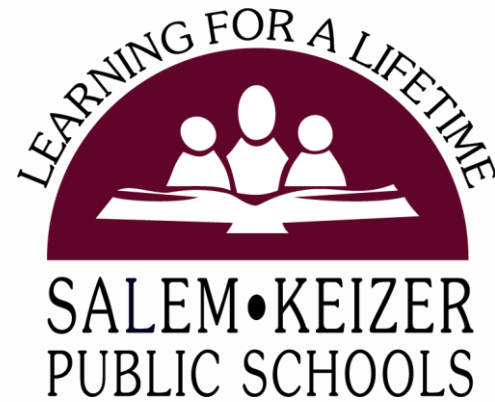


Board Meeting Business Session

October 13, 2026





Division 22 Assurances Report

What is the Division 22 Report?

Division 22 Report

- Division 22 is a subsection of the OARs that guide elementary and secondary education in the State of Oregon.
- These rules do:
 - Identify the minimum requirements school districts must meet as identified by Oregon legislation (ORSs) and defined by ODE (OARs).
 - Reflect current and ongoing legislative changes to school requirements.
- These rules do not:
 - Cover all of what a school or school district does to meet the needs of students and staff.

What are the specific rules?

Currently, Division 22 includes 60 separate rules:

- Diploma Requirements
- District Curriculum, Programs, and Assessment
- State Assessments
- Mandatory Reporting
- School Sports
- Emergency Plans and Building Safety
- Records and Reports
- Instructional Minutes
- Teacher and Administrator Evaluation
- And more

For the 2025-2026 submission, we were in compliance for 59 of the 60 rules.

RULE	COMPLIANCE STATUS	CORRECTIVE ACTION
Instructional Materials Adoption	Implementing corrective action since 23-24. Our instructional materials adoption schedule did not align with the schedule established by the State Board of Education.	We are implementing a 5-year adoption schedule that will bring us back into compliance for all required curriculum by Spring 2028.



Pension Obligation Bond Opportunity

Some terminology

What is an Unfunded Actuarial Liability (UAL)?

UAL is the gap between what PERS is expected to pay retirees in the future and the money currently available to pay those benefits.

Example:

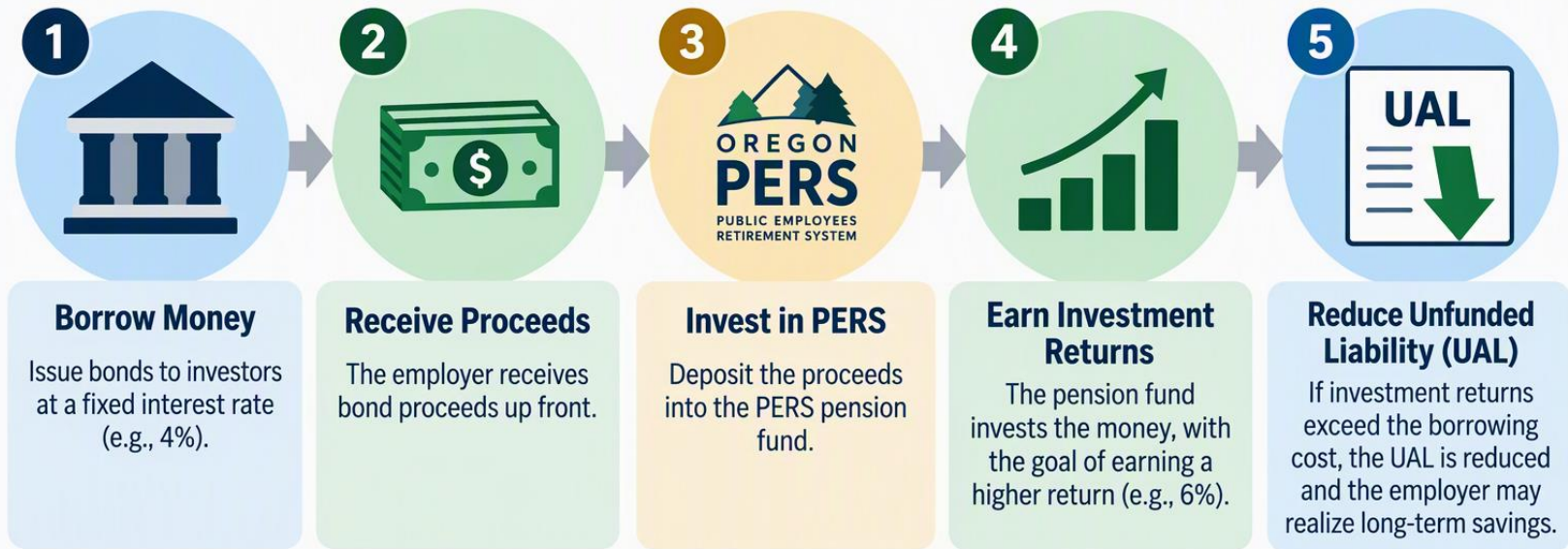
Promised Future Benefits	\$100M
Less: Amount saved to pay future benefits	\$ 75M
UAL (Funding Gap)	\$ 25M

SKPS UAL based on 2024
Valuation \$548.8M.
We will be receiving the
2025 Valuation soon.

What are Pension Obligation bonds (POB)?

A Pension Obligation Bond is essentially a refinancing tool: borrow at one interest rate, invest in the pension fund (PERS), and seek investment returns that exceed the borrowing cost.

How a Pension Obligation Bond (POBs) Works



The Goal:

PERS investment returns > borrowing cost

When returns exceed the borrowing rate, the strategy can lower the unfunded liability and create potential savings.



Key Risk:

If investment returns are lower than borrowing costs, expected savings may not be realized.

Pension Obligation Bonds: Risks, Rewards, and Mitigations

Risks	Rewards	Mitigations
✓ Investment returns are not guaranteed ✓ Poor market performance will result in higher costs ✓ Earnings may fluctuate and create budget volatility	✓ Potential savings ✓ May reduce pension related financial pressure ✓ Improved pension funding	✓ Set a maximum interest rate for borrowing ✓ Seek a high probability rate for achieving net present value savings ✓ Borrow only a portion of the unfunded liability ✓ Create a side account reserve

Pension Obligation Bond Opportunity

Timeline	Key Activities & Milestones
April 2026	SKPS along with other districts across the state signed on with EConorthwest to conduct analysis to evaluate the risks and rewards of issuing Pension Obligation Bonds (POBs).
June 2026	Received assessment from Econorthwest.
July 2026	Piper Sandler hosted session at OASBO Conference to educate districts and community colleges on the process, risks, and potential benefits of pursuing POBs.
September 24, 2026	Piper Sandler hosted meeting to share timelines and next steps in pursuing POBS.

Pension Obligation Bond Opportunity

Timeline	Key Activities & Milestones
October 27 th	Board adopts resolution authorizing participation in the Oregon Education Districts Pension Bond Program.
November 16 th	Market Update – proceed or pause decision. If we decide to pause in November, we will continue to keep an eye on things and move to monitoring market conditions until June of 2027.
January 2027	If we decide to proceed in November a sale is scheduled to occur in late January, pending favorable market conditions. Please note, a decision to proceed in November does not lock us in. <i>We can pull out at any time up until bonds are sold.</i>



School Closures & Boundary Changes

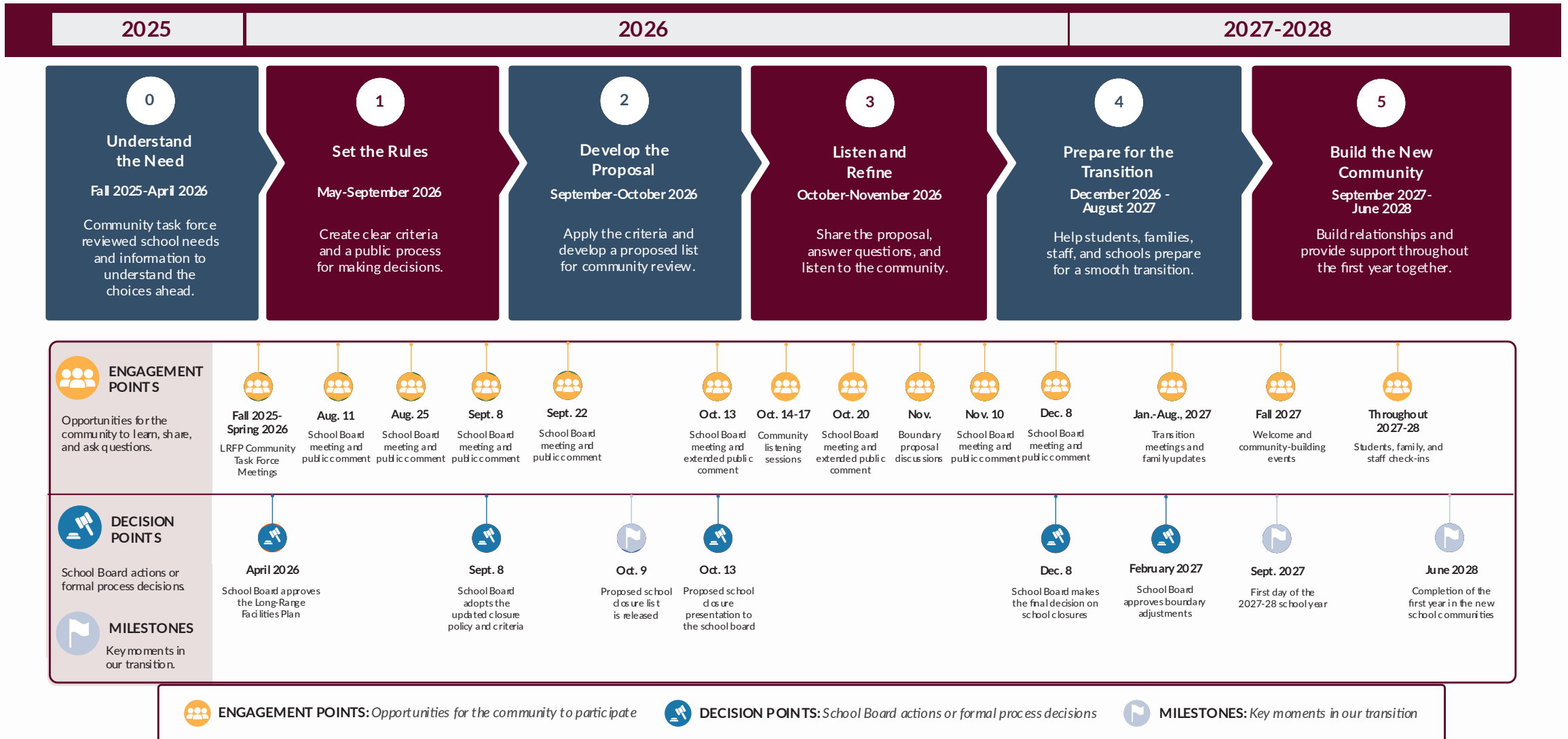
Recommendations for 2027–2028

School Closures

Agenda

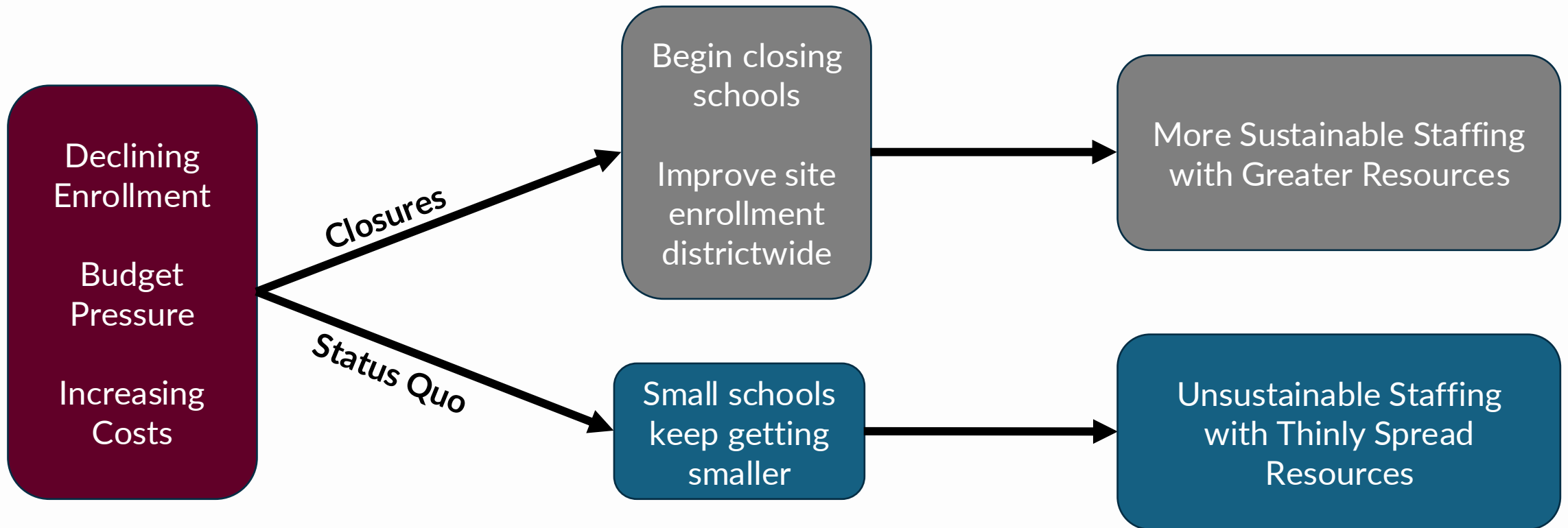
- Timeline
- The rationale and impact of the proposal
- School closure criteria and process
- Closure recommendation
- School by school overview
- Proposed boundary adjustments: initial concept
- Disproportionate impact analysis
- Next steps

Salem-Keizer Public Schools Closure and Consolidation Timeline



Dates are subject to change. Additional meetings and engagement opportunities will be added.

Declining Enrollment and Increasing Budget Pressure



What might happen to our smallest schools without closures and consolidations?

Sample ~300 student elementary, current staffing		Sample ~300 student elementary, future staffing
2 classroom teachers per grade with a district subsidy	➡	Reduce 1-2 teachers, reinstate blends
2.5 Instructional Assistant	➡	Potential reduction
1.65 Specials (PE/Music)	➡	Reduce and split staff across sites
1.0 Counselor	➡	
2.5 School office staff	➡	Potential reduction
1.0 Reading support	➡	Reduce or split staff across sites
1.0 Principal	➡	No change

School Closure Criteria

Executive Limitation -10: Facilities and Real Property

Building Considerations (Site Viability Framework)

- Educational adequacy
- Enrollment trends and facility utilization
- Facility condition and capital investment needs
- Facility limitations to equitable access for programs and opportunities
- Transportation and geographic access
- Operational efficiency and financial sustainability
- Site limitations and long-term use

Community Impact

- Equitable proximity to students and families
- Disproportionate impacts on student populations and neighborhoods
- Community input from students, families, staff and community members
- Transition planning for impacted schools, students, and families

School Closure Criteria

Executive Limitation -10: Facilities and Real Property

Requirements	Completion Status			
	Complete Today	Preliminary Today	December	Refined in Boundary Process
Educational adequacy	X			
Enrollment trends and facility utilization	X			
Facility condition and capital investment	X			
Facility limitations to equitable access	X			
Transportation and geographic access	X			X
Operational efficiency	X			
Site limitations	X			
Equitable proximity		X	X	X
Disproportionate impacts		X	X	X



School Closure Criteria

Executive Limitation -10: Facilities and Real Property

Requirements	Progress Status		
	In Progress	Anticipated Completion, Closures	Anticipated Completion, Boundary Changes
Transition Plan Development	X	February 2027	February 2027
Transition Services and Activities		January 2027	March 2027
Community Engagement and Input Collection	X	December 2026	February 2027

Closure Selection Methodology

Cross functional Working Group

- Operations
- Teaching & Learning
- Student Services
- Communications
- Human Resources
- Finance
- Equity, Access, and Advancement
- Strategy & Analytics

Process

- Applied Executive Limitation-10 criteria to all elementary schools
- Considered enrollment and utilization by school boundaries, feeder patterns, and geographic regions
- Assessed school program implications
- Selected schools for potential closure and consolidation
- Assessed potential boundary adjustments changes
- Considered impacts of both closure and boundary changes



Closure Recommendation

6 Elementary Schools

Brush College
Candalaria
Cummings

Englewood
Liberty
Richmond

Brush College Elementary

Closure Recommendation Drivers

- Low elementary enrollment in West Salem.
- Brush College is under-enrolled and near other under-enrolled West feeder elementary schools.
- Building and site present significant limitations in educational adequacy, access, safety and security.
- Oldest and least susceptible to modernization in West Salem.



Site Viability Indicators (5)
Educational Adequacy
Site Limitations
Enrollment
Equity/Parity
Operating Cost

School Information	
2026-2027 Enrollment	257 Students
Building Capacity	562 Students
Building Utilization	46%
Site Acreage	5.64 Acres
Year of original construction	1909

Brush College Elementary

Closure Recommendation Drivers

- Educational Adequacy (62%)
 - No dedicated extended learning areas
 - Undersized cafeteria
 - Unable to create secure entry vestibule
- Site Limitations
 - Limited acreage (5.64 acres)
 - Sloped site with playground accessibility issues
- Equity/Barriers to Access and Inclusion
 - Older section only accessible by stairs
 - Lacks dedicated restroom for the special education program
- Operating Cost
 - Higher than average cost per student
- Transportation
 - Low number of students in the no transportation zone
- Major Capital Investment Needs
 - Extensive accessibility upgrades
 - HVAC/fire system replacement/upgrades
 - Roof replacement and exterior repairs
 - Deferred maintenance backlog of \$3.8M

Demographic Data	Brush College Elementary School	District Average, Elementary
Students of color	39%	65%
Students with disabilities	21%	20%
English learners	5%	28%
Students experiencing poverty	34%	60%

Program Relocations

- Emotional Growth Center (EGC) to Harritt Elementary
 - Improved accessibility features
- Harritt K-2 Life Skills Classroom (LSC) to Myers Elementary
 - Combines with Myers 3-5 LSC
 - Creates K-5 life skills continuum

Candalaria Elementary

Closure Recommendation Drivers

- Low elementary enrollment in the South and Sprague feeder areas.
- Candalaria is under-enrolled and near other under-enrolled South feeder elementary schools.
- Building and site present significant limitations in educational adequacy, access, transportation, safety, and security.



Site Viability Indicators (7)

Educational Adequacy

Capital Investment

Site Limitations

Enrollment

Equity/Parity

Transportation and Access

Operating Cost

School Information

2026-2027 Enrollment	225 Students
Building Capacity	394 Students
Building Utilization	57%
Site Acreage	4.66 Acres
Year of original construction	1955

Candalaria Elementary

Closure Recommendation Drivers

- Educational Adequacy (59%)
 - No dedicated extended learning areas
 - Unable to create secure entry vestibule
 - Radon issues limit use of some staff areas
 - Inadequate and inefficiently placed office area
- Site Limitations
 - Limited acreage (4.66 acres)
 - Significantly sloped site with exterior walkway and playground accessibility issues
- Equity/Barriers to Access and Inclusion
 - Extensive building accessibility issues – multilevel with no elevator
- Operating Cost
 - Higher than average cost per student
- Transportation
 - No parking lot
 - No dedicated parent drop off/pick up lanes
 - Bus loading zone on a steep incline
 - Bus navigation in the narrow neighborhood streets is difficult

Demographic Data	Candalaria Elementary School	District Average, Elementary
Students of color	28%	65%
Students with disabilities	15%	20%
English learners	3%	28%
Students experiencing poverty	32%	60%

- Major Capital Investment Needs
 - Extensive accessibility upgrades
 - HVAC/fire system replacement/upgrades
 - Exterior repairs
 - Deferred maintenance backlog of \$3.7M

Cummings Elementary

Closure Recommendation Drivers

- Low elementary enrollment in the McNary feeder area driving need to close one elementary school.
- Cummings is the oldest elementary in the area, and the building condition is lower than nearby schools.
- Building has inherent educational adequacy challenges and transportation limitations.



Site Viability Indicators (3)

Educational Adequacy

Equity/Parity

Transportation and Access

School Information

2026-2027 Enrollment	340 Students
Building Capacity	494 Students
Building Utilization	69%
Site Acreage	8.54 Acres
Year of original construction	1953

Cummings Elementary

Closure Recommendation Drivers

- Educational Adequacy (71%)
 - Slightly above 70% threshold
 - No dedicated extended learning areas
 - Noise issues/thin walls in older section
- Site Limitations
 - Drainage issues limit outdoor activities
- Equity/Barriers to Access and Inclusion
 - Life Skills Classroom (LSC) lacks essential amenities (sink, dedicated restroom)
- Operating Cost
 - Lower than average cost per student
- Transportation
 - On street bus zone creating difficulty separating busses from parent traffic and conflicts with pedestrians and other vehicles
- Major Capital Investment Needs
 - HVAC/fire system replacement/upgrades
 - Roof replacement
 - Covered play deteriorating
 - Deferred maintenance backlog of \$1.5M

Demographic Data	Cummings Elementary School	District Average, Elementary
Students of color	55%	65%
Students with disabilities	21%	20%
English learners	12%	28%
Students experiencing poverty	57%	60%

Program Relocation

- K-2 Life Skills Classroom (LSC) to Keizer Elementary
 - Keizer does not currently have a self-contained special education program

Englewood Elementary

Closure Decision Drivers

- Lowest educational adequacy score among all elementary schools.
- Inherent design features that create major accessibility and security issues.
- One of the oldest schools in the district and lacks susceptibility to modernization.



Site Viability Indicators (6)
Educational Adequacy
Site Limitations
Enrollment
Equity/Parity
Transportation and Access
Operating Cost

School Information	
2026-2027 Enrollment	274 Students
Building Capacity	440 Students
Building Utilization	62%
Site Acreage	1.97 Acres
Year of original construction	1910

Englewood Elementary

Closure Recommendation Drivers

- Educational Adequacy (46%)
 - Three stories with no elevator. Upper-level classrooms can only be assigned to older grades by code
 - No dedicated extended learning areas
 - Unable to create secure entry vestibule
- Site Limitations
 - Smallest school site in district (1.97 acres)
 - Adjacent to city park with no fencing creating a safety and security issue
 - Does not have a playground and uses the aging playground in the city park
- Equity/Barriers to Access and Inclusion
 - Three story configuration creates significant mobility barriers that cannot be easily solved.
 - Life Skills Classroom (LSC) lacks essential amenities (sink, dedicated restroom)
- Operating Cost
 - Higher than average cost per student
- Transportation
 - On street bus zone creating difficulty separating busses from parent traffic
 - Bus loading zone is on narrow street making bus maneuvering difficult and creating congestion

Demographic Data	Englewood Elementary School	District Average, Elementary
Students of color	52%	65%
Students with disabilities	22%	20%
English learners	15%	28%
Students experiencing poverty	54%	60%

- Major Capital Investment Needs
 - HVAC/fire system replacement/upgrades
 - Gymnasium exterior wall repair
 - Covered play deteriorating
 - Deferred maintenance backlog of \$1.1M

Program Relocation

- 3-5 Life Skills Classroom (LSC) to Miller Elementary
 - Combines with Miller K-2 LSC
 - Creates K-5 life skills continuum
 - Improved accessibility features

Liberty Elementary

Closure Recommendation Drivers

- Low elementary enrollment in the South and Sprague feeder areas.
- Liberty is under-enrolled and near other under-enrolled elementary schools.
- Building and site have significant limitations relative to access, transportation, safety, and security.



Site Viability Indicators (3)

Site Limitations

Enrollment

Transportation and Access

School Information

2026-2027 Enrollment	359 Students
Building Capacity	588 Students
Building Utilization	61%
Site Acreage	6.02 Acres
Year of original construction	1908

Liberty Elementary

Closure Recommendation Drivers

- Educational Adequacy (81%)
 - No dedicated extended learning areas
 - Acoustical challenges in some areas
- Site Limitations
 - Fifth grade is in detached classroom building with no restrooms
 - Students cross in front of the school to reach the gym and music classes
- Equity/Barriers to Access and Inclusion
 - Cafeteria serving line is inaccessible with steep ramps
 - Disconnected buildings create accessibility issues
 - Portions of Library are not accessible
- Operating Cost
 - Lower than average cost per student
- Transportation
 - Undersized bus loop. Busses queue on Liberty Street causing congestion
 - Low number of students in the No Transportation Zone
- Major Capital Investment Needs
 - HVAC system replacement/upgrades
 - Exterior repairs
 - Covered play deteriorating
 - Deferred maintenance backlog of \$2.9M

Demographic Data	Liberty Elementary School	District Average, Elementary
Students of color	50%	65%
Students with disabilities	19%	20%
English learners	7%	28%
Students experiencing poverty	45%	60%

Program Relocation

3-5 Educational Resource Center (ERC) to Battle Creek

- Battle Creek has a K-2 DLC which will provide continuity of services for students.
- Improved accessibility features

Richmond Elementary

Closure Recommendation Drivers

- Richmond is under-enrolled and near other under-enrolled elementary schools.
- Inherent design features that create major accessibility and security issues.
- Building and site present significant limitations in educational adequacy and access.
- One of the oldest schools in the district and lacks susceptibility to modernization.



Site Viability Indicators (6)

Educational Adequacy
Site Limitations
Enrollment
Equity/Parity
Transportation and Access
Operating Cost

School Information

2026-2027 Enrollment	247 Students
Building Capacity	570 Students
Building Utilization	43%
Site Acreage	2.38 Acres
Year of original construction	1911

Richmond Elementary

Closure Recommendation Drivers

- Educational Adequacy (65%)
 - Three stories with no elevator. Upper-level classrooms can only be assigned to older grades by code
 - No dedicated extended learning areas
 - Library, gym and music room are outside of the main building.
 - The Library building does not have restroom access.
- Site Limitations
 - Limited school site (2.38 acres)
 - Lacks ADA parking
 - Ponding water limits use of playground and fields
- Equity/Barriers to Access and Inclusion
 - Three story configuration creates significant mobility barriers that cannot be easily solved.
 - Emotional Growth Center (EGC) lacks a dedicated restroom
- Operating Cost
 - Higher than average cost per student
- Transportation
 - On street bus zone creating difficulty separating busses from parent traffic
 - Difficult bus loading zone is on narrow street

Demographic Data	Richmond Elementary School	District Average, Elementary
Students of color	63%	65%
Students with disabilities	29%	20%
English learners	28%	28%
Students experiencing poverty	77%	60%

- Major Capital Investment Needs
 - HVAC/fire system replacement/upgrades
 - Exterior concrete and asphalt replacement
 - Covered play deteriorating
 - Playground equipment replacement
 - Deferred maintenance backlog of \$1.5M

Program Relocations

- K-2 Developmental Learning Center (DLC) to Morningside
- 3-5 Emotional Growth Center (EGC) to Four Corners
 - Four Corners does not have self-contained special education program
 - Both offer improved accessibility features



School Boundaries

Closures and Boundary Changes

Closures

A proposal to improve the sustainability and protect the conditions for teaching and learning.



Closure decisions are a recommendation for board consideration and action.

Boundaries

Well-balanced boundaries create sustainable and continuous school communities and learning experiences



Boundaries are an initial concept that supports the closure recommendation. This work will not be complete until February.

Students and Schools Affected

Students affected	
Attending Closure Sites	1,392
<i>Boundary Adjustments Only</i>	
Living and attending in proposed boundary adjustments	542
Total affected (5% of K-12 Students)	1,934

Schools affected	
Closing	6
<i>Boundary Adjustments Only</i>	
Elementary	15
Middle	4
High	2
Total affected	27

Families impacted by boundary changes will be able to apply for a continuity exemption to remain at their current school. Transportation will not be provided.

Boundaries Adjustments

Brush College Closure Impacts - Preliminary



Brush College

199



Kalapuya



Kalapuya

71

91



Chapman Hill



Myers

Preliminary boundary proposal considerations:

- Middle School and High School assignments remain the same
- Eliminates split of Kalapuya between two middle schools
- All Kalapuya students will attend Straub
- Creates split of Chapman Hill between Straub and Walker

Boundaries Adjustments

Candalaria Closure Impacts - Preliminary



Candalaria

187



Salem Heights



Salem Heights

36



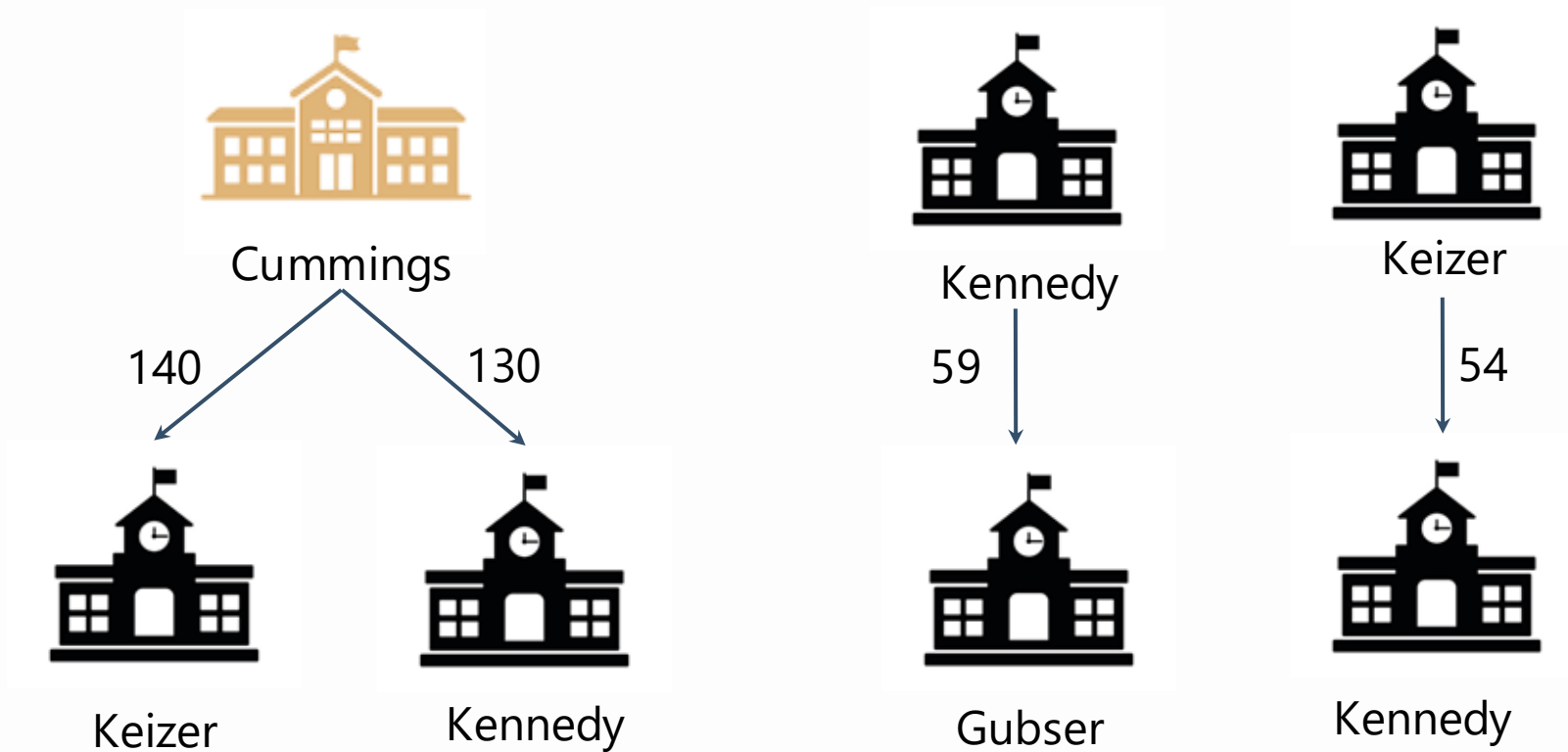
Schirle

Preliminary boundary proposal considerations:

- Middle School and High School assignments remain the same
- Scenario creates split of Salem Heights between Crossler and Leslie

Boundaries Adjustments

Cummings Closure Impacts - Preliminary



Preliminary boundary proposal considerations:

- Middle School and High School assignments remain the same
- Eliminates split of Kennedy between two middle schools
- All Kennedy students will attend Claggett Creek

Boundaries Adjustments

Englewood Closure Impacts - Preliminary



Englewood

225



Hoover



Hoover

83



Sweogle



Parrish

34



Waldo



North Salem

46



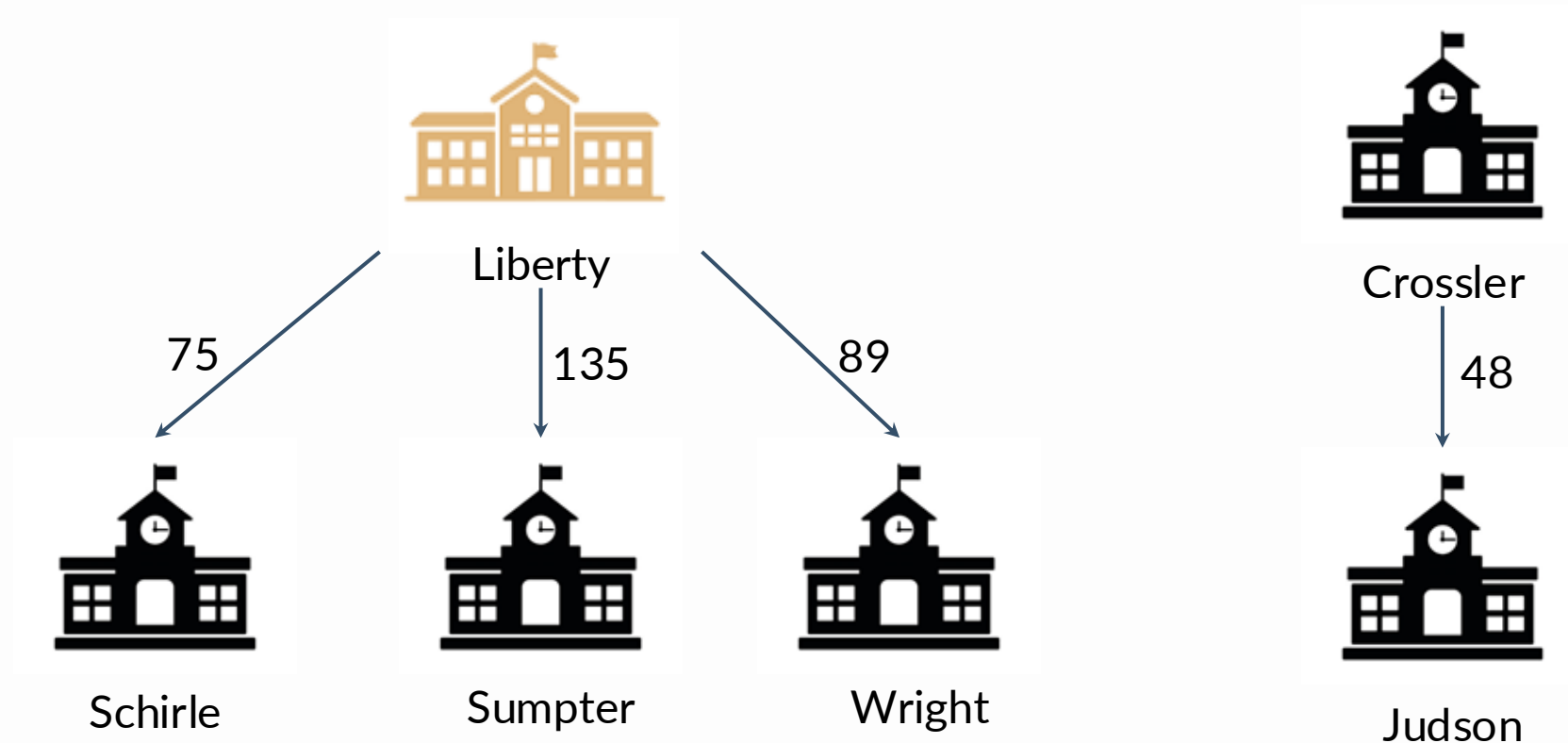
McKay

Preliminary boundary proposal

- All Sweogle students will attend Waldo and McKay

Boundaries Adjustments

Liberty Closure Impacts - Preliminary

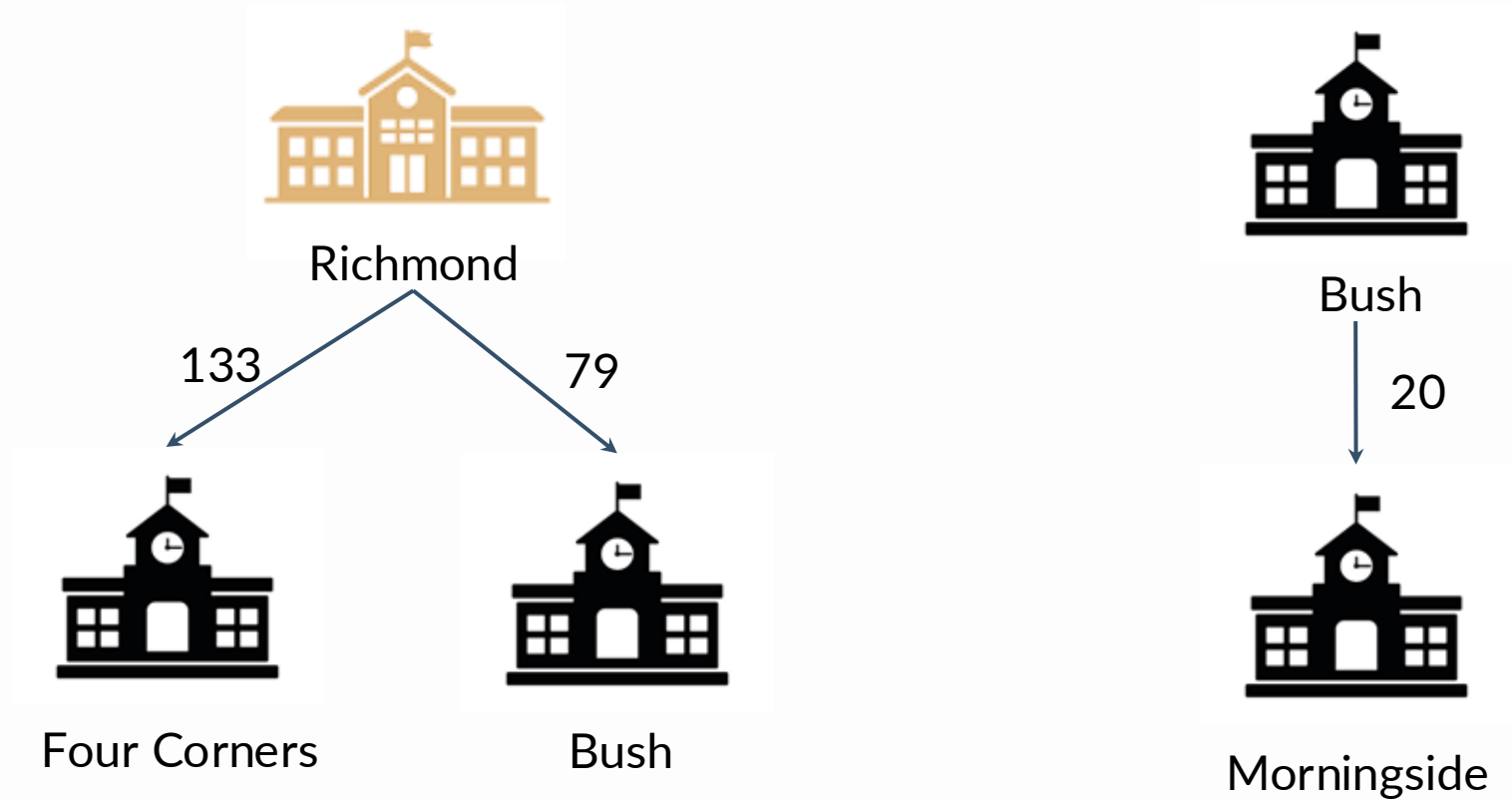


Preliminary boundary proposal

- High School assignments remain the same
- All Wright students will attend Judson

Boundaries Adjustments

Richmond Closure Impacts - Preliminary



Preliminary boundary proposal considerations:

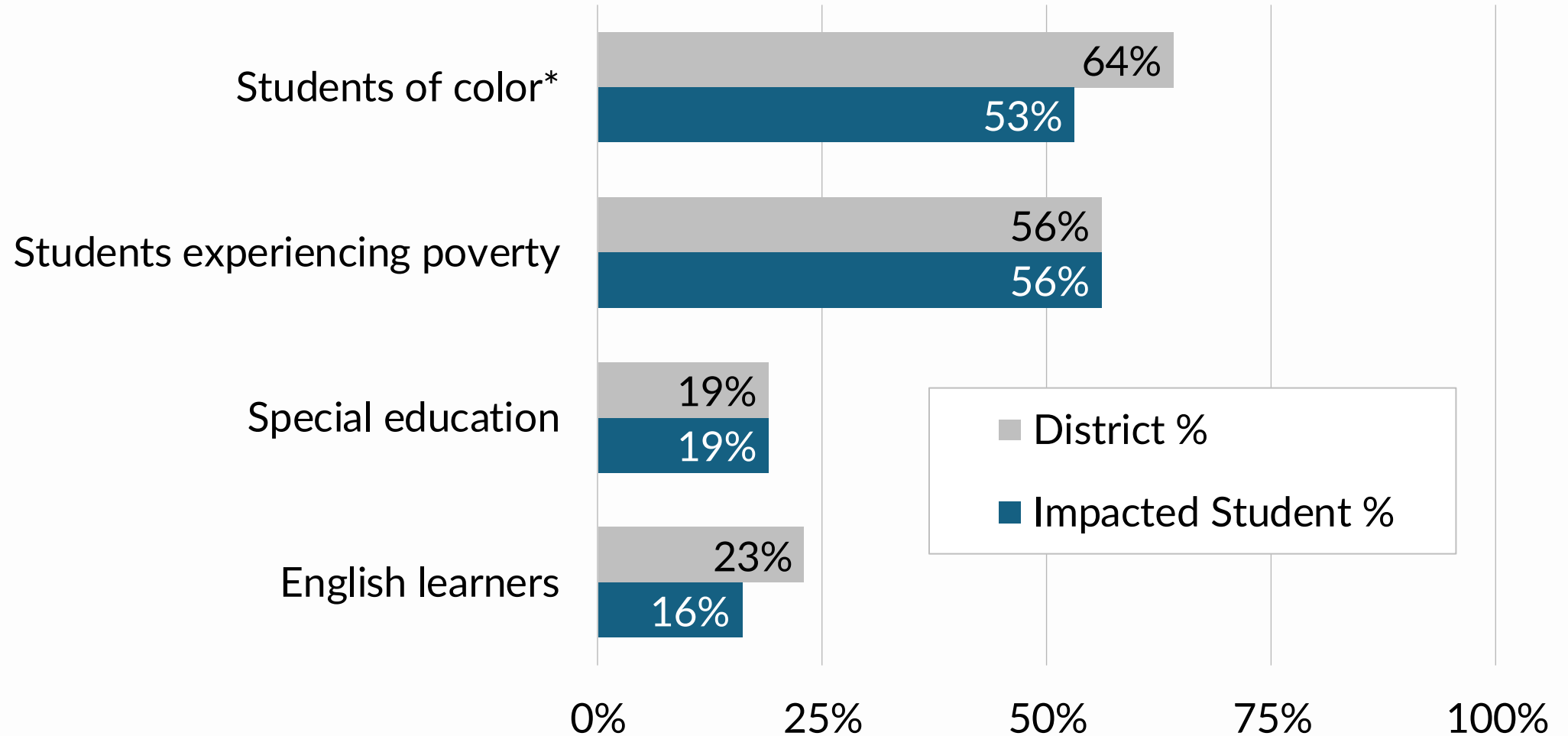
- Middle School and High School assignments remain the same
- Creates a split of Four Corners between Houck and Leslie



Equity and Disproportionate Impact

Impacts on Key Student Groups

Disproportionate impact considerations



*Students of color includes American Indian/Alaska Native, Asian, Black/African-American, Hispanic, Native Hawaiian and Other Pacific Islander, and Two or More Races.

Note. Data may not match official ODE numbers. These data are based on internal planning numbers.

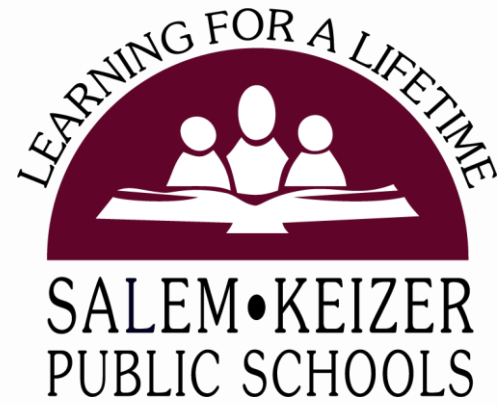
Next steps

Round One Community Listening Sessions

- Oct. 14, 2026
 - Leslie Middle School at 6 p.m.
- Oct. 15, 2026
 - Claggett Creek Middle School at 6 p.m.
- Oct. 16, 2026
 - Crossler Middle School at 6 p.m.
- Oct. 17, 2026
 - Straub Middle School at 10 a.m.
 - Waldo Middle School at 2 p.m.
- Childcare is provided
- Language access is available
- RSVP through the form on our school closure webpage

Next steps

- Boundary Committee
 - Starting in late October
- School Board Action
 - Closures decision - December 8, 2026
 - Boundary adjustments first read – January 26, 2027
 - Boundary adjustment decision - February 9, 2027



Graveyard