district or occurring on district property. Staff should direct anyone with questions about immigration enforcement activities occurring on district property to the superintendent ~~immigration liaison.~~

Training

The district will provide the superintendent ~~immigration liaison and alternate immigration liaison~~ with training as follows:

1. The training must include information on the requirements of House Bill 4079 (2026), any applicable model policies published by the Attorney General, and this policy; and
2. The training must be provided at the time of designation and at least once every two years thereafter.

~~[{⁷} Upon the adoption of this policy and not less than once every two years thereafter, the district will provide training to all current district staff of one hour or more regarding federal and state laws, and the district's policies, relating to interacting with federal immigration authorities and responding to immigration enforcement efforts. The district will provide the required training to all new staff within 30 days of beginning employment.]~~

END OF POLICY

Legal Reference(s):

[ORS 180.810](#)

[ORS 180.805](#)

[ORS 181.826](#)

[OAR 581-021-0371](#)

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).

[Oregon Attorney General's K12 School Model Policy](#)

Senate Bill 1538 (2026).

Senate Bill 1594 (2026).

House Bill 4079 (2026).

⁷ {This language is included in the Attorney General's *K12 School Model Policy*. House Bill (HB) 4079 (2026) requires that districts adopt policies that are "consistent with applicable model policies published by the Attorney General as provided by ORS 180.810."}

OSBA Model Sample Administrative Regulation

Code: KNA-AR(1)
Revised/Reviewed:

Interactions with Immigration Enforcement

The ~~position superintendent~~ is designated as the “point of contact ~~immigration liaison~~.”

1. Staff ~~, contractors and volunteers~~ shall adhere to all district policies when interacting with federal immigration authorities and the following administrative regulations:
 - a. Unless expressly authorized by the superintendent or designee, ~~or by the immigration liaison on behalf of the superintendent or designee~~, staff shall not:
 - (1) Provide federal immigration authorities with records or information about students, staff, or volunteers;
 - (2) Confirm whether a student, staff member, or volunteer is present or make the student, staff member, or volunteer available;
 - (3) Allow access to non-public areas of the district’s facilities or property;
 - (4) Sign documents presented by federal immigration authorities; or
 - (5) Give consent to any immigration enforcement action.
 - b. Staff may not interfere with lawful immigration enforcement actions or physically obstruct federal immigration authorities in any manner. However, staff should immediately report to the superintendent ~~immigration liaison~~ if they observe any conduct or enforcement activities by federal immigration authorities that violate state or federal law, or district policies, or that otherwise present a security threat or potential danger to students, staff, volunteers, or visitors.
 - c. Staff who receive a request related to immigration enforcement must immediately notify the superintendent ~~immigration liaison~~. The superintendent ~~immigration liaison~~ is responsible for interacting with the federal immigration authorities until the matter is concluded ~~or the federal immigration authorities have been referred to the superintendent or designee~~.
 - d. The superintendent ~~immigration liaison~~ or alternate ~~immigration liaison~~ should meet the federal immigration authorities at the school door or other area designated by the superintendent or designee for this purpose.
 - e. The superintendent ~~immigration liaison~~ shall provide federal immigration authorities with a copy of this policy and explain that school staff are required to follow these steps in this policy. ~~The immigration liaison should inform the immigration authorities that school staff must contact the office of the superintendent or designee for guidance before providing access to school facilities, records, or other information.~~
 - f. ~~The immigration liaison should direct another staff member to contact the superintendent or designee while the immigration liaison remains with the federal immigration authorities.~~
 - g. The superintendent ~~immigration liaison~~ must document the request from federal immigration authorities to the fullest extent possible under the circumstances. At a minimum, the documentation shall include the following information, if available:
 - (1) The name, badge number, and agency of the law enforcement officer making the request;
 - (2) The number of officers present;

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- (3) Time, date, and location of the request;
- (4) The nature of the request;
- (5) The source of authority for the request, including whether the request is administratively or judicially authorized;
- (6) Whether the request requires an immediate response;
- (7) The identification of witnesses present; and
- (8) How the encounter concluded.

- h. The superintendent ~~immigration liaison~~ shall direct another staff member to transmit copies, photos, or other documentation provided by federal immigration authorities to the district office superintendent or designee, along with other information documented pursuant to this policy. The superintendent or designee must approve any response to a law enforcement request related to immigration enforcement as provided in Section 3 of this administrative regulation.

2. Determination of Validity of Judicial Warrant, Subpoena or Order

- a. If presented with a warrant, subpoena or order by federal immigration authorities, the superintendent ~~immigration liaison~~ shall verify the validity of the warrant, subpoena or order by determining whether the warrant, subpoena or order is judicially authorized. An administrative warrant, subpoena, order or other legal process that has not been authorized by a judicial officer does not authorize the district to provide law enforcement with access to records or information, or facilities for purposes of immigration enforcement.

A judicially authorized warrant, subpoena or order contains the following key features:

- (1) A caption, near the top of the document, identifying the court that issued the order (typically the federal district court for the District of Oregon);
- (2) A signature block, near the end of the document, including the name of the person who signed the order, and identifying that individual as a judge, magistrate, clerk of court, or other person signing on behalf of a judge or magistrate, and the date of the signature; and
- (3) An indication that the warrant, subpoena or order has not expired.

Examples of warrants and subpoenas are available in the Attorney General's model policies¹.

- ~~b. The immigration liaison shall notify the superintendent or designee of the warrant, subpoena or order and whether the warrant, subpoena or order appears on its face to be judicially authorized.~~
- c. The superintendent ~~immigration liaison~~ should request a copy of the warrant, subpoena or order and transmit a copy of the warrant, subpoena or order for review by the superintendent ~~or designee, or legal counsel.~~
- d. The superintendent or designee shall make the final determination regarding the validity of any warrant, subpoena or order and whether, and to what extent, federal immigration will have access to district records or information, or facilities. If the superintendent or designee is uncertain as to the validity or scope of the warrant, subpoena or order, the superintendent or

¹ <https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf>

designee should immediately consult legal counsel or a statewide or regional education organization.

3. Approval of Response by Superintendent

- a. ~~The immigration liaison shall notify the superintendent or designee of a request related to immigration enforcement prior to responding to the request.~~ The superintendent or designee will only honor requests from immigration enforcement officers or other agencies enforcing federal immigration laws if the request is judicially authorized. If the superintendent or designee is uncertain as to the lawfulness or scope of the request, the superintendent or designee should immediately consult legal counsel or a statewide or regional education organization prior to approving a response.
- b. If the superintendent or designee determines that a response is not authorized by a judicial subpoena issued as part of a court proceeding or by another compulsory court-issued legal process, such as a warrant, the superintendent or designee shall ~~direct the immigration liaison to decline the request, and request that they leave the premises~~

~~Upon direction of the superintendent or designee, the immigration liaison shall decline the request, refer the federal immigration enforcement authorities to the superintendent or designee, and request that they leave the premises.~~

The superintendent ~~immigration liaison~~ shall ensure that the information documented pursuant to this administrative regulation is submitted to the Oregon Criminal Justice Commission as provided in ORS 181A.826.

- c. If the request is accompanied by a subpoena, warrant or order that appears on its face to be judicially authorized, the superintendent or designee must review and approve ~~the immigration liaison of district's response to the request.~~

The superintendent or designee shall ensure that the district's response provides no greater access to records or information, or facilities, than that required by the subpoena, warrant or order.

- d. If the request involves a warrant that appears to be valid and authorizes the arrest of a particular person, the superintendent shall ~~direct the immigration liaison to request that the arrest be conducted in a manner that is the least disruptive to the school environment and to the person's wellbeing, which may include bringing the arrestee to the federal immigration authorities.~~

4. {School-Sponsored Events

If federal immigration authorities appear at a school-sponsored event open to the general public (e.g., field trip, athletic event, band event), staff should document their observations, notify the superintendent ~~immigration liaison~~ and follow any guidance provided by the superintendent. ~~immigration liaison. When alerted to the presence of federal immigration authorities at a school-sponsored event, the immigration liaison shall notify the superintendent or designee.]~~

5. {School Transportation/Buses

If federal immigration authorities request to board a school bus or other vehicle transportation, the driver should ask them to wait outside the bus/vehicle, close the doors, and immediately call the superintendent immigration liaison and follow any guidance provided by the superintendent immigration liaison. ~~The immigration liaison shall notify the superintendent or designee and coordinate an approved response as outlined in this policy.~~

6. ~~[Volunteers~~

~~The district will determine which volunteers need to receive training or materials regarding this administrative regulation.]~~

OSBA Model Sample Administrative Regulation

Code: KNA-AR(2)
Revised/Reviewed:

Federal Immigration Enforcement Request Log

School site: _____

Person Receiving Request: _____ Title: _____

1. Requesting Officer Information

Officer name: _____ Badge #: _____

Agency: _____

Contact information: _____

2. Number of officers present: _____

3. Time, date and location of request: _____

4. Nature of the request:

- | | |
|---|---|
| ☐ Request to enter school property | ☐ Request to access school facilities or buildings |
| ☐ Request to interview a student | ☐ Request to interview staff member |
| ☐ Request to locate a student | ☐ Request to obtain student records |
| ☐ Request to detain or take custody of an individual | |
| ☐ Other (describe): _____ | |

5. Source of Authority for the request

Authority cited by officer(s):

- | | |
|---|--|
| ☐ Administrative Warrant | ☐ Administrative Subpoena |
| ☐ Judicial Warrant | ☐ Judicial Subpoena |
| ☐ Court Order | ☐ Other Authority (describe): _____ |

Document Presented? ☐ Yes ☐ No

If yes, identify the document and any identifying numbers: _____

Copy obtained? ☐ Yes ☐ No

6. Does the request require an immediate response? ☐ Yes ☐ No

Superintendent or Designee Review and Approval

The superintendent or designee must review the request and approve any response to a law enforcement request related to immigration enforcement.

Review Conducted By:

☐ Superintendent

☐ Superintendent's Designee

Name: _____

Title: _____

Date and Time of Review: _____

Response Authorized:

☐ Yes

☐ No

☐ Additional Legal Review Required

☐ Pending Further Information

Witnesses Present

Name	Title or Role	Contact Information
------	---------------	---------------------

Name	Title or Role	Contact Information
------	---------------	---------------------

Name	Title or Role	Contact Information
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How the Encounter Concluded

☐ Access to school property granted

☐ Referred to School Administrator

☐ Access denied pending legal review

☐ Officers left without further action

☐ Referred to Superintendent or Designee

☐ Other (describe): _____

Detailed summary of outcome:

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Additional notes:

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Follow-Up Actions

- ☐ Legal counsel notified
- ☐ Superintendent notified and copies, photographs, or other documentation transmitted to the district office ~~superintendent or designee.~~
- ☐ Law enforcement documentation copied and retained

Completed By: _____ (print name)

Title: _____

Signature: _____

Date: _____

Time Completed: _____

EXAMPLE QUESTIONS ASKED BY BOARD MEMBERS OF A BUSINESS MANAGER DURING A FINANCIAL REVIEW SESSION

- 1) Are the books balanced and reconciled?
- 2) Are all cash and investment accounts reconciled to the general ledger?
- 3) Does the adopted budget reflect expected expenditures?
- 4) Have payroll reports been filed and have all payroll liabilities been paid timely?
- 5) Have all federal and state reimbursement requests as well as required financial reporting forms been filed timely?
- 6) Are there any suspected cases of fraud that we need to be aware of?
- 7) Are there any suspected changes to the internal control system?
- 8) Have there been any significant changes to the internal control system?
- 9) Is the business office adequately staffed to allow for proper segregation of duties?
- 10) Have there been any changes to the accounting system or accounting policies that are significant?
- 11) Has the accounting software and related IT systems been subject to review by an IT professional to ensure seamless backup in the event of a malware, ransomware, or other compromise of computer security?
- 12) Are there any other financial-related matters we should be aware of?
- 13) Are there any new pronouncements on the horizon that may require additional staff time or disbursement of funds to properly implement?
- 14) Are all financial statements that have been provided to the Board accurate and complete to the best of your knowledge?
- 15) Have you been asked by the Superintendent to do anything that makes you uncomfortable or to present any information you feel is inaccurate?

Jefferson School District 14J
General Fund: Statement of Revenues Budget Vs. Actual
For the Fiscal Year 2026-2027 As of 9/30/2026

* Audit not complete

Source	2026-27 Budget	Actual YTD Rev. 9/30/2026	Projected through 6/30/2027	Total Estimated 2026-27	(Over)/Under Budget	2025-26 Budget	*Actual YTD Rev. 6/30/2026
SSF Funding							
1111 Current Year Property Taxes- Marion	2,735,066	17,828	2,717,238	2,735,066	-	2,629,871	2,729,279
1111 Current Year Property Taxes- Linn	209,949	1,270	208,679	209,949	-	201,874	209,574
1112 Prior Year's Property Taxes- Marion	67,785	15,815	51,970	67,785	-	65,178	63,258
1112 Prior Year's Property Taxes- Linn	4,129	1,001	3,128	4,129	-	3,970	3,712
1114 Payment in Lieu of Property Taxes- Marion	8,320	183	8,137	8,320	-	8,000	1,966
1114 Payment in Lieu of Property Taxes- Linn	-	-	-	-	-	-	-
2101 County School Funds- Marion	23,000	-	23,000	23,000	-	23,000	2,486
2101 County School Funds- Linn	-	-	-	-	-	3,000	2,330
2199 Other Intermediate Sources	-	-	-	-	-	-	-
2800 Revenue in Lieu of Taxes	6,000	630	5,370	6,000	-	6,000	3,157
3101 State School Support Funds	7,499,836	2,493,120	5,006,716	7,499,836	-	7,812,666	7,747,888
3101 SSF May Payback	-	-	-	-	-	-	-
3103 Common School Fund- Marion	92,544	-	92,544	92,544	-	96,531	101,402
3103 Common School Fund- Linn	-	-	-	-	-	-	-
3104 State Timber- Marion	750	-	750	750	-	750	-
3104 State Timber- Linn	250	-	250	250	-	250	-
3150 Small HS Grant	50,000	-	50,000	50,000	-	50,000	50,393
4801 Federal Forest Fees- Marion	-	-	-	-	-	-	-
4801 Federal Forest Fees- Linn	-	-	-	-	-	-	256
Total SSF Funding	10,697,629	2,529,847	8,167,782	10,697,629	-	10,901,090	10,915,701
Total SSF Revenue	\$ 10,697,629	\$ 2,529,847	\$ 8,167,782	\$ 10,697,629	\$ -	\$ 10,901,090	\$ 10,915,701
Non State School Support Formula Sources							
Local Sources							
1510 Earnings on Investments	120,000	11,295	108,705	120,000	-	120,000	106,195
1512 Local Tax Interest	1,000	-	1,000	1,000	-	1,000	863
1910 Rentals	7,000	1,020	5,980	7,000	-	7,000	1,875
1920 Donations from Private Sources/SB1149	-	-	-	-	-	-	-
1941 Other LEA Services	-	-	-	-	-	-	-
1960 Recovery of Prior Year	-	-	-	-	-	-	7,370
1980 Indirect from Grants	-	-	-	-	-	-	-
1990 Miscellaneous Local Revenue	20,000	20	19,980	20,000	-	15,000	10,795
1991 Medicaid	-	-	-	-	-	-	-
Total Non Formula Local Sources	148,000	12,335	135,665	148,000	-	143,000	127,097
Intermediate Sources							
2900 WESD Transit Funds	-	-	-	-	-	-	-
State/Federal Sources							
3190 High Cost Disability	120,000	-	120,000	120,000	-	120,000	100,825
Total State/Federal Sources	120,000	-	120,000	120,000	-	120,000	100,825
Other Sources							
5200 Interfund Transfers	-	-	-	-	-	-	-
5400 Beginning Fund Balance*	1,222,926	-	1,193,471	1,193,471	29,455	1,000,000	1,276,843
Total Other Sources	1,222,926	-	1,193,471	1,193,471	29,455	1,000,000	1,276,843
Total Non SSF Revenue	\$ 1,490,926	\$ 12,335	\$ 1,449,136	\$ 1,461,471	\$ 29,455	\$ 1,263,000	\$ 1,504,765
Total Resources	\$ 12,188,555	\$ 2,542,182	\$ 9,616,918	\$ 12,159,100	\$ 29,455	\$ 12,164,090	\$ 12,420,466
		Less Estimated Requirements		\$ (11,539,108)		Less Estimated Requirements	
		Estimated Ending Fund Balance		\$ 619,992		Estimated Ending Fund Balance	

Jefferson School District 14J
General Fund: Statement of Expenditure Budget Vs. Actual
For the Fiscal Year 2026-2027
As of 9/30/2026

* Audit not complete	2026-27	Actual	Projected	Total	(Over)/ Under	%	2025-26	Actual*
Function	Budget	YTD Exp.	Through	Estimated	Budget	Committed	Budget	YTD Exp.
		9/30/2026	6/30/2027	2026-27				6/30/2026
Instruction								
1111 Elementary, K-5 or K-6	1,998,732	166,824	1,783,061	1,949,885	48,847	97.56%	1,839,995	1,814,460
1113 Elementary/Extracurricular	6,087	506	5,567	6,074	13	99.78%	6,092	5,872
1121 Middle/Junior High Programs	1,018,650	82,330	927,336	1,009,666	8,984	99.12%	1,001,298	933,570
1122 Middle/Junior High School Extracurricular	64,994	23,995	40,953	64,949	45	99.93%	62,803	62,381
1131 High School Programs	1,614,672	153,862	1,435,954	1,589,815	24,857	98.46%	1,603,788	1,557,791
1132 High School Extracurricular	130,449	18,127	103,159	121,286	9,163	92.98%	115,441	115,385
1210 Programs for the Talented and Gifted	5,970	228	4,548	4,776	1,194	80.00%	5,402	4,630
1220 Restrictive Pgms for Students w/Disabilities	616,930	35,983	518,169	554,152	62,778	89.82%	639,404	582,172
1221 Learning Centers	-	-	-	-	-	-	-	-
1227 Early School Year Program	9,409	3,528	-	3,528	5,881	37.50%	13,271	7,630
1229 Other Pgms for Students w/Disabilities	-	-	-	-	-	-	-	-
1250 Programs for Students w/Severe Disabilities	739,385	59,619	591,040	650,659	88,726	88.00%	884,357	715,407
1281 Public Alternative Programs	3,750	-	3,000	3,000	750	80.00%	3,750	-
1283 District Alternative Programs	10,438	554	9,741	10,294	144	98.62%	-	-
1284 JCA	-	-	-	-	-	-	-	-
1291 English Second Language Programs	295,781	22,160	266,111	288,271	7,510	97.46%	282,789	264,020
1292 Teen Parenting	200	-	160	160	40	80.00%	400	-
Total Instruction	\$ 6,515,447	\$ 567,715	\$ 5,688,799	\$ 6,256,514	\$ 258,933		\$ 6,458,790	\$ 6,063,318
Support Services								
2112 Attendance Services	-	-	-	-	-	-	-	-
2115 Student Safety	1,300	450	5,000	5,450	(4,150)	419.23%	7,335	553
2122 Counseling Services	267,448	22,291	245,198	267,489	(41)	100.02%	260,350	255,326
2134 Nurse Services	48,237	-	68,236	68,236	(19,999)	141.46%	76,528	76,528
2140 Behavior Consultant	125,807	50,323	75,484	125,807	-	100.00%	73,120	73,120
2148 Psychological Services	33,390	13,356	20,034	33,389	1	100.00%	59,900	59,900
2152 Speech Pathology Services	-	-	-	-	-	-	-	-
2160 Other Student Treatment Services	-	-	-	-	-	-	-	-
2190 Service Directions, Student Support Svcs	150,906	36,550	109,828	146,378	4,528	97.00%	145,952	140,815
2213 Curriculum	33,495	26,809	26,152	52,961	(19,466)	158.12%	50,000	17,480
2219 Improvement of Instruction Services	-	-	-	-	-	-	-	-
2222 Library/Media Center	25,528	1,490	19,918	21,408	4,120	83.86%	6,809	-
2223 Multimedia Services	-	-	-	-	-	-	-	-
2230 Assessment and Testing	-	-	-	-	-	-	-	-
2240 Staff Development	30,000	3,780	-	3,780	26,220	12.60%	20,000	10,729
2310 Board of Education	151,233	39,133	95,940	135,072	16,161	89.31%	140,938	131,051
2320 Executive Administration	258,377	62,635	167,925	230,560	27,817	89.23%	244,498	226,317
2410 Office of the Principal Services	938,740	142,835	795,536	938,371	369	99.96%	1,022,095	978,154
2510 Direction of Business Services	176,770	43,114	132,899	176,013	757	99.57%	167,653	168,436
2520 Fiscal Services	216,860	48,379	165,106	213,485	3,375	98.44%	185,456	184,689
2528 Other General Professional and Technological Servi	2,000	827	773	1,600	400	80.00%	1,500	2,564
2540 Operation & Maintenance of Plant Services	185,000	170,540	5,000	175,540	9,460	94.89%	166,500	160,643
2542 Care and Upkeep of Building Services	802,885	154,020	592,252	746,272	56,613	92.95%	958,440	855,760
2543 Care and Upkeep of Grounds Services	134,952	32,385	84,515	116,900	18,052	86.62%	137,093	131,446
2544 Maintenance	204,335	41,730	123,658	165,388	38,947	80.94%	199,367	153,944
2546 Security Services	6,000	850	5,150	6,000	-	100.00%	6,000	3,236
2550 Student Transportation Services	-	-	-	-	-	-	-	-
2552 Vehicle Operation Services	851,000	37,972	815,028	853,000	(2,000)	100.24%	823,500	848,091
2558 Transportation/Special Educationb	100,000	39,361	60,639	100,000	-	100.00%	60,000	95,331
2573 Warehouse & Distribution Services	27,500	5,404	16,596	22,000	5,500	80.00%	30,350	19,228
2574 Printing, Publishing and Duplicating Services	40,000	7,534	32,466	40,000	-	100.00%	40,000	33,088
2643 Human Resources	14,500	7,535	4,065	11,600	2,900	80.00%	2,000	12,432
2649 Other Staff Services	-	-	-	-	-	-	-	-
2662 Technology- Systems Analysis Services	308,680	110,928	182,318	293,246	15,434	95.00%	248,076	233,936
2663 Technology- Programming Services	19,500	18,985	-	18,985	515	97.36%	92,667	20,215
2669 Technology- Telephone	-	-	-	-	-	-	35,000	33,293
Total Support Services	\$ 5,154,443	\$ 1,119,215	\$ 3,849,714	\$ 4,968,929	\$ 185,514		\$ 5,261,127	\$ 4,926,302
Enterprise and Community Services								
3360 SIT Team	5,000	-	980	-	-	-	5,000	5,000
Total Enterprise and Community Services	\$ 5,000	\$ -	\$ 980				\$ 5,000	\$ 5,000
Other Requirements								
5100 Debt Service	-	-	-	-	-	-	-	-
5200 Transfers of Funds	313,665	-	313,665	313,665	-	100.00%	239,173	237,375
6000 Contingency	50,000	-	-	-	50,000	0.00%	50,000	-
7000 Unappropriated Ending Fund Balance	150,000	-	-	-	150,000	0.00%	150,000	-
Total Other Requirements	\$ 513,665	\$ -	\$ 313,665	\$ 313,665	\$ 200,000		\$ 439,173	\$ 237,375
Total Requirements	\$ 12,188,555	\$ 1,686,930	\$ 9,853,158	\$ 11,539,108	\$ 644,447		\$ 12,164,090	\$ 11,231,995

Jefferson School District 14J
Appropriations
For the Fiscal Year 2026-2027
As of 9/30/2026

General Fund (100)	Appropriations	Resolutions	YTD	Encumbrances	Totals	(Over)/Under Budget
1000 Instruction	\$ 6,515,447	\$ -	\$ 567,715	\$ 5,640,970	\$ 6,208,686	\$ 306,761
2000 Support Services	\$ 5,154,443	\$ -	\$ 1,119,215	\$ 3,806,986	\$ 4,926,201	\$ 228,242
3000 Community Services	\$ 5,000	\$ -	\$ -	\$ 980	\$ 980	\$ 4,020
5200 Transfers	\$ 313,665	\$ -	\$ -	\$ 313,665	\$ 313,665	\$ -
6000 Contingency	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ 50,000
Sub Total	\$ 12,038,555	\$ -	1,686,930	9,762,602	11,449,532	\$ 589,023
Special Revenue Funds						
1000 Instruction	\$ 1,758,344	\$ -	\$ 337,099	\$ 1,207,259	\$ 1,544,358	\$ 213,986
2000 Support Services	\$ 443,764	\$ -	\$ 55,898	\$ 228,236	\$ 284,134	\$ 159,630
3000 Community Services	\$ 646,338	\$ -	\$ 79,495	\$ 396,304	\$ 475,800	\$ 170,538
Sub Total	\$ 2,848,446	-	472,492	1,831,800	2,304,292	\$ 544,154
ASB Funds						
1000 Instruction	\$ 290,950	\$ -	\$ 9,236	\$ 19,645	\$ 28,882	\$ 262,068
5200 Transfers	\$ 12,000	\$ -	\$ -	\$ -	\$ -	\$ 12,000
6000 Planned Reserve	\$ 57,000	\$ -	\$ -	\$ -	\$ -	\$ 57,000
Sub Total	\$ 359,950	\$ -	\$ 9,236	\$ 19,645	\$ 28,882	\$ 331,068
Debt Service						
5100 Debt Service	\$ 1,976,681	\$ -	\$ 60,769	\$ 1,071,713	\$ 1,132,482	\$ 844,199
6000 Contingency	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7000 Unappropriated	\$ 91,000	\$ -	\$ -	\$ -	\$ -	\$ 91,000
Sub Total	\$ 2,067,681		60,769	1,071,713	1,132,482	\$ 935,199
Capital Fund						
2000 Support Services	\$ 104,926	\$ -	\$ -	\$ -	\$ -	\$ 104,926
4000 Facilities Acquisition	\$ 391,396	\$ -	\$ 4,707	\$ -	\$ 4,707	\$ 386,689
5000 Facilities Acquisition	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sub Total	\$ 496,322	-	4,707	-	4,707	\$ 491,615
Total Appropriations	\$ 17,810,954	\$ -	\$ 2,234,134	\$ 12,685,760	\$ 14,919,894	\$ 2,891,060
Total Unappropriated	\$ 150,000	-	-	-	-	\$ 150,000
TOTAL	\$ 17,960,954	\$ -	\$ 2,234,134	\$ 12,685,760	\$ 14,919,894	\$ 3,041,060



Superintendent Update – October 2026

OSBA Fall Regional Meeting

I had the opportunity to attend the OSBA Fall Regional Meeting with Board Chair Terry Kamlade. These meetings happen all across the state in 20 different locations and provide an opportunity for OSBA to connect with members and share information about the upcoming legislative session. It also provides an opportunity for members to share with OSBA specific concerns affecting school districts in that region. Some of the hot topics that were brought up were funding for the 2027-29 biennium, the new accountability act and performance growth targets, special education costs, and PERS.

PERS

As I have shared, our PERS side account is scheduled to run out of money in September 2027, and PERS rates are going to go up. Currently, the rate we pay for Tier 1/Tier 2 employees is 11.78% and once our side account is gone, the new rate will be 27.56%. The rate we currently pay for OPSRP employees is 8.6% and the new rate will be 24.97%. We did a preliminary calculation and the increase in rates is going to cost the district approximately \$1,000,000 more per year, and I am not hearing that there is any plan to help districts with these increased costs. While we had planned on our side account running out of money at the end of September 2027, school districts have been receiving notices from PERS that their side accounts are running out sooner than anticipated so we are planning on having to pay the new PERS rates beginning July 1, 2027. Budgeting for the 2027-29 biennium is going to require some difficult decisions.

Performance Growth Targets

In August, I shared with the Board the Performance Growth Targets that the district was submitting to ODE. After some back and forth conversations with ODE, those targets have been officially approved, and I have included them in your packet this month. The process of setting targets was not clear nor consistent and was in fact very confusing to districts. In response, ODE will be adopting a framework plus formula approach and districts will have the opportunity to review and revise their targets during a spring recalibration period. Districts will have all of their 2025-26 performance data available at that time. While ODE has not shared much information about the framework and formula, they have shared that the reasons for adding a formula helps ensure that:

- Improvement expectations are established consistently and transparently across the state;

- Expectations account for differences in districts' and charter schools' starting points while supporting meaningful progress;
- Local targets remain connected to statewide priorities; and
- Oregon can more consistently track progress toward its statewide PGTs.

I will keep the Board informed as more information on this process is shared by ODE.

Division 22 Standards Assurances

Each year, districts are required to engage their School Boards in a review of the administrative rules contained in OAR Chapter 581, Division 22. I have included in your packet the Division 22 Compliance Report documenting the district's compliance with all Division 22 Standards in effect for the preceding 2025-26 school year and will be sharing a presentation with you as well. School districts are required to report compliance to their School Boards and post the report on their website by November 1st. Additionally, school districts must complete and submit the annual, online ODE Division 22 Standards Assurance Form by November 15th.

Local Performance Growth Targets

Jefferson SD 14J

The following Performance Growth Targets have been approved by the Oregon Department of Education.

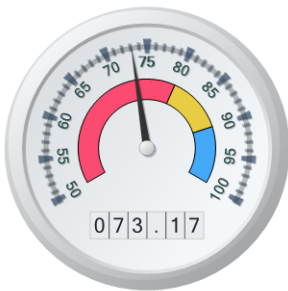
Common Metrics	Target Type	2026-2027	2027-2028	2028-2029	2029-2030
K-2 Regular Attendance	Baseline	56.5	57.5	58.5	60
	Gap Closing	53.5	55	56.5	58.5
K-12 Regular Attendance	Baseline	57	58	59	60
	Gap Closing	54.3	55.6	56.8	58
3rd Grade ELA	Baseline	15	17	19	21
	Gap Closing	15	17	19	21
8th Grade Math	Baseline	12	14	16	18
	Gap Closing	12	14	16	18
9th Grade on-Track	Baseline	89	90	92	93
	Gap Closing	88.9	90	92	93
4-Year Graduation	Baseline	85.5	87	88	89
	Gap Closing	79	81	82.5	84
5-Year Completion	Baseline	92	93	94	95
	Gap Closing	92	93	94	95
Academic Growth	Baseline	NA	NA	NA	NA
	Gap Closing	NA	NA	NA	NA

* - For Institutions selecting Academic Growth as their Local Metric, the 2026-2027 school year will serve as the baseline. Targets will be established before the 2027-2028 school year once baseline data is available.

Jefferson Elementary School, School Board Data Report October 2026

Attendance:

2026-2027 Average Daily Attender Rate



Regular Attender
180 students; 73%



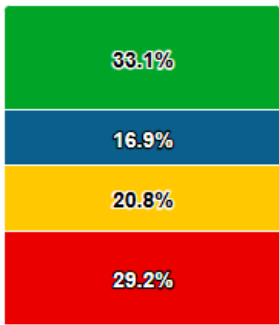
Chronically Absent
65 students; 27%

STAR Beginning of Year Assessment Math Grades K-5th

Star Math Proficiency Rate (District Benchmark) ?

Fall 2026-2027

Explain it



- At/Above Benchmark
- On Watch
- Intervention
- Urgent Intervention

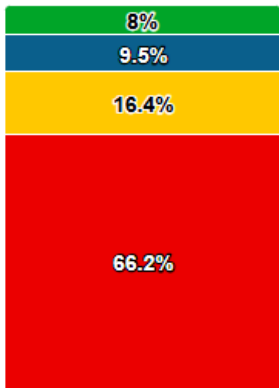


EXPLORE

Star Math Proficiency Rate (State Benchmark) ?

Fall 2026-2027

Explain it

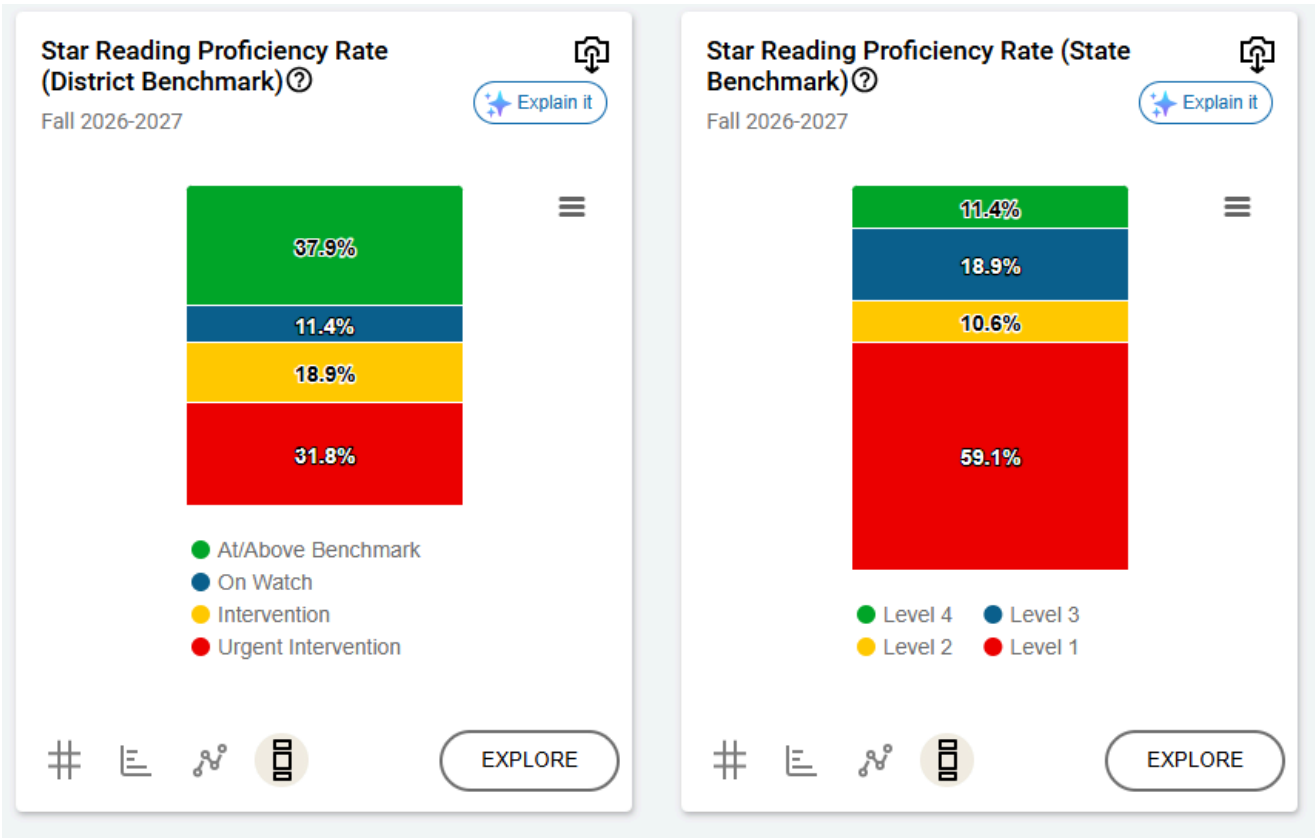


- Level 4
- Level 3
- Level 2
- Level 1

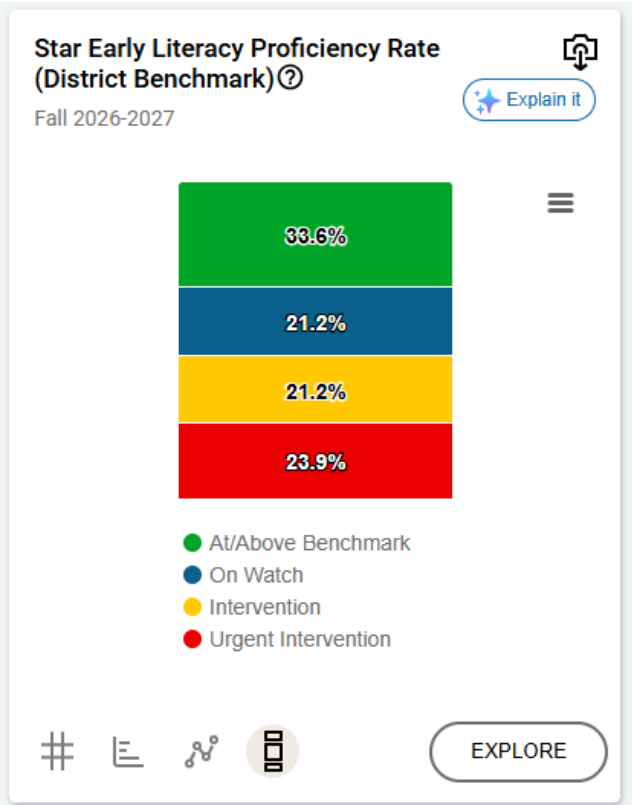


EXPLORE

STAR Beginning of Year Assessment Reading Grades 3rd-5th



STAR Beginning of Year Assessment Literacy Grades K-2nd



Jefferson Middle School Board Report: October, 2026

Enrollment Total:	159
6th grade -	46
7th grade -	55
8th grade -	58

Exciting times happening around Jefferson Middle School this Fall!

Our dedicated staff has led our students into an impressive beginning to the 2026-27 school year. Establishing early on what our routines and expectations are here at JMS is a prime focus for our entire team, and we are pretty good at it! This Principal is very happy with what we have going on in our hallways, our classrooms, in our gym, and on our fields.

Some early highlights from JMS are as follows:

- JMS enrollment is already climbing from the beginning of this school year. We are +5 on our student count since the beginning of this 2026-27 school year!
- Our state mandated Interim Assessment testing (STAR) for Reading and Math has been completed. Please see the attached information for our Fall 2026 Baseline data. Yes, we have many students who are now identified as needing extra support in the classroom for both Reading and Math, and we are now beginning to provide those supports.
 - Educational Assistant Ashly Petty will be working with small groups as well as individually with students on a rotating basis. She is scheduled to work with students each and every week in our newly dedicated classroom space (C1), which is now our Academic Support Center (ASC).
 - Students who are identified as needing Reading or Math support will come to the ASC during their scheduled time, which will usually be during an Elective class in their schedule.
- JMS Staff are participating in numerous In-Service opportunities during the October 9th State In-Service.
 - Some staff are choosing to attend various conferences around the State.
 - Some staff are choosing to attend Online training. (ex: STAR support)
 - Many staff will have worked at JMS in our Content and Grade level teams.
 - Other staff will update their First Aid/CPR training.
- Our PTC is working with our Leadership class to host our first dance of the school year. It will be on Friday, October 23, 2026 at 5pm, and will end at 7pm, just before Senior Night for the JHS Football team. The theme is Haunted House!



- Speaking of our JMS Leadership class; under the guidance of our own Sean Stewart, this group is making an immediate and positive impact on the very fabric of JMS. This group is working to create and schedule our many school-wide activities, plan dances, celebrate student/staff birthdays, provide individual tutoring to their peers, and plan fundraising opportunities to benefit our school and our community. There will be MANY more things to report from this team as the year develops, so stay tuned!
- JMS Athletics: Our Lions are ROLLING!
 - JMS Volleyball currently sits in 3rd place in a highly competitive league. Our girls are in line to host a first-round playoff game in the upcoming League Playoffs! These girls are working hard and are a ton of fun to watch play.
 - JMS Football is currently undefeated on the season and are sitting firmly in first place. They are really good and really fun to watch!
 - JMS Cross-Country continues to impress and our athletes continually find themselves with new PR's. Way to go Lions!
- JMS Staff will host our upcoming Parent/Teacher Conferences on October 14-15.
- Shout out to our own Joe Whaley for his relentless pursuit of various grants to help our school and our school district. Thank you for your efforts Joe! You are appreciated sir!
- Perhaps my favorite piece of information that I provide to you: Student Participation
 - Our identified Co/Extra-curricular opportunities are Volleyball, Football, Cross Country, Choir, Band, Leadership, Magic Club, Honor Club, and ASB
 - 8th grade: 38 students involved in at least one, with 21 having 2+
 - 7th grade: 23 students involved in at least one, with 13 having 2+
 - 6th grade: 19 students involved in at least one, with 7 having 2+
 - 51% of JMS students are participating in Fall co/extra-curricular activities
 - 26% of JMS students are participating in multiple Fall co/extra-curricular activities

Finally, JMS will, as usual, be at the forefront of the push to continually increase our attendance rate and keep it at a high level. The new JMS slogan on this topic is incredibly accurate:

Be Seen! Be Heard! Be Known! Be Here!

As always, you are always welcome to come and visit JMS at your convenience.

Go Lions!

Respectfully submitted,

Eric S. Clendenin
Principal
Jefferson Middle School

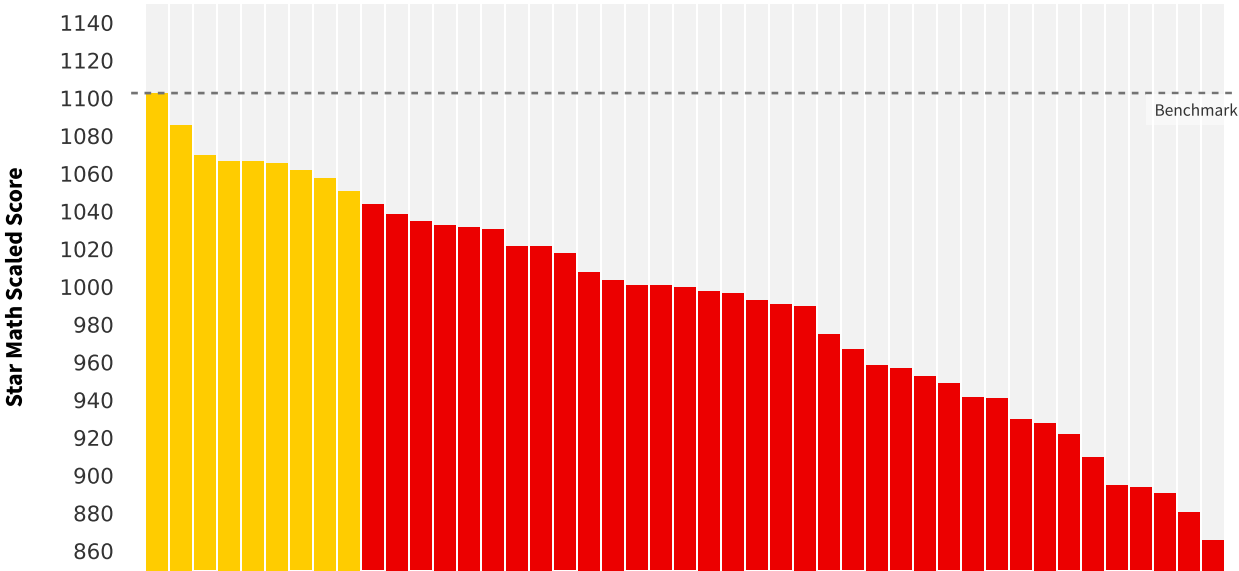
School	Classes	Screening Window	Demographics	Scale	Benchmark Type
Jefferson Middle School	Six Classes	09/08/2026–10/08/2026	All Demographics	Star Unified Scale	State

Grade Level Summary - Jefferson Middle School, 6 Classes

Grade	Students in each State Benchmark Category/Level				Students Tested	
	Level 4	Level 3	Level 2	Level 1	#	%
Grade 6	0	0	9	36	45	98%
Grade 7	0	1	8	42	51	98%
Grade 8	1	0	7	37	45	98%
Students Tested	1	1	24	115	141	98%
Students Not Tested					3	2%

Grade

6



Categories/Levels	State Benchmark	Students	
	Scaled Score	Number	Percent
At/Above Benchmark			
Level 4	At/Above 1136	0	0%
Level 3	At/Above 1103	0	0%
Category Total		0	0%
Below Benchmark			
Level 2	Below 1103	9	20%
Level 1	Below 1048	36	80%
Category Total		45	100%
Students Tested		45	
Students Not Tested		1	
Total Students		46	

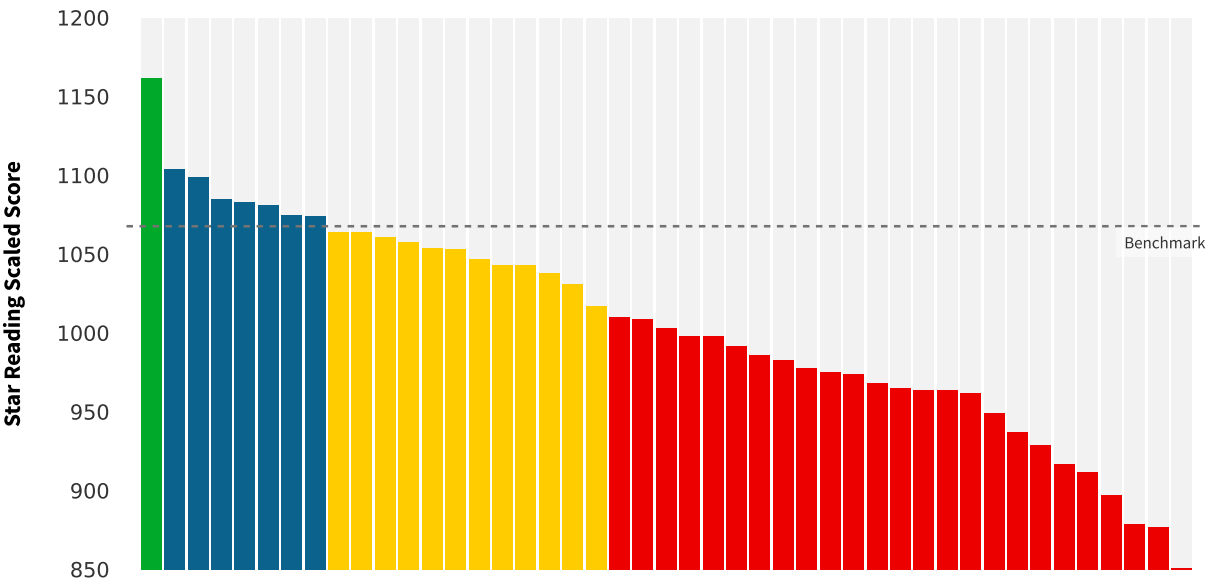
School	Classes	Screening Window	Demographics	Scale	Benchmark Type
Jefferson Middle School	Six Classes	09/08/2026–10/08/2026	All Demographics	Star Unified Scale	State

Grade Level Summary - Jefferson Middle School, 6 Classes

Grade	Students in each State Benchmark Category/Level				Students Tested	
	Level 4	Level 3	Level 2	Level 1	#	%
Grade 6	1	7	12	25	45	98%
Grade 7	0	12	8	30	50	96%
Grade 8	2	20	14	16	52	96%
Students Tested	3	39	34	71	147	97%
Students Not Tested					5	3%

Grade

6



Categories/Levels	State Benchmark	Students	
	Scaled Score	Number	Percent
At/Above Benchmark			
Level 4	At/Above 1130	1	2%
Level 3	At/Above 1068	7	16%
Category Total		8	18%
Below Benchmark			
Level 2	Below 1068	12	27%
Level 1	Below 1012	25	56%
Category Total		37	82%
Students Tested		45	
Students Not Tested		1	
Total Students		46	

Static State Benchmark: This report shows how students are expected to perform on the end-of-school-year test if taken on the date of their Star test. It uses the actual cut scores aligned to the State test levels (not time adjusted).



Jefferson High School

2200 Talbot Rd SE
Jefferson, OR 97352
541.327.3337 - phone
541.327.1867 - fax

Jefferson High School Board Report, October 2026

Enrollment Total:	214
Freshmen:	48
Sophomores:	57
Juniors:	49
Seniors:	60

Happenings at JHS!

- **Work Ready:** With our partnership to the WESD, we are part of the Work Ready Consortium. Through this consortium, we have access to field trips, guest speakers, career fairs, VR headsets and more.
 - **Industry Field Trips:** On October 8th, ____ students participated in Manufacturing Week by taking a trip to West Salem Machinery. There, they took a tour of the facilities and heard from administration and employees about their positions and how they paved their career paths. They saw everything from robots to welding and the manufacturing of heavy machinery.
 - **College Fairs:** On October 14th, ____ students participated in the Cascade College Fair. It was a great opportunity for students to visit with local colleges to see offerings and get their questions answered.
- **Ag Science:** Rick Martin and students have been busy in so many ways. Freshmen attending Ag Olympics, all ag classes attended the Soils Contest, and we are getting ready for our JES to come visit our pumpkin patch.
- **Homecoming:** A HUGE shout out to Ms. Lloyd and our student leadership class! The time and effort they all put into spirit week, our assembly, and our dance showed off our school spirit. Thank you!
- **QPR - Question, Persuade, Refer!** - Our Hope Squad participated in QPR training on October 6th, led by our Hope Squad advisors Meg Lloyd and Taryn Auerbach. Students engaged in learning about what to do when their peers are struggling and need support. In years past, we have had our Hope Squad members refer students to our counselor. Having the tools to know what to look for, how to listen, and how to proceed is one way we are supporting Suicide Prevention at JHS.

STAR Data Update

Our ninth and tenth grade students in language arts, algebra and geometry took the first interim assessment for reading and math. Students will test again in January and April, and we are looking forward to seeing growth in their progress.

We...

- discussed 9th grade during our Ninth Grade on Track weekly meeting
- met as a team on October 9th to review all the available data

- will share with families at our conferences. Since we have limited participation at the high school level, we will be mailing results home.
- review our next assessment and are looking forward to having growth data!

Lots happening at JHS!

Laura Pierce-Cummings
Principal
Jefferson High School
541-327-3337 ext. 1249



Jefferson School District 14J

1328 N 2nd Street
Jefferson, OR 97352
541.327.3337 - phone
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Building Administrators Update – Student Services / Special Education

This report provides an update on key metrics and ongoing initiatives within the Student Services and Special Education departments for October 2026

Special Education

- **Current Enrollment:** As of this report, there are **120 students** identified under the Individuals with Disabilities Education Act (IDEA).

Section 504

- **Current Enrollment:** There are currently **47 students** identified under Section 504, receiving accommodations to ensure equitable access to education.

McKinney-Vento Homeless Assistance Act

- **Current Enrollment:** There are currently **2 students** identified under McKinney Vento.
- Referrals can be made by anyone at any time to be further investigated.
- There are currently no outstanding referrals.

Medicaid Administrative Claiming Activities

- Training is in process
- Survey Week has been identified as **October 26th-30th**

Suicide Prevention, Intervention, and Postvention

- JES has conducted **three Level One Suicide Risk Assessments** so far this school year. **One student was referred for a level two assessment.**
- JMS has conducted **three Level One Suicide Risk Assessments** so far this school year and **one Non-suicide self-injury assessment.**

Katrina Womack

Student Services Director
Jefferson School District
Phone: 541-327-3337 ext. 1045

Jefferson School District 14J

Code: BBE
Adopted: 10/11/10
Revised/Readopted: 2/11/19; 8/20/26
Orig. Code: BBE

Vacancies on the Board

Vacancies on the Board will be filled through the following procedures:

1. At a Board meeting, the Board will declare the vacancy¹;
2. The Board or designee will establish an application period of at least 20 days. Applicants will be required to submit an application to the district office by the designated date. Deadlines and instructions will be posted on the district website. The Board can vote to extend or re-open the application period at any time;
3. After the application period has ended, the superintendent or designee will verify applicant eligibility. Applicants must:
 - a. Be an elector of the district.² This requires being registered to vote within the district;
 - b. Have resided in the district for a period of one year immediately preceding the appointment;
 - c. Not be an employee of the district or a charter school located within the district.
4. The Board will review applicant materials in an open Board meeting;
5. The Board may select applicants to interview. Any interview will be held in an open Board meeting;
6. During an open Board meeting, the Board will vote to appoint one of the applicants. In the event that no applicant receives a majority of votes³, the Board may re-vote or vote to re-open the application period;
7. The newly appointed Board member(s) will take an oath of office before assuming the duties of office and will be seated immediately thereafter.

¹ In accordance with ORS 332.030, the Board shall declare a vacancy upon any of the following:

1. The death or resignation of any Board member;
2. When a Board member is removed from office or the election of the Board member has been declared void by the judgment of any court;
3. When a Board member ceases to be a resident of district;
4. When a Board member ceases to discharge the duties of office for two consecutive months unless prevented by sickness or other unavoidable cause;
5. When a Board member ceases to discharge the duties of office for four consecutive months for any reason; or
6. When a Board member is recalled.

² ORS 254.005(4) provides “‘Elector’ means an individual qualified to vote under section 2, Article II, Oregon Constitution.” District staff may verify this with local elections officials.

³ ORS 332.055 requires the affirmative vote of a majority of Board members to transact any business. Consequently [three] votes are necessary to appoint a board member, regardless of how many vacancies exist.

The appointee will serve until June 30 following the next election. At that election, either the remainder of the term for the position, or a full term for the position will be on the ballot.

If the offices of a majority of Board members are vacant at the same time, the directors of the Willamette Education Service District shall appoint persons to fill the vacancies from qualified individuals.

END OF POLICY

Legal Reference(s):

[ORS 249.865 - 249.877](#)
[ORS 254.005](#)
[ORS 255.245](#)

[ORS 255.335](#)
[ORS 332.030](#)
[ORS 332.122](#)

[ORS 332.124](#)

Jefferson School District 14J

Code: BBE-AR
Revised/Reviewed: 8/20/26

Board Member Vacancy Application

When a Board vacancy is declared, the Board will appoint a qualified person in accordance with Board policy BBE – Vacancies on the Board. To be considered for appointment, this form must be submitted to the district office by the deadline communicated by the district. Submitted applications become public records and may be disclosable upon request.

Name: _____

Motivation and Experience

Why do you want to serve on the Board?

Which experiences or perspectives will help you represent and serve all students and families?

How will you help advance the district's mission and goals?

How will you engage respectfully with individuals whose viewpoints differ from your own?

Knowledge, Time Commitment and Governance

Availability: Board meetings, work sessions, and committee service often occur in the evenings and occasionally during the daytime. How will you balance Board obligations with other commitments?

Laws applying to public entities: Briefly share any familiarity you have with Oregon public meetings and public records laws: _____

Policy and Budget: What experience do you have with policy development, budgets, or strategic planning?

Student-Centered Decision-Making: How will you ensure decisions reflect student outcomes, safety, and well-being? _____

This page is intended for internal and verification purposes. It is not intended to be provided to the Board or discussed at a Board meeting. Once submitted, it is a public record and may be subject to disclosure.

Contact and Personal Information

Name (as it appears on voter registration): _____

Preferred name (if different): _____

Position applying for: _____

Note: Your address is used only to verify residency within the district/zone, as required by Oregon law. Verification may be required.

Home street address (as it appears on voter registration):

City: _____ State: OR

Primary phone: _____ Alternative phone: _____

Email: _____

Best way to contact you? ☐ Phone ☐ Email ☐ Text

Accessibility and Accommodations

We welcome applicants with disabilities. Do you need an accommodation to participate in interviews or meetings (e.g., ASL interpreter, materials in alternative formats, physical access, assistive technology)?

☐ No ☐ Yes (please describe): _____

Attestations (Required)

- ☐ The information I have provided is true and complete to the best of my knowledge.
- ☐ I meet the statutory eligibility for appointment: registered elector and one-year residency (ORS 332.018).
- ☐ I am not disqualified by employee status (ORS 332.016).
- ☐ I understand the appointment duration (through June 30 after the next regular district election) (ORS 332.030(4)).

Signature: _____ Date: _____



The Jefferson School Board 14J 2025-2026 Board Goals

1. The school board members will attend at least 4 school activities annually.
2. The school board members will visit or virtually attend another district's board meeting.
3. The school board will use collaborative processes with the community and district that result in well-informed problem solving and decision making.
4. The school board will work to improve transparency and communication.

2025-2026 Board Work Sessions

January 26, 2026 – Strategic Plan
April 16, 2026 – Strategic Plan
May 18, 2026 – Strategic Plan
June 15, 2026 – Strategic Plan

Jefferson School District 14J

Report on Compliance with Public School Standards

2025-26 School Year

By November 1 of each year, school district superintendents are required by [OAR 581-022-2305: District Assurances of Compliance with Public School Standards](#) to report to their community on the district's status with respect to all of the Standards for Public Elementary and Secondary Schools. The Standards are adopted by the State Board of Education and set out in Oregon Administrative Rules Chapter 581, Division 22.

The table below contains a summary of **Jefferson** School District's compliance with each of the requirements of Oregon's administrative rules found in [DIVISION 22 - STANDARDS FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOLS](#) during the 2025-26 school year. For each rule reported as out of compliance, **Jefferson** School District has provided an explanation of why the school district was out of compliance and the school district's proposed corrective action plan to come into compliance. The corrective action must be approved by ODE and completed by the district by the beginning of the 2027-28 school year.

What are the requirements of the standards? For a general overview of what each rule/standard requires, consult this high-level [Rules at a Glance summary](#). For specific, comprehensive requirements, use the links below for each individual rule.

Category: High-Quality Learning Experiences for All Students

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2000 Diploma Requirements	In compliance	Policy IKF – The district has met all of the requirements for this rule. Diplomas are awarded annually to every qualifying senior.	Not applicable
581-022-2010 Modified Diploma	In compliance	Policy IKF – The district has met all of the requirements for this rule. Modified diplomas are awarded annually to qualifying seniors, with parent/guardian approval.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2015 Extended Diploma	In compliance	Policy IKF – The district has met all of the requirements for this rule. Extended diplomas are awarded annually to qualifying seniors, with parent/guardian approval.	Not applicable
581-022-2020 Certificate of Attendance	In compliance	Policy IKF – The district has met all of the requirements for this rule. Alternative certificates are awarded annually to qualifying seniors, with parent/guardian approval.	Not applicable
581-022-2050 Human Sexuality Education	In compliance	Policy IGAI – Jefferson School District has an age-appropriate, comprehensive plan of instruction focusing on human sexuality, HIV/AIDS and sexually transmitted disease prevention in elementary and secondary schools as an internal part of health education and other subjects.	Not applicable
581-022-2055 Career Education	In compliance	Policy IKF - supports graduation requirements that include career education. Jefferson School District provides robust Career and Technical opportunities. Current Jefferson High School has 2 approved programs of study. We also offer full tuition to The Willamette Career Academy, where students can earn various certifications in 6 programs of study.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2263 Physical Education Requirements *Elementary Grades	In compliance	Jefferson Elementary School students (grades K-5) receive 150 minutes/week of PE instruction.	Not applicable
581-022-2263 Physical Education Requirements *Middle Grades	In compliance	Jefferson Middle School students (grades 6-8) receive 231 minutes/week of PE instruction taught by a licensed PE teacher.	Not applicable
581-022-2340 Media Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2350 Independent Adoptions of Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2355 Instructional Materials Adoption	In compliance	Policy IIA – The district has an instructional materials/program adoption procedure in place.	Not applicable
581-022-2360 Postponement of Purchase of State-Adopted Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2440 Teacher Training Related to Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2500 Programs and Services for TAG Students-Sections (1) and (2) TAG Plan Requirements	In compliance	Jefferson School District has met all of the requirements for this rule. 2023-25 TAG Plan is located on the Jefferson 14J website and we will be	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
		revising the plan this school year once we get additional guidance from ODE.	
581-022-2500 Programs and Services for TAG Students – Sections (3) and (4): Instruction Requirements	In compliance	Jefferson School District has met all of the requirements for this rule. 2023-25 TAG Plan is located on the Jefferson 14J website and we will be revising the plan this school year once we get additional guidance from ODE.	Not applicable
581-022-2505 Alternative Education Programs	In compliance	Policy IGBHA – Jefferson School District provides educational options for all students. A list of options can be found within this policy.	Not applicable

Category: Aligned and Focused Educational Systems

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2025 Credit Options	In compliance	Policy IKF – Jefferson High School is prepared to offer credit to students who can demonstrate content mastery through course work, a proficiency exam, or mastery through experiences (i.e. work experience).	Not applicable
581-022-2030 District Curriculum	In compliance	Policy IF – The district has met all of the requirements of this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2060 Comprehensive School Counseling	In compliance	Policy IJ – Jefferson Elementary, Jefferson Middle and Jefferson High School provide a coordinated comprehensive school counseling program that supports the academic, career, social-emotional and community involvement development of all students. These counseling programs are based on ODE's framework for comprehensive school counseling programs.	Not applicable
581-022-2100 Administration of State Assessments	In compliance	Policy IL - All state assessments are given as required. Staff administering assessments are trained annually on proper proctoring procedures.	Not applicable
581-022-2110 Exception of Students with Disabilities from State Assessments	In compliance	Policy IGBAF - The district has met all of the requirements for this rule.	Not applicable
581-022-2115 Assessment of Essential Skills: Diploma Requirements	Waived through the end of 2027-28 school year	Not applicable	Not applicable
581-022-2115(2) Assessment of Essential Skills: Local Performance Assessment Requirement	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2120 Essential Skill Assessments for English Language Learners	Waived through the end of 2027-28 school year	Not applicable	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2250 District Improvement Plan	In compliance	The district has met all of the requirements of this rule. https://www.jefferson14j.com/plans	Not applicable
581-022-2260 Records and Reports	In compliance	Policy IGDG Student Activity Funds Policy EH Records and Data Management The district has met all of the requirements of this rule.	Not applicable
581-022-2265 Report on PE Data	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2300 Standardization	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2305 District Assurances of Compliance with Public School Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2315 Special Education for Children with Disabilities	In compliance	Policy IGBA – The district has met all of the requirements for this rule.	Not applicable
581-022-2320 Required Instructional Time	In compliance	Jefferson School District meets and/or exceeds the minimum threshold of required instructional hours per student group.	Not applicable
581-022-2323 Preserving Student Instructional Time	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2325 Identification of Academically Talented	In compliance	Policy IGBBA – The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
and Intellectually Gifted Students		The district TAG plan can be found on the Jefferson 14J website.	
581-022-2335 Daily Class Size	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2400 Personnel	In compliance	Policy GCA – The district has met all of the requirements of this rule.	Not applicable
581-022-2445 Universal Screenings for Risk Factors of Dyslexia	In compliance	Jefferson School District uses Acadience Reading, which is on the Oregon Department of Education's approved tests for universal screening for risk factors of dyslexia.	Not applicable

Category: Engaged Partners and Communities

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2005 Veterans Diploma	In compliance	Policy IKF – The district has met all of the requirements for this rule.	Not applicable
581-022-2255 School and District Performance Report Criteria	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2270 Individual Student Assessment, Recordkeeping and Reporting	In compliance	Policy IL – The district has an assessment program in place.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2307 Educational Equity Advisory Committees	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2330 Rights of Parents of TAG Students	In compliance	Policy IGBBA – The district has met all of the requirements for this rule. The district TAG plan can be found on the Jefferson 14J website.	Not applicable
581-022-2370 Complaint Procedures	In compliance	Policy KL – The district has met all of the requirements of this rule. The complaint process is available on the Jefferson 14J website.	Not applicable

Category: Safe & Inclusive Schools

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2045 Substance Use Prevention and Intervention Plan	In compliance	Policy IGAEB – Jefferson High School students receive annual prevention education, however twice during their high school career, they also receive in-depth instruction in responsible decision making, management of peer pressure, prevention strategies, and making positive health choices.	Not applicable
581-022-2205 Policies on Reporting of Child Abuse	In compliance	Policy GBNAB/JHFE – and the associated ARs outline the procedures and processes of reporting child abuse in the Jefferson	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
		School District. The district has met all of the requirements for this rule.	
581-022-2210 Anabolic Steroids and Performance Enhancing Substances	In compliance	Policy IGAEC – JSD Athletic Director, and all coaches, receive training through NFHS as directed by the OSAA.	Not applicable
581-022-2215 Safety of School Sports – Concussions	In compliance	Policy IGDJ – JSD Athletic Director, and all coaches, receive training through NFHS as directed by the OSAA.	Not applicable
581-022-2220 Health Services	In compliance	Policy JHC – The district, with support from the WESD, has met all of the requirements for this rule.	Not applicable
581-022-2223 Healthy and Safe Schools Plan	In compliance	HASS Plan is located on the Jefferson 14J website as well as the annual statements and final test results for ODE required tests.	Not applicable
581-022-2225 Emergency Plans and Safety Programs	In compliance	The district has met all of the requirements for this rule. The school district updated the Emergency Response Manuals with very specific actions for specific emergencies utilizing the I Love U Guys Standard Response Protocol. Each room in each school and district office have posted an Emergency Response Manual. Procedures for reporting accidents are reviewed with staff	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
		annually. All students are instructed and have drills on emergency procedures in compliance with Oregon rules, laws and statutes.	
581-022-2230 Asbestos Management Plans	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2267 Annual Report on Restraint and Seclusion	In compliance	This report was filed as required by Jefferson School District's Student Services Director.	Not applicable
581-022-2308 Agreements Entered Into with Voluntary Organizations	In compliance	Policy IGDJ – The district has met of all the requirements of this rule.	Not applicable
581-022-2310 Equal Education Opportunities	In compliance	Policy JB, Policy JBA/GBN, Policy JFCF and the associated ARs, supports Equal Opportunities for all students and prohibits any type of harassment, intimidation, bullying, and cyberbullying. The district has met all of the requirements for this rule.	Not applicable
581-022-2312 Every Student Belongs	In compliance	Policy ACB – The district has met all of the requirements for this rule.	Not applicable
581-022-2345 Auxiliary Services	In compliance	The district has met all of the requirements of this rule. Jefferson School District has contracted services for transportation. We have a nutrition services director, and a	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
		maintenance director who oversees the state of facilities and equipment.	
581-022-2430 Fingerprinting of Subject Individuals in Positions Not Requiring Licensure as Teachers, Administrators, Personnel Specialists, School Nurses	In compliance	Policy GCDA/GDDA – The district has met all of the requirements of this rule.	Not applicable
581-022-2510 Suicide Prevention Plan	In compliance	Policy JHH – The district has met all of the requirements for this rule. The Suicide Prevention Plan is posted on the Jefferson 14J website.	Not applicable
581-022-2515 Menstrual Dignity for Students	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Committed and Supportive Staff

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2405 Personnel Policies	In compliance	All personnel policies are located on the Jefferson School District website in Section G.	Not applicable
581-022-2410 Teacher and Administrator Evaluation and Support	In compliance	Jefferson School District's evaluation processes for teachers and principals are aligned to the requirements in the Oregon Framework for Teacher Evaluation and Support.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2415 Core Teaching Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2420 Educational Leadership - Administrator Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable

OSBA Elections - Nomination reminder

Nominations for the 2026 OSBA Elections open on October 15, 2026. Candidates for the OSBA Board of Directors must be nominated by official action of a member board within their region. Nominations close on December 15, 2026. All odd-numbered board positions will be up for election in 2026. Position 11- Marion is currently up for nominations by the Jefferson School District School Board.

OSBA Board of Directors CANDIDATE QUESTIONNAIRE

Name: Jennifer Parker

Date: 09/11/2026

Address: [REDACTED]

City/Zip: [REDACTED]

Business phone: [REDACTED]

Residence phone: [REDACTED]

Cell phone: [REDACTED]

E-mail: _____

District/ESD/CC: Salem-Keizer School District

Term expires: 2029 Years on board: 2

Region: Marion



Position #: 11 OSBA Board of Directors

I certify that if elected I will faithfully serve as a member of the OSBA Board of Directors. My nomination form has been submitted to OSBA (or is attached to this document) as evidence.

Name

09/11/2026
Date

Be brief; please limit your responses to 50 words per question.

1. Describe in your own words the mission and goals of OSBA.

OSBA is a group of school board members from different districts throughout Oregon that come together to give unique insight on how to address the educational needs of students. The goal of the OSBA is to be a resource for all school districts in Oregon to come to get guidance and tools they need to be successful in running their districts.

2. What do you want to accomplish by serving on the OSBA board of directors?

To be an advocate for families and students. I would like to help draft policies that would improve students through their academic career and to ensure all students have a chance to succeed.

3. What leadership skills do you believe you bring to the board of directors? Give an example of a situation in which you demonstrated these skills.

Throughout the year I have learned what it means to be a good leader by working as a part of a team. I've learned how to listen to families and students, communicate my opinions/beliefs, help set goals, evaluate the superintendent, approve budgets and help draft policies. Recently myself and two other board members decided to go to the superintendent to discuss creating a school safety policy. After meeting with the superintendent and the district we were able to get a draft policy written and bring it to the board for approval.

OSBA Board of Directors

4. What do you see as the two most challenging issues faced by OSBA?

Two of the most challenging issues the OSBA is facing right now is trying to figure how to work with the Governor's instructional time mandates. Several school districts are at a lost right now trying to figure how to make this work and still stay within their budgets. Another challenge I see is OSBA struggling with getting legislators to increase the gap on special education. OSBA is working with legislatures about this, but there seems to be a difference of opinion about how much the state is willing to pay versus the real cost to educate a student with special needs.

5. What do you see as the two most challenging issues faced by your region?

The two most challenging issues in my region are declining enrollment and low literacy scores. Over the last couple years enrollment has been on a decline and data shows that it will continue to decline due to lower birth rates. This is a problem for our region, because every year with fewer students our budget decreases and it becomes more difficult to run schools. Another issue that Marion County faces right now is low test scores for 3rd graders. Districts feel this is unacceptable and are doing everything they can to change this by adopting new literacy programs and providing extra training for teachers.

6. What is your plan for communicating with boards in your region?

I would like to build relationships with local districts in my area, by being transparent, informative and listening to other school boards.

Please continue to the next section.

OSBA Board of Directors

CANDIDATE PERSONAL/PROFESSIONAL RESUME

Work or service performed for OSBA or local district (include committee name and if you were chair):

Salem-Keizer School Board Member 2025- present
Waller Advisory Committee Member 2026- present

Other education board positions held/dates:

None

Occupation (Include at least the past five years):

Employers:
Work Unlimited

Dates:
March, 1997 to present

Schools attended (Include official name of school, where and when):

High school: South Salem High School

College: Chemeketa Community College and Western OR University

Degrees earned: A.A Transfer Degree and B.S. Psychology

Education honors and/or awards:

Deans list from Chemeketa Community College in 1993

Other applicable training or education:

Job Developer for Vocational Rehabilitation
Parent of a special needs son

Activities, other state and local community services:

NA

Hobbies/special interests:

I enjoy traveling, going for walks/hikes, and spending time with my family.

Business/professional/civic group memberships; offices held and dates:

I am a member of the Safety Committee for Work Unlimited.

Additional comments:

None.

NOMINATION FORM

OSBA BOARD OF DIRECTORS

REGIONAL MEMBER

Date: September 14, 2026

TO:
José Gamero-Georgeson
OSBA President-Elect
Oregon School Boards Association
1201 Court St NE, #400
Salem, OR 97301
Fax: 503-588-2813
E-mail: elections@osba.org

**Nominations are due by 5 pm,
September 30, 2026**

Return this form and all candidate information
forms to the OSBA office by email at
elections@osba.org, or mail to Oregon School
Boards Association, 1201 Court St. NE, #400,
Salem, OR 97301

Dear José Gamero-Georgeson:

With this letter, our board nominates the candidate named below to a position on the OSBA Board of Directors for the
Marion Region, Position # 11.

BOARD CANDIDATE INFORMATION

Name: Jennifer Parker
District/ESD/Community College: Salem-Keizer Public Schools
Address: 2450 Lancaster Drive NE
City: Salem Oregon ZIP: 97305
E-mail: parker_jennifer@salkeiz.k12.or.us Phone: 503-399-3001

**This nomination was approved by official action of our board of directors at a duly called meeting on
September 14, 2026 .
(date)**



(Board Chair signature)

Board Chair name: Lisa Harnisch
District: Salem-Keizer Public Schools
Address: 2450 Lancaster Drive NE
City, State, Zip: Salem, OR 97305

2026 OSBA BYLAWS BALLOT MEASURE

OSBA Governance Changes

A summary for member boards: what would change, why, and what comes next

To OSBA member boards,

In 2026, OSBA's Board Governance Committee led a review of how the association is governed. On September 19, 2026, the OSBA Board of Directors adopted a resolution to amend the OSBA Bylaws and referred it to you, our members, for a vote during the 2026 election cycle.

This summary explains what the amendments would change, why, and what would stay the same. The bylaws set the overall framework. Many supporting details would be worked out afterward through Board policy and operating procedures, with input from the people most affected. Each section lists those open details and who will decide them.

Each member board will vote on the amended bylaws as a single ballot measure. Approval requires two-thirds of returned ballots. The full text of the Board's resolution is included in the voting packet.

We encourage every member board to read the "At a Glance" page and discuss it before voting.

OSBA Board Governance Committee

At a Glance

The ballot measure contains four central changes, plus several smaller technical updates described later in this summary.

THE FOUR CENTRAL CHANGES

1

Ex-officio advisor seats. Would end the standing list of named, non-voting advisors on the Board. The Board could still invite advisors when needed.

2

Caucuses. Caucuses would advise the executive director instead of the Board. The executive director would establish caucuses using criteria the Board sets in policy. Today, adding or removing a caucus requires a member vote to amend the bylaws.

3

Caucus Council. Would create a new Caucus Council, with one representative from each caucus, to advise the Board. The two caucus seats on the Board would become two seats filled by the Board on the Council's recommendation. The Council would also have new pathways to additional leadership.

4

Legislative Policy Committee (LPC). Board members would choose whether to serve on the LPC instead of being required to. The Caucus Council would also have LPC seats (number determined in policy).

WHAT IS NOT CHANGING

Board size. The Board would keep up to 25 voting directors: up to 22 elected by region, plus 2 recommended by the Caucus Council.

Caucus seats during the transition. The two established caucuses would keep their Board seats until the new Caucus Council directors are appointed, or until the end of 2027, whichever comes first.

Caucus voice in governance. Caucuses would continue to have a path to leadership through the two Caucus Council seats and committee seats.

Board oversight of funding. The Board would continue to set caucus funding through the annual budget.

Why these changes

Members told us that the Board's size, unclear roles, and confusion between governance and advocacy are the biggest barriers to an effective Board. These changes are a first, measured step. The Governance Committee will review their impact after one year before recommending anything further, including any change to Board size.

Background

How the review was done

As part of OSBA's regular governance review cycle, the Board engaged Coraggio Group in 2026 to assess OSBA's governance structure. The assessment gathered input from:

188 survey respondents, 12 stakeholder interviews, and 7 focus groups, representing the Board, staff, member districts of every size, the caucuses, and the PRIDE Advisory Committee

A review of school board association bylaws in more than 30 states

Coraggio Group reported its findings in June 2026. The Governance Committee then held a design retreat on August 3, recommended bylaws amendments on August 24, and the Board adopted and took action to refer them to the membership on September 19.

Guiding principles

Four principles, set at the start of the review, shaped which changes moved forward:

Efficiency

Design structures that make purposeful use of staff resources and board member time. Every committee, caucus, and process should add clear value.

Effectiveness

Ensure governance structures enable the board to fulfill its core responsibilities: strategic oversight, policy governance, fiduciary accountability, and organizational leadership.

Engagement

Ensure boards as entities have genuine opportunities to participate and inform decisions without creating administrative burden or unnecessary complexity.

Representation

Balance representation between boards as fundamental units and districts serving larger student populations, ensuring all member voices carry appropriate weight while maintaining geographic practicality.

What we heard

Board size was named by every member group as the greatest opportunity to improve efficiency, and **69%** of Board and staff respondents named it as a structure that should be re-evaluated.

Confusion between governance and advocacy was the most-cited barrier to Board effectiveness (**29%** of all respondents), followed by unclear roles (**26%**).

Board and staff rated the Board's understanding of OSBA's Board work **2.6 out of 5**, though they rated orientation **3.9**.

The non-voting ex-officio seats were rated the least active and least impactful Board roles. **39%** of Board and staff respondents flagged them.

Both caucuses and the advisory committee received below-target effectiveness ratings. Members of each group flagged their own group's structure for re-evaluation: **69%** of advisory committee respondents, **63%** of Rural Caucus respondents, and **56%** of Members of Color Caucus respondents flagged their own body's structure for re-evaluation.

The Four Central Changes

1. Ex-officio advisor seats

TODAY

Up to 25 voting directors: 22 elected by region, plus one from the Oregon School Board Members of Color Caucus and one from the Oregon Rural School Board Members Caucus. The bylaws cap the Board at 25 voting persons (Sec. 3.3).

Five named, non-voting ex-officio advisors: an NSBA director elected from Oregon; the executive director of the Coalition of Oregon School Administrators; the chair-elect of the Oregon Association of Education Service Districts; the board president of the Oregon Community College Association; and the chair of the State Board of Education.

WHAT WOULD CHANGE

The named list of ex-officio advisors would be removed.

The Board could designate non-voting ex-officio advisors as needed (Sec. 3.5.4).

WHY

The ex-officio role and its relationship to the Board were never clearly defined. These seats were rated the least active and least impactful Board roles, and 39% of Board and staff respondents flagged them. Peer state associations seat 14 to 19 voting directors; OSBA seats up to 25.

2. Caucuses would advise the executive director

TODAY

Two caucuses are named in the bylaws: the Oregon School Board Members of Color Caucus and the Oregon Rural School Board Members Caucus.

Each holds a guaranteed Board seat and LPC seat and advises the Board directly.

A caucus can be created or eliminated only by a bylaws amendment approved by members.

The PRIDE Advisory Committee is not named in the bylaws. It advises the Board and has no guaranteed Board or LPC seat.

WHAT WOULD CHANGE

The executive director would establish caucuses that support OSBA's vision, mission, and goals, following criteria the Board adopts in policy.

Caucuses would advise the executive director instead of the Board. The Caucuses would no longer be approved by the membership.

The two current caucuses would no longer be named in the bylaws. The expectation is that they would be re-established under the new framework, but that would happen through policy, not through this ballot measure.

The PRIDE Advisory Committee is not addressed in the bylaws, so this measure has no immediate effect on its status. Any change would come through Board policy.

Staff support would be defined in caucus operating procedures and an executive director framework rather than in the bylaws.

The Board would continue to evaluate the executive director, providing accountability for groups that report to that position.

WHY

Today the two caucuses and the advisory committee have different budgets, seats, authority, and resources. A single framework would give every caucus the same pathway and the same rules.

Reporting to the executive director would connect caucuses more directly to OSBA staff and day-to-day operations, providing greater flexibility in how they conduct their work while supporting effective coordination and implementation.

STILL TO BE DECIDED

- Criteria and safeguards for establishing a caucus, grounds for dissolving one, and an appeal to the Board if a caucus request is denied or is dissolved (OSBA Policy Committee)
- How caucus leaders are selected, how long they serve, and how leadership rotates (caucus operating procedures)
- What staff provide to caucuses and how staff take part in their meetings (caucus operating procedures and executive director framework)
- How Oregon public meetings law applies to caucus meetings (OSBA Policy Committee, with legal review)

3. A new Caucus Council, and caucus seats on the Board

TODAY

Each of the two caucuses designates one voting director to the Board and Legislative Policy Committee.

Each caucus manages its own budget.

Adding a caucus adds a seat on both the Board and the LPC.

WHAT WOULD CHANGE

A new Caucus Council, advisory to the Board, composed of one Board-approved representative from each caucus, (Sec. 4.4.4).

The Council would recommend two people for the Board to appoint as full voting directors (Secs. 3.5, 3.5.3). These replace the two current caucus seats.

The Council would have the option to recommend a Finance Committee member, LPC members, and members to other Board committees. Recommendations would be subject to the approval of the Board.

The Council would adopt operating procedures (Sec. 4.4.2), keep minutes, report at Board meetings, follow public meetings law (Sec. 4.5), and file a year-end report (Sec. 4.4.6).

The Board would set the Council's budget (Sec. 4.4.5), as it sets caucus budgets today.

New caucuses would join the Council without adding Board seats.

Filling seats and the transition

Officer overlap. If the president or immediate past president is a Caucus Council director, the Council would select an additional director for that term (Sec. 3.5.3).

Start date. The new structure would take effect July 1, 2027, to allow time to develop the supporting policies and procedures

Transition. The two current caucus directors would keep their seats until the Board appoints the two Council directors, or until the end of 2027, whichever comes first.

WHY

One Council would give every caucus, current and future, the same pathways to leadership. The Council structure allows new caucuses to be added without expanding the Board or revising the bylaws each time a caucus is created. This provides greater flexibility while addressing member concerns about Board size.

STILL TO BE DECIDED

- The Council's operating procedures, including how it selects candidates for its two Board seats (OSBA Policy Committee)
- How Caucus Council budget is distributed to individual Caucuses (Caucus Council)

4. Legislative Policy Committee (LPC)

TODAY

Members: all voting Board members, elected regional representatives (Sec. 4.1.3(c)–(e)), the President as an ex-officio voting member, and one designee from each caucus.

Board policy (Policy 2100) requires every director to serve on the LPC.

The bylaws set two-year terms for LPC seats, with terms starting in January 1 of even-numbered years.

WHAT WOULD CHANGE

Members: Board members who choose to serve; the president (ex officio, voting); all Executive Committee members (required to serve); elected regional representatives; and members recommended by the Caucus Council (Sec. 4.1.3(b)).

Two-year terms starting January 1 of even-numbered years, with members being limited to up to five consecutive terms, then eligible again after a two-year break (Sec. 4.1.3(f)).

WHY

Requiring every director to serve on the LPC blurred the line between governance and advocacy, the barrier to effectiveness respondents named most often. Voluntary service would place directors on the LPC who are ready and have capacity for the advocacy role. Term limits would create predictable rotation and new leadership pathways. Seating Council designees would keep caucus representation on the LPC through one consistent process.

STILL TO BE DECIDED

- How directors indicate interest in LPC service, and how seats are filled (OSBA Policy Committee)
- How many Caucus Council designees serve on the LPC (Board and Caucus Council)
- How current members, and directors who join mid-cycle, move into the new term cycle (OSBA Policy Committee)

Other Changes on the Same Ballot

These technical updates are part of the same ballot measure. Items already covered above are noted, not repeated.

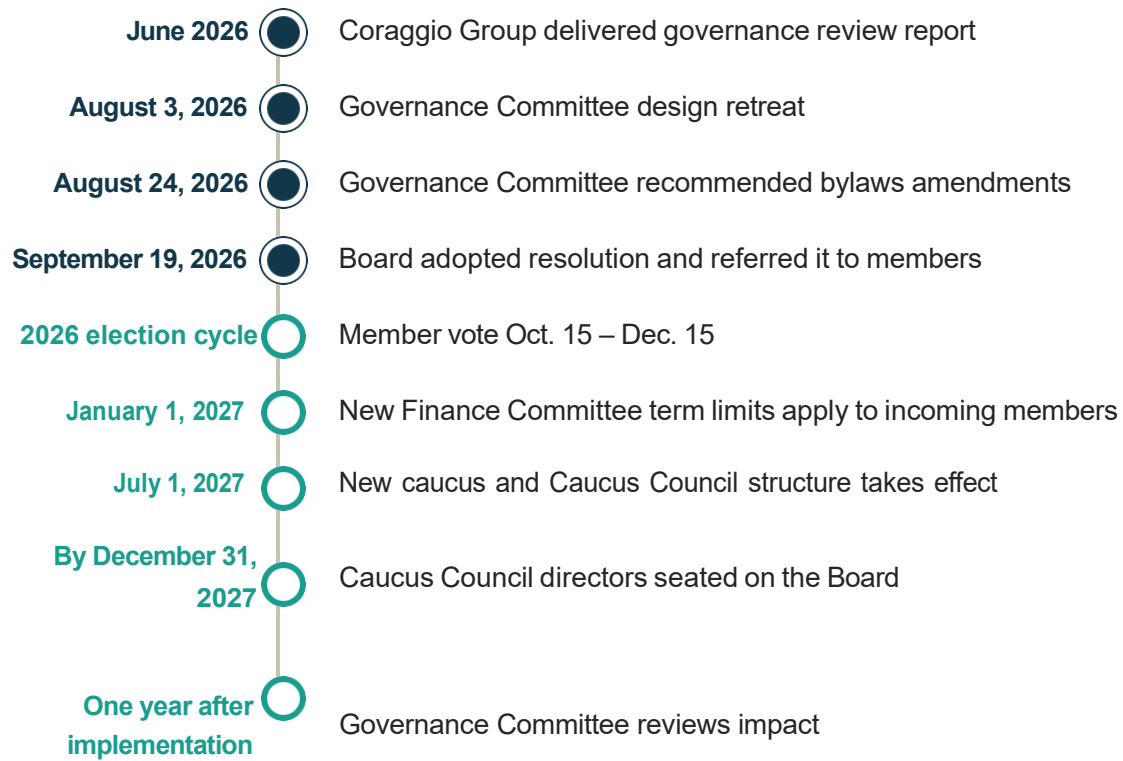
CHANGE	WHAT IT DOES
Resolution deadline (2.5)	Moves the deadline for submitting resolutions to the Board from September 30 to September 15.
Region declaration (2.6.2)	Clarifies that if a member has a main administrative office in more than one region, the member must declare which region it intends to vote and shall only vote in that region.
Regional review (2.7)	Formal review of OSBA's regions would happen at least every five years instead of every three.
Annual meeting (2.8)	Keeps the annual members' meeting but drops the requirement that it be in person in November. OSBA would still report on its activities and finances at least once a year.
Quorum and approval (2.13, 2.14)	Blank ballots and abstentions would count toward quorum but would not count as "no" votes.
Board vacancies (3.6)	Clarifies that the Board would be able to fill any vacant director seat by appointment, except an extra seat created under Sec. 3.5.1(e) when the president or immediate past president is no longer from that region.
Contiguous regions (3.6)	Ends the option of appointing a director from a neighboring region. Directors would have to come from the region they represent.
Finance Committee term limits (4.1.2)	Members starting on or after January 1, 2027, would be able to serve five consecutive two-year terms, then return after a two-year break. Current members would not be affected.
Officer reelection (5.4)	Clarifies that an officer (other than the past president) whose Board seat is up for election would have to be reelected by their region to remain an officer.
Also on the ballot	Caucus director transition (3.5.3) and Finance Committee Council designee (4.1.2): see Change 3. LPC terms (4.1.3(f)): see Change 4.

Improvements Already Underway (No Vote Needed)

These improvements fall within the Board's and staff's existing authority. Several are already in progress.

AREA	WHAT IS CHANGING
Onboarding	Written role descriptions at recruitment, mentoring for new directors, and a check-in at six to eight months.
Board and LPC expectations	Written attendance and engagement expectations and a way to track them, applying equally to regional and Caucus Council directors.
Regional director role	Clarifies that regional directors are a point of contact for member boards, not their delegates, and owe their primary duty to the association as a whole as its fiduciaries.
Governance training	Ongoing training on Board, staff, and officer roles, fiduciary duty, and officer eligibility.
Member communication	Clear ownership of member communication, a regular governance digest and legislative updates, and roadshows redesigned for two-way dialogue.
Meetings	In-person sessions for complex decisions and more emphasis on preparation before meetings.

Timeline





Resolution to Amend the 2024 OSBA Bylaws

WHEREAS, the Oregon School Boards Association (OSBA) was formed in 1946 as a volunteer association of locally elected public school boards;

WHEREAS, in 2017, through a vote of the OSBA membership, OSBA was incorporated under ORS chapter 65 as a public benefit non-profit corporation and the OSBA bylaws replaced the OSBA constitution;

WHEREAS, in 2018, through a vote of the OSBA membership, the OSBA bylaws were amended to expand the OSBA board of directors and legislative policy committee with representatives from the Oregon school board members of color caucus;

WHEREAS, in 2023, through a vote of the OSBA membership, the OSBA bylaws were amended to expand the OSBA board of directors and legislative policy committee with representatives from the Oregon rural school board members caucus and additional revisions to the bylaws;

WHEREAS, in 2024, through a vote of the OSBA membership, the OSBA bylaws were amended to include the following substantive changes:

- Allowing caucuses to have an additional director on the OSBA board of directors in the circumstance where the OSBA president or immediate president is a director from a caucus. This revision is intended to provide the same opportunity for representation for caucuses as is currently provided to regionally elected directors.
- Clarify that OSBA board of directors must comply with the Oregon government ethics laws with respect to conflicts-of-interest.
- Require OSBA caucuses to submit an annual year end fiscal report to the OSBA board of directors.
- Create officer eligibility criteria that requires candidates for officer positions and directors in officer positions to be voting members of the OSBA board of directors.
- Edits to grammar, punctuation, and language for readability.

WHEREAS, in 2026, the OSBA board reviewed its governing structure as per Bylaws 2.7 and proposes to amend the OSBA bylaws as reflected in the attached draft OSBA bylaws with changes highlighted in the attached summary document; and

WHEREAS, the substantive changes to the draft OSBA bylaws are the following:

- Change deadline for members or board directors to submit resolutions to the OSBA board from September 30 to September 15.
- Clarify that if a member has a main administrative office in more than one region, the member board must declare which region it intends to vote and shall vote only in that region.
- Change the requirement of an in-person annual meeting of the members in November to a requirement that the annual meeting be held on a date and time and in a manner fixed by the board of directors and stated in the notice of the meeting.

- Clarify that returned blank ballots will count towards establishing a quorum but will not count as a “yes” or “no” vote.
- Replace the current caucus structure with a Caucus Council composed of designated representatives from caucuses that report to the OSBA executive director. The Caucus Council will retain two director seats on the OSBA board, replacing the two current caucus seats. The current two caucus directors will remain in their seats until the Caucus Council designates their first positions, or until December 31, 2027, whichever occurs first. The Caucus Council will have the option of designating a representative to serve on the finance committee. The Caucus Council will have the option of recommending seats on the OSBA legislative policy committee.
- Eliminate ex-officio positions and replace them with the option of appointment of nonvoting advisors to the board of directors as determined by resolution of the board of directors.
- Allow the OSBA board of directors the option of appointing directors to all vacant director positions except for the additional directors created pursuant to Section 3.5.1(e) if the president or immediate past president is no longer from the region to which the position is assigned.
- Eliminate the ability to appoint a director from a contiguous region.
- Add term limits to the finance and legislative policy committee positions.
- Clarify that OSBA officers, other than the past-president, must be reelected by their regions to continue serving as OSBA officers.
- Change OSBA board director participation on the legislative policy committee from a requirement to optional participation except that executive committee members continue to be required to serve on the LPC.

THEREFORE, BE IT RESOLVED by the OSBA board of directors that the proposed draft OSBA bylaws be submitted to the membership for consideration during the 2026 OSBA election; and

BE IT FURTHER RESOLVED that the proposed draft OSBA bylaws, the draft OSBA bylaws summary document, and a copy of this resolution be forwarded to all OSBA member boards in accordance with the OSBA board of directors’ adopted elections calendar.

Submitted by: OSBA Board of Directors



BYLAWS

As Amended by the Membership: December 2024
Proposed Edits: September 19, 2026

SECTION 1 PURPOSE

The Oregon School Boards Association (the “Association” or “OSBA”) exists solely to perform essential governmental functions and all of its income accrues to the State of Oregon or its political subdivisions as required under IRC Section 115. In particular, the Association’s mission and purpose are as follows:

- A. To work for the general advancement and improvement of the education of all public school children of the State of Oregon.
- B. To gather and disseminate information pertinent to the successful operation of public schools.
- C. To work for the most efficient and effective organization of public schools of this state. “Public schools” include local school districts, education service districts, the State Board of Education, and community colleges classified as a political subdivision.
- D. To work for adequate and dependable financial support for the public schools of this state.
- E. To study all legislation which affects the public schools of Oregon and to support and work for that which appears to be desirable and to keep members informed thereof. To propose and work for the enactment of proper educational legislation.
- F. To encourage the establishment and maintenance of best practices and high standards in the conduct and operation of the public school educational system.
- G. To study and interpret educational programs and to relate them to the needs of pupils.
- H. To promote public understanding of the role of school boards and school board members in the improvement of education.
- I. To conduct seminars, conferences, and research projects in the various aspects of education for the benefit of members.
- J. To endeavor to implement the policies, beliefs, and resolutions of the Association members and board of directors.
- K. To do such other things as the member boards or board of directors may deem appropriate for the accomplishment of these and other purposes which tend to improve public education.
- L. To enter into such cooperative agreement with members for the pooling of resources and the provision of services as may result in the more efficient utilization of district resources and accrue to their financial advantage.

SECTION 2 MEMBERS

- 2.1 Admission.** All members must qualify as (1) a “political subdivision” as defined under Treas Reg § 1.103-1(b) and Revenue Ruling 78-276, 1978-2 CB 256 and (2) as one of the following:

- 2.1.1 School District as defined under ORS Chapter 332;
- 2.1.2 Education Service District as defined under ORS Chapter 334;
- 2.1.3 Community College District as defined under ORS Chapter 341;
- 2.1.4 State Board of Education as defined under ORS Chapter 326; and
- 2.1.5 Any other governmental educational organization qualifying as a political subdivision, as approved by resolution of the board of directors.

2.2 Dues. Annual dues shall be set by majority vote of the members and shall be based on resident Average Daily Membership (ADMr) as of December 31 of the preceding year as reported to the Oregon Department of Education. Dues shall be payable on July 1 of each year and shall become delinquent on September 1 of each year. Member status shall automatically terminate for members failing to pay dues by September 1 unless an extension is requested and granted by the board of directors.

2.3 Reserved Powers of the Members. The following corporate actions require the consent and approval of the members:

- 2.3.1 Election and removal of directors except as set forth in Section 3.8;
- 2.3.2 Election and removal of the Legislative Policy Committee ("LPC") members except as set forth in Section 4.1.3(g);
- 2.3.3 Approval of resolutions to effectuate any of the following:
 - (a) Adoption, amendment, or restatement of the articles of incorporation or bylaws;
 - (b) Modification to the region descriptions set forth in Section 2.6.1; and
 - (c) Dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association's assets.

2.4 Voting Power.

- 2.4.1 Election of Directors and LPC Members. For the purposes of nominating and electing directors and LPC members, each member shall have one vote.
- 2.4.2 Resolution. For the purposes of approving a resolution, each member shall have one vote on all resolutions except as follows:
 - (a) K-12 Local Districts with an ADMr between 15,600 and 23,400 shall have two votes.
 - (b) K-12 Local Districts with an ADMr between 23,400.1 and 31,200 shall have three votes.
 - (c) K-12 Local Districts with an ADMr between 31,200.1 and 39,000 shall have four votes.
 - (d) K-12 Local Districts with an ADMr of 39,000.1 or more shall have five votes.

2.5 Process of Approval of Member Resolutions. Generally, members shall approve resolutions annually by ballot vote. Members or the board of directors may submit a resolution for member approval. Such resolutions shall be submitted to the board of directors no later than September ~~30~~15. The board of directors shall distribute all timely submitted resolutions, together with an official ballot, to the members no later than October 15. Members shall vote by ballot submitted to the board of directors no later than December 15.

2.6 Regional Election of Directors and LPC Members.

2.6.1 Regional Voting. For the purposes of nominating and electing the board of directors and LPC members, the Association members shall be organized into and represented by region:

- (a) Eastern Region includes all of the members located in the counties of Baker, Grant, Malheur, Union, Wallowa, and Wheeler.
- (b) Gorge Region includes all of the members located in the counties of Gilliam, Morrow, Sherman, Umatilla, and Wasco.
- (c) Central Region includes all of the members located in the counties of Crook, Deschutes, and Jefferson.
- (d) Southeast Region includes all of the members located in the counties of Harney, Klamath, and Lake.
- (e) Southern Region includes all of the members located in the counties of Jackson and Josephine.
- (f) Lane Region includes all of the members located in the county of Lane.
- (g) Clackamas Region includes all of the members located in the counties of Clackamas and Hood River.
- (h) Douglas/South Coast Region includes all of the members located in the counties of Coos, Curry, and Douglas.
- (i) Linn, Benton, Lincoln Region includes all of the members located in the counties of Benton, Lincoln, and Linn.
- (j) Marion Region includes all of the members located in the county of Marion.
- (k) Yamhill, Polk Region includes all of the members located in the counties of Polk and Yamhill.
- (l) North Coast Region includes all of the members located in the counties of Clatsop, Columbia, and Tillamook.
- (m) Washington Region includes all of the members located in the county of Washington.
- (n) Multnomah Region includes all of the members located in the county of Multnomah.

2.6.2 Members shall be assigned to the region in which their main administrative office is located. If a member ~~'s district boundaries span~~ has a main administrative office in more than one region, the member board must declare which region it intends to vote and shall vote only in that region.

2.6.3 Regional elections shall be determined by a majority of votes cast by members within the region.

2.7 **Modification of Regions.** A formal review of the regional organizations described in Section 2.6.1 shall be conducted by the board of directors at least every ~~three~~five years commencing with 2017. Any recommended changes to the regional organization shall be submitted to the members in the form of a resolution in accordance with the provisions of Section 2.5.

2.8 **Annual Meetings.** ~~An annual meeting of members shall be held in November of each year unless a different date or time is fixed by the board of directors and stated in the notice of the meeting. Failure to hold an annual meeting on the stated date shall not affect the validity of any corporate action. At the annual meeting,~~ An annual meeting of members will be held each calendar year on a date and time and in a manner fixed by the board of directors and stated in the notice of the meeting. At the annual meeting, the president and secretary-treasurer of the board of directors

and any other officer or person whom the president may designate, shall report on the state of the Association, its activities, and its financial condition.

2.9 Special Meetings. A special meeting of members shall be held upon the call of the president or 25 percent of the board of directors. All members shall be officially notified of a special meeting by written notice, mailed via U.S. mail or electronic mail, to all members at least 15 days prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the members, the place and time of the meeting, and instructions describing the method by which members can participate by telephone or video. Notice shall also comply with all procedures and include any information as required by ORS Chapter 192.

2.10 Telephonic/Video Meetings. The board of directors may permit any member to participate in any annual or special meeting of the membership, or conduct the meetings through the use of any means of communication by which all persons participating may simultaneously hear each other during the meeting. A member participating in the meeting by this means is deemed to be present at the meeting.

2.11 Place of Meetings. Meetings of the members shall be held at any place, in Oregon, designated by the board of directors. If a meeting place is not designated by the board of directors, the meeting shall be held at the Association's principal office.

2.12 Action by Written Ballot. Any action required of the members will be taken by written ballot, and the Association will deliver a written ballot to every member entitled to vote on the matter. Once delivered, a written ballot may not be revoked.

2.13 Quorum. A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the Association. If there is more than one item on a single ballot, the returned ballot will count towards establishing a quorum for each item on the ballot. A blank ballot or a ballot with an abstention counts for purposes of establishing a quorum if it is returned to the association.

2.14 Approval. With the exception of approving amendments to the Association's bylaws as outlined in Section 8.1, and with the exception of regional elections outlined in 2.6.3, approval of an item by written ballot is effective at the end of the voting period when:

- (a) ~~The number of votes cast by ballot equals or exceeds a quorum of the members~~ A quorum is established pursuant to Section 2.13; and
- (b) The number of ~~approvals equals or exceeds a majority of the number of returned ballots~~ "yes" votes exceeds the number of "no" votes for the item.

An abstention or a blank ballot returned to the association does not count as a "yes" or "no" vote.

SECTION 3 DIRECTORS

3.1 Powers. Except as provided under Section 2.3, all corporate powers shall be exercised by or under the authority of the board of directors. The board of directors shall adopt policies defining specific obligations of the board of directors.

- 3.2 Qualifications.** Directors must serve on the board of a member of the Association throughout the duration of their term, with the exception of the director serving as past president.
- 3.3 Number.** The board of directors shall consist of not fewer than three nor more than 25 persons. The number of directors may be fixed or changed periodically, within the minimum and maximum, by the members.
- 3.4 Term.** Directors shall take office on January 1 and shall serve for a term of two calendar years or until their successors are elected and qualified. Terms shall be staggered as per the election calendar.
- 3.4.1 Directors who took office prior to January 1, 2018, and are re-elected may serve for any number of terms as long as they continuously remain members of the board of directors.
- 3.4.2 Directors taking office on or after January 1, 2018, may serve five consecutive two-year terms and, if eligible, may rerun after a two-year hiatus.
- 3.4.3 If a director serving as immediate past president requires additional time beyond the term limits outlined above, the term limits will be held in abeyance to allow the director to complete their term as immediate past president.
- 3.5 Composition.** The board of directors will be comprised of up to 22 regionally elected directors and:
- (a) Until June 30, 2027, ~~one~~ designated director as defined in the bylaws of the Oregon School Board Members of Color Caucus, and one designated director as defined in the bylaws of the Oregon Rural School Board Members Caucus.
- (b) Effective July 1, 2027, ~~and two designated directors from the Caucus Council appointed pursuant to the operating procedures of the Caucus Council. Directors designated by the Oregon School Board Members of Color Caucus and the Oregon Rural School Board Members Caucus as of June 30, 2027, shall continue as directors until the Caucus Council designates its first two directors pursuant to this paragraph or until December 31, 2027, whichever occurs first.~~
- 3.5.1 Regional Elected Directors. Each region, as described under Section 2.6.1, shall elect one director except as follows:
- (a) Clackamas Region shall elect two directors;
- (b) Marion Region shall elect two directors;
- (c) Washington Region shall elect three directors; and
- (d) Multnomah Region shall elect three directors.
- (e) If the president or immediate past president of the board of directors is a representative director from a region that elects only one director, that region shall elect an additional director or directors to serve for the duration of the president and/or the immediate past president's term.
- 3.5.2 Regional Election.
- (a) The nomination and election of directors shall be in accordance with the elections calendar annually adopted by the board. The board of directors shall distribute notice

of position vacancies, candidate information packets, and official nomination forms to all incumbent directors and members in electing regions.

- (b) Each regional candidate for a director position shall be nominated by a member within the region by means of a nomination form. To nominate a director candidate, one or more of the members in the region must timely submit to the board of directors a formal resolution or motion of the member and the completed nomination form(s). Nominations in regions where there is more than one open director position shall indicate the numbered position for which the nomination is being submitted.
- (c) Each member in a region shall have one vote in the regional elections for the board of directors. The director candidate receiving a majority of the votes cast by the members within the region shall be elected.
- (d) In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes cast, a second regional ballot shall be required between the two candidates receiving the highest number of votes; the one receiving a majority of the votes is elected.

3.5.3 ~~Caucus~~ Council Representatives. In accordance with their ~~bylaws~~operating procedures, the ~~caucuses of OSBA shall~~ Caucus Council may appoint ~~a up to two~~ representatives of the ~~Caucus~~ Council to serve as a directors of the Association. The representatives must be an elected or appointed member of any public board of education in Oregon that is an active member in good standing with the Association. All Association bylaws and policies shall apply to the designated representative serving as the ~~Caucus~~ Council directors of the Association.

If the president or immediate past president of the board of directors is a representative director from ~~a caucus~~ the Caucus Council, then the ~~e~~Caucus Council shall elect an additional director to serve for the duration of the president and/or the immediate past president's term.

3.5.4 ~~Ex Officio~~Advisors. The ~~board of directors may designate following individuals or their designee may serve as ex officio~~, nonvoting, advisors to the board of directors by resolution, for such purposes and such duration as is specified in the resolution.;

- ~~(a) — Any director of the National School Boards Association elected from Oregon;~~
- ~~(b) — The Executive Director of the Coalition of School Administrators;~~
- ~~(c) — The Chair-Elect of the Oregon Association of Education Service Districts;~~
- ~~(d) — The board president of the Oregon Community College Association;~~
- ~~(e) — The chair of the State Board of Education; and~~
- ~~(f) — Any other person that the board of directors may appoint.~~

~~Ex officio a~~Advisors do not vote and do not attend executive sessions of the board of directors unless they hold a separate position that entitles them to attend executive session, or they are invited to attend by the board of directors.

~~Ex officio a~~Advisors are not eligible for travel reimbursement from OSBA unless they hold a separate position for which travel reimbursement is provided.

3.6 Vacancies. In the event that any director position, ~~other than the president or immediate past president serving as a second director for a region as set out in Section 3.5.1(e),~~ is vacant during the term of office, the remaining directors may appoint an interim director from the same region to serve until December 31 of the same year. Notwithstanding the foregoing, a vacated director position will not be filled if it is an additional director position created pursuant to Section 3.5.1(e) and the president or immediate past president is no longer from the region or Caucus Council position to which the position is assigned.

~~If the board of directors cannot recruit a candidate from the region, they may appoint a person from a contiguous region to serve as director representing the open region. An individual appointed as a director from a contiguous region is not eligible to serve as an officer of the board.~~

All appointed interim directors must run for regional election during the next election cycle following appointment in order to be eligible to continue service on the board of directors past December 31 of the election year. The members shall elect, using the procedures in Section 3.5.2, an interim director to serve from January 1 of the next year until the end of the remaining term.

If there is a vacancy in an OSBA ~~e~~Caucus Council-designated director position, then the ~~e~~Caucus Council shall, as set forth in Section 3.5.3, appoint a new ~~caucus~~-representative to serve the remaining term.

3.7 Resignation. A director may resign at any time by delivering written notice to the president or the secretary. A resignation is effective when notice is effective under ORS 65.034 unless the notice specifies a later effective date. Once delivered, a notice of resignation is irrevocable unless revocation is permitted by the board of directors.

3.8 Removal. A director may be removed for cause by vote of two-thirds majority of the directors. A director may be removed with or without cause by a majority vote of the members who elected the director. The board may provide guidance or adopt and amend policies regarding what types of actions the board considers to be sufficient cause for removal.

3.9 Regular Meetings. An annual meeting of the board of directors shall be held immediately after, and at the same place as, the annual meeting of members. The board of directors may schedule additional regular meetings to occur during a calendar year. All other meetings are special meetings.

3.10 Special Meetings. A special meeting of the board of directors may be called by the president or the president-elect or 20 percent of the board of directors. All directors shall be officially notified of a special meeting by written notice delivered personally, by telephone, or electronic mail at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. No matter may be considered at a special meeting other than the matter(s) specified in the notice.

3.11 Place of Meetings. The board of directors may hold annual, regular, or special meetings at any location in the State of Oregon.

- 3.12 Telephonic/Video Meetings.** The board of directors may conduct meetings ~~through the use of~~using any means of communication by which all persons participating may simultaneously hear each other during the meeting. A director participating in the meeting by this means is deemed to be present at the meeting.
- 3.13 Notice of Meetings.** All directors shall be officially notified of a special meeting by written notice delivered ~~personally~~, by ~~telephone or~~electronic mail to all directors at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. Notice of meetings shall comply with all procedures and include any information as required by ORS Chapter 192.
- 3.14 Waiver of Notice.** A director may at any time waive any notice required by these bylaws. A director's attendance at or participation in a meeting waives any required notice to the director of the meeting unless the director, at the beginning of the meeting or promptly upon the director's arrival, objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to any action taken at the meeting. Except as provided in the preceding sentence, any waiver must be in writing, must be signed by the director entitled to the notice, must specify the meeting for which the notice is waived, and must be filed with the minutes or the corporate records.
- 3.15 Quorum.** A quorum of the board of directors shall consist of a majority of the number of directors in office at the time the meeting begins.
- 3.16 Voting.** If a quorum is present when a vote is taken, the affirmative vote of a majority of the directors present when the action is taken is the act of the board of directors except to the extent that the articles of incorporation, these bylaws, or applicable law require the vote of a greater number of directors.
- 3.17 Presumption of Assent.** A director who is present at a meeting of the board of directors when corporate action is taken is deemed to have assented to the action taken unless:
- (a) The director objects at the beginning of the meeting, or promptly upon the director's arrival, to holding the meeting or transacting the business at the meeting; and
 - (b) The director's dissent from the action taken is entered in the minutes of the meeting.
- 3.18 Compensation.** Directors and members of committees may receive reimbursement of such expenses as may be determined by resolution or policy of the board of directors to be just and reasonable. Directors shall not otherwise be compensated for service in their capacity as directors.
- 3.19 Director Conflict of Interest.** The Association shall maintain a Conflict of Interest policy, the terms of which comply with ORS 65.361 and ORS Chapter 244. The board of directors shall annually review and notify the directors of the current Conflict of Interest policy.

SECTION 4 COMMITTEES AND CAUCUSES COUNCIL

4.1 Standing Committees. The board of directors shall maintain the standing committees described below:

4.1.1 Executive Committee. The executive committee shall consist of the five officers of the board of directors: the president as chair and as an ex-officio voting member pursuant to section 5.7.1 of the Bylaws, the president-elect, the vice president, the secretary-treasurer, and the immediate past president. The executive committee is delegated authority to act in place and instead of the board of directors between board meetings on all matters except those specifically reserved to the board under the terms of the bylaws. Actions of the executive committee shall be reported to the board of directors on a timeframe consistent with the seriousness and urgency of the matter and within two weeks if practicable. Additionally, executive committee actions will be reported at the next regular board meeting.

4.1.2 Finance Committee. The finance committee shall be appointed by the president and shall be composed of members from Oregon public school districts, education service districts, and community colleges with boards that meet all criteria to be Association voting members. The members shall include, but are not limited to, the President as an ex-officio voting member pursuant to section 5.7.1 of the Bylaws, the Association secretary/treasurer and vice president, one trustee from the PACE board, one district business official, and one at-large board member. Additionally, the Caucus Council may recommend one Caucus Council member to serve on the Finance committee pursuant to its operating procedures.

The trustee from the PACE board is recommended by the PACE Board of trustees, appointed by the President, subject to approval by the Board, and will serve a two-year term, ~~with no term limits.~~ The Caucus Council designee is recommended by the Caucus Council, appointed by the President, subject to the approval by the Board, and will serve a two-year term. The district business official and the at-large board member will be recommended by OSBA staff, appointed by the President, subject to approval by the Board, will serve two-year terms, ~~Finance committee members taking office prior to January 1, 2027, shall have with no term limits, and staggered start dates starting in January. Finance committee members taking office on or after January 1, 2027, may serve five consecutive two-year terms and, if eligible, may be re-appointed after a two-year hiatus.~~ Finance committee members shall have and staggered start dates starting in January.

The finance committee shall operate within the corporation's investment guidelines and the Finance Committee Operating Guidelines.

4.1.3 Legislative Policy Committee. The board of directors shall maintain a Legislative Policy Committee ("LPC").

- (a) Purpose. The LPC shall develop legislative policies which are recommended to and approved by the members as a resolution proposed by the board of directors and voted on by the membership in accordance with Section 2.4 and 2.5. The LPC also advises the ~~OSBA Executive Director~~ and staff during legislative sessions.
- (b) Composition. The LPC shall be composed of the voting members of the board of directors who choose to participate, the President as an ex-officio voting member pursuant to section 5.7.1 of the Bylaws, the executive committee members, the regional representatives elected under the procedures defined in Section 4.1.3(c) - (e),

~~and one designated voting member~~ as defined in the operating procedures bylaws of the ~~Oregon School Board Members of Color Caucus and one designated voting member as defined in the bylaws of the Oregon Rural School Board Members~~ Caucus Council pursuant to its operating procedures and this section 4.1.3(b). The board of directors will determine the number of members appointed by the Caucus Council. The Caucus Council appointees are recommended by the Caucus Council, appointed by the OSBA President, subject to the approval by the board of directors, and will serve two-year terms. All committee members must be elected or appointed directors of a member as defined in Section 2.1. The vice president of the board of directors shall chair the LPC.

- (c) Qualifications. ~~LPC representatives must serve on the board of a member of the Association throughout the duration of their term. All committee members must be elected or appointed directors of a member as defined in Section 2.1 for the duration of their service on the LPC.~~
- (d) Nomination. The board of directors shall cause the nomination form to be distributed to all members in eligible regions. To nominate a candidate to the LPC, one or more of the members in the region must timely submit to the board of directors a formal resolution or motion and the completed nomination form(s). Nominations in regions where there is more than one representative position shall indicate the numbered position for which the nomination is being submitted. The nomination and election of the LPC representatives shall be in accordance with the elections calendar adopted by the board.
- (e) Election. Each member in a region shall have one vote in the regional elections for the LPC representative. The LPC candidate receiving a majority of the votes cast by the members within the region shall be elected. Each region shall elect the number of LPC members as described in Section 3.5, without regard to Section 3.5.1(e). Such elections shall be held using the procedures described in Section 3.5.2.
- (f) Term. Each committee member shall take office on January 1 in even numbered years and serve for a term of two years. Committee members may serve five consecutive two-year terms, and, if eligible, may be returned to the committee after a two-year hiatus.
- ~~(f)~~(g) Vacancies. In the event that there is a vacancy on the LPC, the board of directors may appoint an interim LPC member from the same region to fill the unexpired term of office. If the board of directors cannot recruit an LPC member from the region, they may appoint a person from a contiguous region to serve to represent the open region to fill the unexpired term of office.

4.2 Other Board Committees. The board of directors may create one or more committees of the board of directors and appoint directors and representatives of members to serve on such committee. The creation of a committee and the appointment of directors and member representatives to the committee must be approved by a majority of all directors in office when the action is taken. The provisions of these bylaws governing meetings, action without meetings, notice and waiver of notice, and quorum and voting requirements of the board of directors shall apply to committees and their members as well. Committees of the board of directors may, to the extent specified by the board of directors, exercise the authority of the board of directors, provided that no committee of the board of directors may:

- (a) Authorize distributions, provided that this restriction does not apply to payment of value for property received or services performed or payment of benefits in furtherance of the Association's purposes;
- (b) Approve or recommend dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association's assets;
- (c) Elect, appoint, or remove directors or fill vacancies on the board or on any of its committees; or
- (d) Adopt, amend, or repeal the articles of incorporation or bylaws.

4.3 Advisory Committees. The board of directors may create one or more other committees. Members of these committees need not be members or directors, but at least one director shall serve on each such committee. These committees shall have no power to act on behalf of, or to exercise the authority of, the board of directors, but may make recommendations to the board of directors.

4.4 Caucus Councils. ~~The~~ Caucus Councils shall exist to enhance the work of the Association by addressing the unique needs of ~~member districts~~ school board members.

4.4.1 ~~The~~ Caucus Councils shall clearly articulate the vision, mission, and goals of the Caucus Council.

4.4.2 ~~The~~ Caucus Councils shall adopt operating procedures ~~bylaws~~ for operating, programming, and governing within the context of the Association bylaws described herein.

4.4.3 ~~The~~ Caucus Councils shall comply with Association policies and guidelines.

4.4.4 ~~The~~ Caucus Council shall consist of one representative from each caucus established by the OSBA Executive Director. The OSBA Executive Director will establish caucuses based on criteria established by the OSBA Executive Director in support of OSBA's vision, mission, and goals. Each established caucus may recommend one member to serve on the Caucus Council subject to approval of the OSBA board of directors. ~~es shall be added or eliminated to this provision through the bylaw's amendment process described in Section 8.1.~~

4.4.5 The Caucus Council budget shall be established by the board of directors.

4.4.6 ~~5~~ ~~The~~ Caucus Councils shall submit an end of fiscal year report to the board of directors that includes the following:

- ~~(a) — The Caucus is meeting regularly;~~
- (b) An accounting of the prior year's budget allocation;
- (c) Identified officers and current bylaws operating procedures;
- (d) A summary of the Caucus Council's current goals, the prior year's Caucus Council activities that support those goals, and how the Caucus Council goals align with the mission, vision, and goals of OSBA.

The end of fiscal year report will be submitted to the board of directors at the first regularly scheduled board of directors meeting following the end of the fiscal year.

4.4.6 ~~The Oregon School Board Members of Color Caucus was established by a vote of the membership in 2018.~~

~~4.4.7 The Oregon Rural School Board Members Caucus was established by a vote of the membership in 2023. The Caucus Council was established by a vote of the membership in 2026, effective and shall take effect on July 1, 2027.~~

- 4.5 **Administration.** Each committee and ~~the e~~Caucus Council shall prepare minutes of each of its meetings, and such minutes shall be kept on file at the Association's principal office and made available on request to any member of the board of directors. Each committee and ~~the C~~aucus Council shall also report on its activities at the regular meetings of the board of directors. Each committee and the ~~C~~aucus Council shall comply with the public meetings laws requirements ~~under~~ of ORS Chapter 192.

SECTION 5 OFFICERS OF THE BOARD OF DIRECTORS

- 5.1 **Eligibility.** Effective January 1, 2026, to hold an officer position on the board of directors other than the immediate past president, candidates and officers must be a voting member of the OSBA Board of Directors.
- 5.2 **Appointment.** The board of directors shall elect officers by majority vote prior to the November member meeting. In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes, a second ballot shall be required between the two candidates receiving the highest number of votes. The one receiving a majority of the votes is elected.
- 5.3 **Designation.** The officers of the Association shall be a president, president-elect, past president, vice president, a secretary-treasurer, and such other officers as the board of directors may appoint.
- 5.4 **Term of Office.** Officer terms are one calendar year. No officer, except the secretary-treasurer, shall serve two consecutive terms in the same office, unless the director completes the term of another officer who was unable to complete their term, and is then voted into the same position the following year. The secretary-treasurer may serve up to two consecutive one-year terms. ~~If an officer's position on the board is up for reelection by their region or redesignation by the Caucus Council, the officer must be reelected by their region or redesignated by the Caucus Council to continue serving in their officer position unless the officer position is the immediate past president. Caucus Council directors serving in officer positions must continue to be recommended by the Caucus Council in accordance with their operating procedures.~~
- 5.5 **Compensation.** Officers may receive reimbursement of such expenses as may be determined by resolution of the board of directors to be just and reasonable. Officers shall not otherwise be compensated for service in their capacity as officers.
- 5.6 **Removal and Resignation.** Any officer may be removed, either with or without cause, at any time by action of the board of directors. An officer may resign at any time by delivering notice to the board of directors, the president, or the secretary-treasurer. A resignation is effective when the notice is effective under ORS 65.034 unless the notice specifies a later effective date. If a resignation is made effective at a later date and the Association accepts the later effective date, the board of directors may fill the pending vacancy before the effective date if the board of directors provides that the successor does not take office until the effective date. Once delivered, a notice of resignation is irrevocable unless revocation is permitted by the board of directors. No removal or resignation shall prejudice the rights of any party under a contract of employment.

- 5.7 **Officers.** The officers of the Association are as follows:

- 5.7.1 President: The president shall preside at all member meetings of the Association and of the board of directors; shall appoint any committee positions not otherwise designated in these bylaws or OSBA adopted policy, subject to the approval of the board of directors; shall call all regular and special meetings as provided herein; shall be an ex-officio voting member of all committees established under sections 4.1 and 4.2 of these bylaws. The president shall automatically serve as immediate past president for the following term. The president serves for a term of one calendar year.
- 5.7.2 President-elect: In the absence of the president, the president-elect shall assume the powers and duties of the president, and when a vacancy occurs in the office of president, shall serve in that capacity for the remainder of the term. The president-elect shall automatically serve as president for the following term, even if required to fill an uncompleted term as president. In addition, the president-elect shall assume duties related to the oversight of Association member elections and resolutions processes and such other administrative duties as are assigned by the president. The president-elect serves for a term of one calendar year.
- 5.7.3 Vice president: In the absence of the president-elect, the vice president shall assume the powers and duties of the president-elect. The vice president shall also serve as the chair of the LPC. The vice president serves for one calendar year.
- 5.7.4 Secretary-treasurer: The secretary-treasurer shall be responsible for keeping accurate minutes of all board of director meetings in electronic format in accordance with OSBA's record retention schedule; shall carry on official correspondence of the Association; shall arrange for proper banking facilities; shall receive, account for, and disburse funds in a businesslike manner as provided for by the board of directors; shall see that the minutes of the previous meetings are approved by the board of directors; and shall give an itemized and detailed report of the financial condition of the Association at each annual meeting and at such other times as may be required by the board of directors. Such duties of the secretary-treasurer as may be specified by the board of directors may be delegated to the OSBA Executive Director or a designated member of the staff. The secretary-treasurer serves for a term of one calendar year.
- 5.7.5 Immediate past president: The immediate past president shall advise and counsel other officers. The immediate past president chairs the officer succession planning process. The past president serves for one calendar year.

SECTION 6 NONDISCRIMINATION

The Association shall not discriminate in providing services, hiring employees, or otherwise, upon the basis of gender identity, race, creed, marital status, sex, sexual orientation, religion, color, age, disability, or national origin.

SECTION 7 OSBA PROPERTY AND CASUALTY FOR EDUCATION TRUST

The board of directors shall appoint the trustees of the OSBA Property and Casualty Coverage for Education Trust ("PACE") as provided in the PACE Restated Trust Agreement. It is the policy of OSBA with respect to PACE trustees taking office on or after January 1, 2023, that such trustees will be appointed to no more than three consecutive three-year terms and, if eligible, may return after a one-year hiatus.

SECTION 8 GENERAL PROVISIONS

8.1 Amendment of Bylaws.

- 8.1.1 Amendments to the bylaws may be initiated by the board of directors or submitted by a member to the board of directors.
- 8.1.2 The board of directors shall provide written notice to the members containing a statement that the members will be asked to approve the amendment and a copy of the proposed amended bylaws.
- 8.1.3 Action by Written Ballot: The Association will deliver a written ballot to every member entitled to vote on the matter. The ballot shall set forth each proposed action and provide an opportunity to vote for or against each proposed action and specify a reasonable time by which a ballot must be received by the Association in order to be counted. Once delivered, a ballot may not be revoked.
- 8.1.4 Approval: Approval by written ballot shall be valid only when the number of votes cast by ballot equals or exceeds a quorum of the members, and the number of approvals equals or exceeds two-thirds majority of the number of the returned ballots.
- 8.1.5 Quorum: A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the Association.
- 8.1.6 Whenever an amendment or new bylaw is adopted, it shall be saved in electronic format in accordance with OSBA's record retention schedule with the original bylaws in the appropriate place. If any bylaw is repealed, the fact of repeal and the date on which the repeal occurred shall be stated in such book and place.

8.2 Inspection of Books and Records. All books, records, and accounts of the Association shall be open to inspection by the directors in the manner and to the extent required by law.

8.3 Checks, Drafts, Etc. All checks, drafts, and other orders for payment of money, notes, or other evidences of indebtedness issued in the name of or payable to the Association shall be signed or endorsed by such person or persons and in such manner as shall be determined by resolution of the board of directors.

8.4 Deposits. All funds of the Association not otherwise employed shall be deposited to the credit of the Association in those banks, trust companies, or other depositories as the board of directors or officers of the Association designated by the board of directors select, or be invested as authorized by the board of directors.

8.5 Loans or Guarantees. The Association shall not borrow money and no evidence of indebtedness shall be issued in its name unless authorized by the board of directors. This authority may be general or confined to specific instances. Except as explicitly permitted by ORS 65.364, the Association shall not make a loan, guarantee an obligation, or modify a pre-existing loan or guarantee to or for the benefit of a director or officer of the Association.

8.6 Execution of Documents. The board of directors may, except as otherwise provided in these bylaws, authorize any officer or agent to enter into any contract or execute any instrument in the name of and on behalf of the Association. Such authority may be general or confined to specific instances. Unless so authorized by the board of directors, no officer, agent, or employee shall have any power

or authority to bind the Association by any contract or engagement, or to pledge its credit, or to render it liable for any purpose or for any amount.

- 8.7 Insurance.** The Association may purchase and maintain insurance on behalf of an individual against liability asserted against or incurred by the individual who is or was a director, officer, employee, or agent of the Association, or who, while a director, officer, employee, or agent of the Association, is or was serving at the request of the Association as a director, officer, partner, trustee, employee, or agent of another foreign or domestic business or nonprofit corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise; provided, however, that the Association may not purchase or maintain such insurance to indemnify any director, officer, or agent of the Association in connection with any proceeding charging improper personal benefit to the director, officer, or agent in which the director, officer, or agent was adjudged liable on the basis that personal benefit was improperly received by the director, officer, or agent.
- 8.8 Fiscal Year.** The fiscal year of the Association shall begin on the first day of July and end on the last day of June in each year.
- 8.9 Severability.** A determination that any provision of these bylaws is for any reason inapplicable, invalid, illegal, or otherwise ineffective shall not affect or invalidate any other provision of these bylaws.

* * * * *

The foregoing bylaws were approved by the membership of the Oregon School Boards Association on December 15, 2024. The original bylaws were duly adopted by the Board of Directors of OSBA on September 15, 2017, and approved by the membership on December 15, 2017, then amended and adopted on December 14, 2018; December 15, 2023; December 15, 2024.

2026-27 Jefferson School District Superintendent Evaluation - Process & Timeline

Date	Activity
Sept. 17	Public Meeting Board and superintendent will receive overview of superintendent evaluation criteria, process, and timeline. Board approves/adopt evaluation criteria.
~~Oct. 15~~	Public Meeting COMPLETED: The board took action at the September 17, 2026 board meeting. Board approves/adopts evaluation process and timeline, ensuring the superintendent's contract and district policy for any applicable deadlines.
Jan. 21	Executive Session* - Superintendent self-evaluation and artifacts presented. - Superintendent exits executive session. - Individual board member standard/ratings completed on your own, bring to the Feb 4th mtg.
Feb. 4	Executive Session* - Finalize Evaluation - Superintendent not present - Board members discuss superintendent's performance standards and goals (if applicable), reaching consensus on ratings. - Draft summative evaluation report. - Board <i>discusses</i> whether to extend the current contract for one additional year or to non-extend the current contract. - Board chair informs board that the draft summative evaluation report will be shared with the superintendent on February 18th and closes executive session.
Feb. 18	Executive Session* - Evaluation Results Discussion - Board meets with the superintendent to review the evaluation results. - Superintendent exits executive session. - Board discusses evaluation further, if needed. - Board exits executive session and opens public meeting to approve final summative evaluation report; reads public evaluation summary. - Board notifies the Superintendent of contract extension or non-extension. - A copy of the adopted summative evaluation report is placed in the superintendent's personnel file.
April 15	Public Meeting The board and superintendent discuss the process, including superintendent goal setting for the next evaluation cycle.

**Evaluation meetings may be held in executive session unless otherwise requested by the superintendent to be done in open session ORS 192.660(2)(i). This adopted process and timeline shall serve as notice to the superintendent of the pending stated executive sessions within this document.*