HILLSBORO SCHOOL DISTRICT 1J BOARD OF DIRECTORS
Administration Center, 3083 NE 49th Place, Hillsboro, OR 97124

Board Meeting Agenda
Tuesday, November 17, 2026
5:15 PM

Please note that the estimated times for specific items on Board meeting agendas are subject to change; if audience members wish to be present for specific agenda items, they are encouraged to arrive at least 15 minutes prior to the estimated time. A livestream link can be found at the top of the hsd website: https://www.hsd.k12.or.us/ on the morning of the meeting.

1. **5:15 PM - Work Session**
   - A. Call to Order
     Presenter: Katie Rhyne
     Time: 5:15 PM
   - B. 2027 Legislative Priorities 4
     Presenter: Travis Reiman
     Time: 5:15 PM, 30 minutes
   - C. Recess Work Session
     Presenter: Katie Rhyne
     Time: 5:45 PM
2. **5:50 PM - Executive Session**
   - A. Call to Order Executive Session
     Presenter: Katie Rhyne
     Time: 5:50 PM
   - B. ORS 192.660(2)(i) - Evaluation of the Superintendent
     Presenter: Katie Rhyne
     Time: 5:50 PM, 60 minutes
   - C. Recess Executive Session
     Presenter: Katie Rhyne
     Time: 6:50 PM
3. **7:00 PM - Regular Session**
   - A. Call to Order and Flag Salute
     Presenter: Katie Rhyne
     Time: 7:00 PM, 5 minutes
   - B. Land Acknowledgment 6
     Presenter: Katie Rhyne
     Time: 7:05 PM, 5 minutes
   - C. Recognitions / Proclamations
     Presenter: Katie Rhyne
     Time: 7:10 PM, 5 minutes
     1. National Special Education Day 7
        Presenter: Yessica Hardin Mercado
     2. Oregon Goes to College 8
        Presenter: Katie Rhyne
   - D. Approval of Agenda
     Presenter: Katie Rhyne
     Time: 7:15 PM, 5 minutes
     SAMPLE MOTION: ***I move that the Board of Directors approve the agenda as printed.***
   - E. Audience Time

Presenter: Katie Rhyne
Time: 7:20 PM, 5 minutes

F. Consent Agenda
Consent agenda items are distributed to Board members in advance for study, and enacted with a single motion.
Presenter: Katie Rhyne
Time: 7:25 PM, 5 minutes
SAMPLE MOTION: ***I move that the Board of Directors approve the Consent Agenda as printed***
1. Approve Minutes of October 27, 2026, Board Meeting 9
2. Approve Routine Personnel Matters 15
3. Accept Gifts and Donations 16
4. Approve Policies 17
    a. G - Personnel
        1) GCBDD/GDBDD: Sick Time
        Presenter: Brian Haats

G. Reports
1. Financial Report 18
Presenter: Scott Harrison
Time: 7:30 PM, 5 minutes

H. Policies - First Reading 23
Policies that are scheduled for first reading are included in the Board meeting packet. Staff members will not formally present the first reading of policies, unless the Board requests information that is not already included in the Board meeting packet. If no public comments or questions are received regarding these policies during the review period, they may be placed on the consent agenda for approval during the next regular meeting.
Presenter: Travis Reiman
Time: 7:35 PM, 5 minutes
1. E - Support Services
    a. EBB: Integrated Pest Management 24
    Presenter: Saideh Haghighi Khochkhou

I. HCU / HEA Reports
Presenter: Katie Rhyne
Time: 7:40 PM, 10 minutes

J. Discussion Time
Presenter: Katie Rhyne
Time: 7:50 PM, 20 minutes
1. OSBA Conference Report
2. Student Representatives' Time
3. Superintendent's Time
4. Board of Directors' Time

K. Adjourn Board Meeting
Presenter: Katie Rhyne
Time: 8:10 PM

L. Next Meetings of the Board of Directors:
• December 8, 2026, Board Work / Regular Session
• January 12, 2027, Board Work Session

The Board meeting packet may be found on the District website: https://www.hsd.k12.or.us/board.

This meeting will be held in English. If you need interpretation services in another language, please contact our Language Liaisons Department by email at languageliaisons@hsd.k12.or.us or by calling 503-844-1429, at least 48 hours before the meeting.

HILLSBORO SCHOOL DISTRICT 1J
November 17, 2026
2027 LEGISLATIVE PRIORITIES

SITUATION

In January 2027, the Oregon Legislature will enter a long (max. 160-day) session, in which they will set the 2027-29 budget, including the biennial State School Fund (SSF), and will consider hundreds of bills with a potential impact on K-12 education.

Having an adopted slate of legislative priorities allows Directors to speak with a common voice when meeting with elected officials before and during the session.

The proposed priorities were developed with input and discussion from Board members on the Legislative Priorities Subcommittee; upon consideration of advocacy stances being adopted by groups such as the Coalition of Oregon School Administrators (COSA), Oregon Association of School Business Officials (OASBO), and OSBA, as well as other districts; and after a full Board discussion at the work session on October 13.

They attempt to focus on the most high-leverage strategies for ensuring stability and growth for K-12 school districts in the 2027-29 biennium.

RECOMMENDATION

The Superintendent recommends the Board of Directors review the slate of 2027 Legislative Priorities and ask any questions they may have before putting the document on first reading.

HILLSBORO SCHOOL DISTRICT

2027 Legislative Session Priorities

Rev. 11/5/2026

1. **Fund K-12 Schools at a Stable and Adequate Level**
    a. It is anticipated that the Governor's Recommended Budget amount for K-12 schools will be $12.57 billion for the 2027-29 biennium
        i. This represents a **revenue increase** of approximately **5.5%** per year
        ii. HSD's **expenses are increasing** by approximately **8-9%** per year
            1. Therefore, $12.57 billion represents a cuts budget for HSD

2. **Provide Immediate PERS Relief and Commit to Long-Term PERS Funding Plan**
    a. Make a **$500 million** contribution directly to K-12 school districts' Unfunded Actuarial Liability from the ***State of Oregon - not ODE*** - as the UAL growth is largely due to Treasury Department decisions, yet school districts are responsible for the costs.
    b. Study models of the 27 other states + Washington D.C. that contribute toward pension obligations to develop a long-term plan for Oregon
        i. Consider one-time use of Education Stability Funds while a long-term plan is determined.

DRAFT

3. **Allocate Additional Funds Outside of the SSF to Special Education**
    a. Give an additional **$400 million** to K-12 schools in support of Special Education costs
        i. In HSD alone, unreimbursed costs top **$13.2 million per year**
    b. Develop a long-term plan to either incrementally raise the 11% cap over time and/or increase the reimbursement rate for high-cost disability and ensure this is not a carve-out from the existing State School Fund.

4. **Commit to Modernizing the K-12 funding formula**
    a. Address escalating Special Education costs
    b. Fix how student poverty is calculated
    c. Allow incremental Local Revenue to remain in communities in which it is generated - do not make it subject to Equalization (e.g. School Support Fee)
    d. Provide additional funds - not a reallocation of existing funds - to meet educational priorities: instructional time, graduation attainment, attendance, etc.

5. **Understand the Structural Deficit that Oregon districts face**
    a. ***Do not*** increase the virtual charter cap
    b. Study the unintended consequences of legislation to school district staffing and budgets prior to adoption - things that could impact collective bargaining agreements, trigger layoffs, escalate costs and/or put undue burdens on staff (unfunded mandates), etc.

HILLSBORO SCHOOL DISTRICT 1J
BOARD OF DIRECTORS 2026-2027
LAND ACKNOWLEDGEMENT

As we gather here today, we would like to take a moment to acknowledge that our district service area is on the occupied traditional homelands of the Atfalati Indigenous people, lands we now call Washington County and the State of Oregon.

We honor the Indigenous people whose traditional and ancestral homelands we stand on the Tualatin Kalapuya, Kathlamet, Clackamas, Tumwater, Molalla, bands of the Chinook and many other Indigenous nations of the Columbia River.

In remembering these communities, we honor their legacy, their lives, and their ancestors. We also recognize the urban Indigenous/Native/First Peoples community living in the metro area, which includes over 400 tribal nations.

The Hillsboro School District is committed to the recognition and education regarding tribal and local history and working with our local tribes in partnership.

PROCLAMATION

The Hillsboro School District recognizes that National Special Education Day commemorates the anniversary of the Individuals with Disabilities Education Act (IDEA), landmark legislation that ensures students experiencing disabilities have access to a free and appropriate public education tailored to their individual needs;

The Hillsboro School District is committed to providing an inclusive, equitable, and supportive learning environment in which every student – regardless of ability – can thrive academically, socially, and emotionally;

The Hillsboro School District thanks special education teachers, support staff and administrators who are dedicated professionals that work tirelessly to deliver high-quality instruction, individualized services, and compassionate care to students experiencing disabilities;

The Hillsboro School District celebrates students experiencing disabilities that enrich our schools with their talents, perspectives, resilience, and leadership, and values their essential contributions to the vibrant and diverse communities that we strive to cultivate;

The Board of Directors of the Hillsboro School District do hereby proclaim that Wednesday, December 2, 2026, be:

NATIONAL SPECIAL EDUCATION DAY

HILLSBORO
SCHOOL DISTRICT

We urge all community members to join us in recognizing the importance of inclusive education and in celebrating the achievements of students experiencing disabilities.

Hillsboro School District Board of Directors

HILLSBORO SCHOOL DISTRICT 1J
November 17, 2026
RECOGNITION: OREGON GOES TO COLLEGE

SITUATION

The College Access Champion Award recognizes schools that demonstrate a strong commitment to college and career readiness through activities such as college and career exploration, College Application Week participation, financial aid completion support, and postsecondary planning. This recognition highlights the outstanding work of school staff, students, families, district leadership, and community partners in helping students prepare for success after high school.

At this evening's Board meeting, Hillsboro High School will be recognized for earning the College Access Champion Award.

RECOMMENDATION

The Superintendent recommends that the Board of Directors recognize Hillsboro High School for this accomplishment.

DRAFT

HILLSBORO SCHOOL DISTRICT BOARD OF DIRECTORS—MINUTES
October 27, 2026
District Administration Center, 3083 NE 49th Place, Hillsboro, Oregon

1. *WORK SESSION*

Board Present:	Staff Present:
Katie Rhyne, Chair	Travis Reiman, Superintendent
Mark Watson, Vice Chair	Audrea Neville, Assistant Superintendent, School Performance
Yessica Hardin Mercado, absent	Brooke Nova, Assistant Superintendent, Academic Services
See Eun Kim	Francesca Sinapi, Chief Equity, Access, Engagement Officer
Patrick Maguire	Saideh Haghighi Khochkhou, Chief Operations Officer
Ivette Pantoja	Scott Harrison, Chief Financial Officer
Nancy Thomas	Derek Brown, District Information Technology Officer
	Brian Haats, Chief Human Resources Officer
Student Representatives Present:	Rose Roman, Executive Assistant to the Superintendent
Ethan Hernandez Jimenez	Ciara Hartzell, Technology Support
Keeton Sayre	John Garcia Lopez, Technology Support
Ma'Kaia Woods	

A. Call to Order
Board Chair Katie Rhyne called the meeting to order at 5:15 PM

B. Discuss Community Curriculum Advisory Committee Selection
Assistant Superintendent Brooke Nova introduced the topic and read the statement of CCAC applicant Tia Rose. CCAC applicants Victoria Demchak, Leif Eccles, Katie Turk, and Kerry Mandulak appeared in person and gave statements. Board members filled out ballots and read their results aloud.

C. Statewide Assessment Update
Assistant Superintendent Audrea Neville shared results from the 2025-26 Statewide Assessment, explained a NWRESD graphic, grade reminders for 2025-26, 2025-26 participation rates and student achievement, and looking ahead. Board members asked questions and made comments.

D. Pension Obligation Bonds Resolution
Chief Financial Officer Scott Harrison discussed the objective, provided context, discussed Pension Obligation Bonds (POBs), why do districts issue POBs and create Side Accounts, and important considerations for Board if proceeding. Board members asked questions and made comments.

E. Recess Work Session
Board Chair Katie Rhyne recessed at 6:45 PM

2. REGULAR SESSION

Board Present:	Staff Present:
Katie Rhyne, Chair	Travis Reiman, Superintendent
Mark Watson, Vice Chair	Audrea Neville, Assistant Superintendent, School Performance
Yessica Hardin Mercado, absent	Brooke Nova, Assistant Superintendent, Academic Services
See Eun Kim	Francesca Sinapi, Chief Equity, Access, Engagement Officer
Patrick Maguire	Saideh Haghighi Khochkhou, Chief Operations Officer
Ivette Pantoja	Scott Harrison, Chief Financial Officer
Nancy Thomas	Derek Brown, District Information Technology Officer
	Brian Haats, Chief Human Resources Officer
Student Representatives Present:	Becky Kingsmith, Director of Teaching and Learning
Ethan Hernandez Jimenez	Gina McLain, Director of Teaching and Learning
Keeton Sayre, absent	Jeff Jones, Director of Business Services
Ma'Kaia Woods	Alejandro Carrero Ramos, High School Assistant Principal
	Samantha Meyer, 3rd/4th Grade Dual Language Teacher
	Rose Roman, Executive Assistant to the Superintendent
	Ciara Hartzell, Technology Support
	John Garcia Lopez, Technology Support
	Mary Kay Babcock, HEA President
	David Eggleston, HCU President
	Alicia Infante, HCU Political Action Officer

A. Call to Order and Flag Salute
Board Chair Katie Rhyne reconvened the meeting at 7:02 PM and led the Pledge of Allegiance.

B. Land Acknowledgement
Board Chair Katie Rhyne read the Land Acknowledgement.

C. Recognitions / Proclamations

1. Native American Heritage Month
Director Mark Watson read the Native American Heritage Month Proclamation and thanked previous Board Member/Chair Erika Lopez for her work on starting the Land Acknowledgement that is read at Board meetings and the contribution of the Grand Ronde Tribe in writing it.

2. American Education Week
Director See Eun Kim read the American Education Week Proclamation.

3. National Education Support Professionals Day
Director Ivette Pantoja read the National Education Support Professionals Day Proclamation.

D. Approval of Agenda
Director Patrick Maguire MOVED, SECONDED by Director Nancy Thomas, to approve the agenda as printed.

The MOTION CARRIED (6-0). Motion approved by unanimous consent. Director See Eun Kim, Director Patrick Maguire, Director Nancy Thomas, Director Ivette Pantoja, Vice Chair Mark Watson, and Chair Katie Rhyne voted to approve. Director Yessica Hardin Mercado was not present at the meeting and did not participate in the vote.

No further discussion took place.

E. Audience Time

No audience members requested to address the Board.

F. Consent Agenda

Consent agenda items are distributed to Board members in advance for study and enacted with a single motion.

Director Nancy Thomas MOVED, SECONDED by Director Ivette Pantoja, to approve the Consent Agenda as printed.

The MOTION CARRIED (6-0). Director See Eun Kim, Director Patrick Maguire, Director Nancy Thomas, Director Ivette Pantoja, Vice Chair Mark Watson, and Chair Katie Rhyne voted to approve. Director Yessica Hardin Mercado was not present at the meeting and did not participate in the vote.

No further discussion took place.

Consent Agenda items were as follows:

1. Approve Minutes of September 22, 2026, Board Meeting
2. Approve Minutes of October 13, 2026, Board Meeting
3. Approve Routine Personnel Matters
4. Adopt Board Goals
5. Accept Gifts and Donations
6. Approve Policies
    a. C - General School Administration
        1) CEA: Educational Equity Advisory Committee
    b. E - Support Services
        1) EBBA: Student Health Services
    c. G - Personnel
        1) GBA: Equal Employment Opportunity
        2) GBN/JBA: Sexual Harassment
    d. I - Instruction
        1) IGBAJ-AR: Special Education - Free Appropriate Public Education (FAPE)
    e. J - Students
        1) JBA/GBN: Sexual Harassment

G. Reports and Discussion

1. October Enrollment Report

    Chief Human Resources Officer Brian Haats discussed the October Enrollment Report. Board members asked questions and provided comments. Superintendent Travis Reiman provided additional information.

2. Accountability Report #1: Strategic Plan, Interim Assessments, and Integrated Programs Update
   Assistant Superintendent Brooke Nova introduced the topic and the presenters, the purpose of the report, annual report requirements, aligned programs and common goals, integrated programs allocations, 2025-26 integrated programs annual report, strategic plan accountability, three checkpoints/one goal, interim assessments, i-READY, participation in benchmark season, attendance growth, and universal growth targets. Chief Financial Officer Scott Harrison made a comment on budget implications. Director of Teaching and Learning Gina McLain discussed what the results are telling us at the elementary level, percentage of students on target to meet end of year grade level proficiency in reading, how we support multilingual learners and students who receive SPED services in reading, what's the Board's role for these checkpoints, strategic plan goals, and integrated programs and performance target reflections progress and challenges. Director of Teaching and Learning Becky Kingsmith discussed what the results are telling us at the secondary level, percentage of students on target to meet end of year grade level proficiency in math, how we support multilingual learners and students who receive SPED services in math, 9th grade on track, graduation rates, and 5-year completion rates. Dual Language Teacher Samantha Meyer discussed progress and challenges at the elementary building level. Assistant Principal Alejandro Carrero Ramos discusses progress and challenges at the high school building level. Board members asked questions and made comments.

3. Financial Report
   Chief Financial Officer Scott Harrison highlighted the work on the audit, department automation and the cash flow report. Board members made comments.

H. Action Items

1. Appoint CCAC Members
   Director Mark Watson MOVED, SECONDED by Director See Eun Kim, that the Board of Directors appoint the following candidates to two-year positions:

   Position 5: Leif Eccles
   Position 7: Victoria Demchak
   Position 8: Kerry Mandulak
   Position 13: Katie Turk

   The MOTION CARRIED (6-0). Director See Eun Kim, Director Patrick Maguire, Director Nancy Thomas, Director Ivette Pantoja, Vice Chair Mark Watson, and Chair Katie Rhyne voted to approve. Director Yessica Hardin Mercado was not present at the meeting and did not participate in the vote.

   No further discussion took place.

2. Approve Division 22 Standards for Public Elementary and Secondary Schools 2025-26 Assurance
   Assistant Superintendent Brooke Nova thanked the Board.

   Director See Eun Kim MOVED, SECONDED by Director Ivette Pantoja, that the Board of Directors approve the 2025-26 Division 22 assurances and

acknowledge the postponement of K-12 science adoption.

The MOTION CARRIED (6-0). Director See Eun Kim, Director Patrick Maguire, Director Nancy Thomas, Director Ivette Pantoja, Vice Chair Mark Watson, and Chair Katie Rhyne voted to approve. Director Yessica Hardin Mercado was not present at the meeting and did not participate in the vote.

No further discussion took place.

3. Real Property - Purchase and Sale Agreement Approval
Chief Financial Officer Scott Harrison provided no additional comments.

Director Ivette Pantoja MOVED, SECONDED by Director Nancy Thomas, that the Board of Directors approve the purchase and sale agreement as negotiated.

The MOTION CARRIED (6-0). Director See Eun Kim, Director Patrick Maguire, Director Nancy Thomas, Director Ivette Pantoja, Vice Chair Mark Watson, and Chair Katie Rhyne voted to approve. Director Yessica Hardin Mercado was not present at the meeting and did not participate in the vote.

No further discussion took place.

4. Approve Pension Obligation Bonds Resolution
Chief Financial Officer Scott Harrison provided no further comments.

Director Mark Watson MOVED, SECONDED by Director Nancy Thomas, that the Board of Directors approve the resolution authorizing participation in the Oregon Education Districts Pension Bond Program; authorizing a full faith and credit pension bond and related full faith and credit pension obligations, to be issued in one or more series.

The MOTION CARRIED (6-0). Director See Eun Kim, Director Patrick Maguire, Director Nancy Thomas, Director Ivette Pantoja, Vice Chair Mark Watson, and Chair Katie Rhyne voted to approve. Director Yessica Hardin Mercado was not present at the meeting and did not participate in the vote.

Board members made comments.

I. Policies - First Reading
The Policy First Reading were presented for the Board's information.

J. Information - Administrative Regulation Update
The Administrative Regulations were presented for the Board's information.

K. HCU / HEA Reports
HEA President Mary Kay Babcock gave the report.
HCU Alicia Infante gave the report.

L. Discussion Time
1) Student Representatives' Time

Ma'Kaia Woods expressed gratitude for everyone's passion, appreciated all the data, and thanked Board Vice Chair Mark Watson for going to coffee for student rep mentoring.
Ethan Hernandez Jimenez was not present at discussion time.
Keeton Sayre was not present for the Regular Session.

2) Superintendent's Time
Superintendent Travis Reiman commented that it has been a busy October, thanked the Directors for supporting the Bond, thanked everyone for coming to the Hispanic Heritage Event, invited Board to the upcoming Alaskan Native Event in November, thanked CFO Scott Harrison for his explanation on POBs and the Board for supporting it.

3) Board of Directors' Time
Director Ivette Pantoja thanked everyone for the presentations, discussed her visit to West Union Elementary school, saw iReady in action, the Wellness Room, and Principal Juliet Hong pushing the standards, discussed her visit to Lenox Elementary and shared quotes for students, and reminded everyone to vote and thanked Chair Katie Rhyne for all her work on the Bond.
Director Patrick Maguire offered his condolences to the Bend community, thanked the HSD team for the planning that goes into preventing the same thing here, shared his excitement in seeing the outcome of the HSD Bond measure and appreciated Chair Katie Rhyne for her leadership in the Bond efforts.
Director Nancy Thomas congratulated new CCAC members, thanked Chair Katie Rhyne, Director Yessica Hardin Mercado, and Chief Communications Officer Beth Graser for all their work on the Bond, encouraged voting yes for the Hillsboro School District Bond, and reflected on the Statewide Assessment presentation.
Director See Eun Kim shared her appreciation for Assistant Superintendent Audrea Neville's Statewide Assessment presentation tonight.
Board Vice Chair Mark Watson thanked everyone who applied to the CCAC, reflected on celebrating National School Lunch Week last week, discussed education funding, thanked Chair Katie Rhyne for her work as the Bond PAC Chair, and encouraged voting in the upcoming election.
Board Chair Katie Rhyne reminded everyone that the November Board meeting is on November 17th, thanked Director Maguire for sharing his sentiments on the Bend shooting and pointed community member to check the HSD website for our security information, reflected on her visit to West Union Elementary School where they saw an iReady lesson, and shared an observation of an interaction of social emotional learning in action. She invited everyone to a literature drop event on October 31st at Tamarack Elementary at 10am. She highlighted article from the Oregonian "Vote Like Your Public School Depends on it", appreciated Chief Communications Officer Beth Graser's work on the Bond, and shared why people should vote yes on the Hillsboro School District Bond.

M. Adjourn Meeting
Chair Katie Rhyne adjourned the meeting at 9:08 PM.

HILLSBORO SCHOOL DISTRICT 1J
November 2026
APPROVE ROUTINE PERSONNEL MATTERS

The Superintendent recommends the Board of Directors:

A. Ratify the acceptance of the resignation of the following licensed personnel:

Lisa C Allen
Assignment: 1.0 FTE TOSA – Dean of Students
Location: Century High School
Effective Date: December 1, 2026

Heather Marie Driver
Assignment: 1.0 FTE - 4th Grade Teacher
Location: West Union Elementary School
Effective Date: November 2, 2027

Meresa Lee Hansen
Assignment: 1.0 FTE - Temporary - 5th/6th Grade Teacher
Location: Free Orchards Elementary School
Effective Date: November 10, 2027

B. Approve the employment of the following licensed personnel in the 2026-27 school year:

Josyane Paige Lindsey
Education: BA – University of Central Florida, Orlando, FL
Experience: 25 Years
Assignment: 1.0 FTE - Temporary -1st Grade Teacher – Orenco Elementary School

Deborah L Delplanche
Education: MA – Oregon State University, Corvallis, OR
Experience: 31 Years
Assignment: 1.0 FTE -Temporary - 3rd/4th Grade Teacher - P.L. Patterson Elementary School

Rachelle M Carnes
Education: MA – Whitworth College, Spokane, WA
Experience: 27 Years
Assignment: 1.0 FTE – Temporary - Health Science Teacher– Century High School

Amanda June Vanderhoof
Education: BA – Western Oregon University, Monmouth, OR
Experience: 2 Years
Assignment: 1.0 FTE - Temporary 3rd Grade Teacher – Lenox Elementary School

HILLSBORO SCHOOL DISTRICT 1J
November 17, 2026
ACCEPT GIFTS AND DONATIONS
(as of October 31, 2026)

SITUATION

District Policy KH states that the District may receive donations of gifts that may serve to enhance and extend the work of the District, subject to Board approval. Individuals who desire to make contributions are encouraged to consider donations for equipment or services that are not likely to be acquired from public fund expenditures. The purpose of this report is to describe to the Board the donations received that are valued at $5,000 or more.

October Donations valued over $5000:

$9,555.00 – Jackson Elementary School from Jackson Elementary Parent Teacher Organization (PTO).

$6,948.51 – Brown Middle School received a donation to their Science Donation Fund in the amount of $6,948.51 from Oregon Health Science University (OHSU).

RECOMMENDATION

The Superintendent recommends that the Board of Directors accept the donation.

HILLSBORO SCHOOL DISTRICT 1J
November 17, 2026
APPROVE POLICIES

SITUATION

The Hillsboro School District has contracted with Oregon School Boards Association (OSBA) to perform a quarterly review of the District's policy manual and works with OSBA's policy specialist throughout the year to review all of the District's policies and administrative regulations.

Policy language must meet the following criteria:

* Legally mandated or legally wise
* Harmonize with District's existing collective bargaining agreements
* Reflect current District practice

The Superintendent and Cabinet members have reviewed the policy listed below, and presented it to the Board for First Reading on October 27, 2026:

- Policy in Section G – Personnel
  - GCBDD/GDBDD: Sick Time

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the policies.

HILLSBORO SCHOOL DISTRICT 1J
November 17, 2026
FINANCIAL REPORT

Business Office – General Update

In alignment with the Center for Educational Leadership Principal Support Framework (PDF), specifically, *Action Area 3: A Strategic Partnership Between the Central Office and Principals*, the goal of the Business Office is to deliver effective, integrated support and services that increase the ability of principals to successfully lead their schools.

Business Services

The Finance Team is staying busy with a high-volume of purchasing and payment processing across the District. We are also preparing to ramp up for bond purchasing. Our Grants Team continues to close out grants ending 9/30 and work with schools and departments to establish more efficient reporting. Concurrently, the team is advancing process automation and progressing multi-year record digitization to improve information access.

Systems Integration

District-wide Process Review

The Business Office is participating in a District-wide process review to improve processes, maximize existing systems, and inform future system decisions. Key progress includes:

- Completed Accounts Payable platform evaluation to identify options for reducing paper-based processes
- Completed electronic timesheet product comparisons and reviewed a system pilot to assess functionality and implementation needs
- Initial current-state process review sessions are nearing completion

Records Retention Project

Initial inventory of more than 800 boxes is complete, with ongoing review and disposition of records based on retention requirements.

Payroll

The Payroll Department successfully processed all payrolls on schedule, including certified, classified, and supplemental payroll runs. The payroll team successfully posted Pay Period 4 on October 15, 2026. Payroll is also collaborating with IT and Benefits to improve upload processes and ensure new employee benefit rates resulting from open enrollment are accurately reflected in payroll.

Gross Pay: $ 16,502,066.70
Overtime: 67,893.98
Federal Income Tax Withholding: $1,491,966.34
Oregon State Income Tax: $1,034,017.19
Social Security (EE + ER): $ 1,995,355.34

Medicare (EE + ER): $ 469,797.17
Total Employees Paid: 2683

Benefits
The Benefits Department continues to focus on accurate benefit processing, compliance, and employee support. Current priorities include completing post-open enrollment corrections, reconciling benefit deductions, and processing elections for new hires and qualifying life events. The team also continues to coordinate with Human Resources and Payroll to support leave management and improve processes.

Oregon Paid Family & Medical Leave as of end of October:
Employee: $96,663.98
Employer: $64,442.50
Total: $161,106.48

OPSRP (Tier 3) Contributions as of end of September:
Employer Contributions: $2,417,870.87

Tier 1 & Tier 2 Contributions as of end of September:
Employer Contributions: $611,315.68

Procurement and Contracts
Contracts: Working with one of our Systems Analysts to develop an electronic processing app and dashboard for district contracts. The hope is that departments will submit prospective contracts here and be able to follow the path from submission for review to full execution.

- Contracts currently being negotiated: **6**
- Contracts finalized as of 11/4/2026: **34**

Procurement: Request for Proposals has been posted to OregonBuys, Daily Journal of Commerce and on our website as we seek architectural firms to assist us with bond work.

Contracts between Vendors and Hillsboro School District - $150,000 and above

Department	Vendor	Purpose	Duration	Annual Cost
Student Services	Heron Creek Therapeutic Schools (Clackamas ESD)	Student placements	2026-27 SY	$192,792.00

Donations Over $5,000
District Policy KH states that the District may receive donations of gifts that may serve to enhance and extend the work of the District, subject to Board approval. Individuals who desire to make contributions are encouraged to consider donations for equipment or services that are not likely to be acquired from public fund expenditures. The purpose of this report is to describe to the Board the donations received that are valued at $5,000 or more.

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$6,948.51 – Brown Middle School received a donation to their Science Donation Fund in the amount of $6,948.51 from Oregon Health Science University (OHSU).

Print Shop
We currently have a net profit of $117,274.88 through October. We are working on the following:

- Focusing on the expansion goals laid out in the bond
- Order tracking from printed to delivered
- Keeping our website up to date for ease of use by teachers
- Exploring CTE and student integration into printing, sign making, and other related services.

Workers' Compensation Report
The table below reflects workers' compensation claims reported during October. A total of 9 injuries were reported, with no specific trends or common contributing factors identified.

Workers' Compensation Reports			
Month	**2024-2025**	**2025-2026**	**2026-2027**
July	2	3	1
August	4	7	3
September	10	16	15
October	16	14	9
November	6	3	
December	9	6	
January	14	9	
February	7	6	
March	5	7	
April	8	6	
May	8	13	
June	6	7	
Yearly Total:	**95**	**97**	**28**

Student Incident Report

Student incident data below reflects activity through October 31, 2026. The most common causes of injury were horseplay, trips, and falls. Incidents requiring medical transport involved fainting, seizures, and head injuries resulting from horseplay.

Student Incident Reports						
Month	**2025-26 Total Incidents**	**Average Incidents Per School Day**	**Serious Injuries With 911 Transport**	**2026-27 Total Incidents**	**Average Incidents Per School Day**	**Serious Injuries With 911 Transport**
July	0	0	0	0	0	0
August	1	0	0	2	0	0
September	69	3.5	5	78	3.7	2
October	101	4.8	6	90	4.5	8
November	74	5.6	4			
December	41	2.7	1			
January	62	3.2	9			
February	74	3.8	2			
March	61	3.5	2			
April	75	3.5	6			
May	56	2.8	7			
June	28	3.1	2			
Yearly Total:	**642**	**3.6**	**44**	**170**	**4.1**	**10**

Auto Liability/Auto Damage Claims

There were two (2) auto physical damage claims filed for the month of October.

General Functions

If you would like more information or to discuss these or other Business Office items, please contact Scott Harrison at 503-844-1527 or harriojs@hsd.k12.or.us.

Revenues	July Actual	August Actual	September Actual	1st Quarter Actual	October Actual	2nd Quarter Actual	3rd Quarter Actual	4th Quarter Actual	Fiscal YTD 2026-27	Budget 2026-27	% of Budget	Fiscal YTD 2025-26	% of Budget
Taxes	$0.00	$1,890.89	$279,250.11	$281,141.00	$122,456.64	$122,456.64	$0.00	$0.00	$403,597.64	$136,851,400.00	0.29%	$298,720.53	0.28%
Interest	$45,849.51	$53,132.37	$35,297.36	$134,279.24	$13,050.90	$13,050.90	$0.00	$0.00	$147,330.14	$2,906,945.00	5.07%	$192,905.63	9.73%
Local Sources	$28,072.53	$61,204.01	$72,351.87	$161,628.41	$203,674.53	$203,674.53	$0.00	$0.00	$365,302.94	$5,175,274.00	7.06%	$1,229,256.44	13.95%
Total Local	**$73,922.04**	**$116,227.27**	**$386,899.34**	**$577,048.65**	**$339,182.07**	**$339,182.07**	**$0.00**	**$0.00**	**$916,230.72**	**$144,933,619.00**	**0.63%**	**$1,720,882.60**	**1.47%**
County/ESD	$0.00	$0.00	$58,629.93	$58,629.93	$0.00	$0.00	$0.00	$0.00	$58,629.93	$3,921,897.00	1.49%	$22,018.42	0.51%
State Sources	$23,283,068.34	$11,580,201.77	$11,580,201.77	$46,443,471.88	$11,580,201.77	$11,580,201.77	$0.00	$0.00	$58,023,673.65	$133,133,999.00	43.58%	$70,900,648.94	42.55%
Federal Sources	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00	0.00%
Other Sources	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00	0.00%
Beginning Balance*	$15,086,728.03	$0.00	$0.00	$15,086,728.03	$0.00	$0.00	$0.00	$0.00	$15,086,728.03	$27,932,919.00	54.01%	$11,919,374.66	104.81%
Total Revenue	**$38,443,718.41**	**$11,696,429.04**	**$12,025,731.04**	**$62,165,878.49**	**$11,919,383.84**	**$11,919,383.84**	**$0.00**	**$0.00**	**$74,085,262.33**	**$309,922,434.00**	**23.90%**	**$84,562,924.62**	**28.22%**
Expenditures													
Instruction													
Salaries	$28,369.18	$77,085.57	$9,275,662.84	$9,381,117.59	$9,309,581.04	$9,309,581.04	$0.00	$0.00	$18,690,698.63	$102,147,857.00	18.30%	$18,388,319.75	19.12%
Benefits	$26,315.82	$39,722.80	$5,092,987.45	$5,159,026.07	$5,055,280.89	$5,055,280.89	$0.00	$0.00	$10,214,306.96	$55,659,726.00	18.35%	$10,032,345.30	20.15%
Purchased Service	$806,143.82	$663,895.24	$1,176,800.34	$2,646,839.40	$1,435,086.98	$1,435,086.98	$0.00	$0.00	$4,081,926.38	$15,751,251.00	25.91%	$3,745,981.37	17.98%
Supplies/Materials	$114,922.56	$376,892.58	$197,862.31	$689,677.45	$211,602.37	$211,602.37	$0.00	$0.00	$901,279.82	$4,101,888.00	21.97%	$844,500.99	16.31%
Capital Purchases	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$238,220.00	0.00%	$0.00	0.00%
Other	$325.00	$21,575.00	$23,215.00	$45,115.00	$16,745.00	$16,745.00	$0.00	$0.00	$61,860.00	$1,433,379.00	4.32%	$144,928.99	9.36%
Total Instruction	**$976,076.38**	**$1,179,171.19**	**$15,766,527.94**	**$17,921,775.51**	**$16,028,296.28**	**$16,028,296.28**	**$0.00**	**$0.00**	**$33,950,071.79**	**$179,332,321.00**	**18.93%**	**$33,156,076.40**	**19.09%**
Support Services													
Salaries	$3,289,265.44	$2,894,036.97	$5,053,531.30	$11,236,833.71	$4,950,987.60	$4,950,987.60	$0.00	$0.00	$16,187,821.31	$67,157,109.00	24.10%	$15,116,748.21	23.99%
Benefits	$2,929,536.23	$1,618,172.13	$2,977,957.99	$7,525,666.35	$2,913,586.35	$2,913,586.35	$0.00	$0.00	$10,439,252.70	$36,593,487.00	28.53%	$9,877,613.10	30.28%
Purchased Service	$2,029,464.18	$1,051,834.17	$687,548.81	$3,768,847.16	$1,236,234.28	$1,236,234.28	$0.00	$0.00	$5,005,081.44	$10,355,660.00	48.33%	$5,103,679.29	37.40%
Supplies/Materials	$590,733.44	$1,092,976.71	$433,146.93	$2,116,857.08	$703,307.11	$703,307.11	$0.00	$0.00	$2,820,164.19	$2,696,786.00	104.58%	$2,369,901.57	69.86%
Capital Purchases	$0.00	$0.00	$53,100.00	$53,100.00	$11,888.75	$11,888.75	$0.00	$0.00	$64,988.75	$156,618.00	0.00%	$173,462.41	238.85%
Other	$247,858.21	$2,635,931.92	$20,275.22	$2,904,065.35	$24,320.32	$24,320.32	$0.00	$0.00	$2,928,385.67	$942,375.00	310.75%	$2,770,778.14	273.29%
Total Support	**$9,086,857.50**	**$9,292,951.90**	**$9,225,560.25**	**$27,605,369.65**	**$9,840,324.41**	**$9,840,324.41**	**$0.00**	**$0.00**	**$37,445,694.06**	**$117,902,035.00**	**31.76%**	**$35,412,182.72**	**31.13%**
Community Services													
Salaries	$24,545.71	$24,545.71	$51,658.16	$100,749.58	$50,473.21	$50,473.21	$0.00	$0.00	$151,222.79	$436,875.00	34.61%	$155,713.44	38.70%
Benefits	$14,220.78	$14,177.98	$34,480.78	$62,879.54	$32,044.23	$32,044.23	$0.00	$0.00	$94,923.77	$238,050.00	39.88%	$91,688.09	44.01%
Purchased Service	$0.00	$1,670.12	$243.00	$1,913.12	$1,703.23	$1,703.23	$0.00	$0.00	$3,616.35	$67,366.00	5.37%	$16,570.86	19.01%
Supplies/Materials	$1,763.95	$141.55	$2,271.77	$4,177.27	$0.00	$0.00	$0.00	$0.00	$4,177.27	$17,543.00	23.81%	$2,736.49	12.63%
Capital Purchases	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$1,020.00	0.00%	$0.00	0.00%
Other	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$6,130.00	0.00%	$0.00	0.00%
Total Community Services	**$40,530.44**	**$40,535.36**	**$88,653.71**	**$169,719.51**	**$84,220.67**	**$84,220.67**	**$0.00**	**$0.00**	**$253,940.18**	**$766,984.00**	**33.11%**	**$266,708.88**	**36.71%**
Capital Projects													
Purchased Service	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00	0.00%
Capital Purchases	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$1,000.00	0.00%	$0.00	0.00%
Total Capital Projects	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$1,000.00**	**0.00%**	**$0.00**	**0.00%**
Debt Service Payment	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00	0.00%
Transfers	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00	0.00%
Contingency/Ending Balance*	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$11,920,094.00	0.00%	$0.00	0.00%
Total Expenditures	**$10,103,464.32**	**$10,512,658.45**	**$25,080,741.90**	**$45,696,864.67**	**$25,952,841.36**	**$25,952,841.36**	**$0.00**	**$0.00**	**$71,649,706.03**	**$309,922,434.00**	**23.12%**	**$68,834,968.00**	**22.97%**

Interest Earnings	**1st Quarter**
General Fund	$134,279.24
Debt Service Fund	$10,438.35
Capital Projects Fund	$1,083.10
Total Earnings	**$145,800.69**

HILLSBORO SCHOOL DISTRICT 1J
November 17, 2026
FIRST READING – POLICIES

SITUATION

The Hillsboro School District has contracted with Oregon School Boards Association (OSBA) to receive a quarterly policy update.

Policy language must meet the following criteria:

- Legally mandated or legally wise
- Harmonize with District's existing collective bargaining agreements
- Reflect current District practice

The Superintendent and Cabinet members have reviewed the policy listed below, and are presenting it to the Board for first reading:

- Policy in Section E – Support Services
  - EBB: Integrated Pest Management

RECOMMENDATION

The Superintendent recommends that the Board of Directors review the first reading of policies of the District's policy manual.

Code: **EBB**
Adopted: 11/01/15
Revised/Readopted: 3/12/19
Orig. Code(s): EBB

Integrated Pest Management

To ensure the health and safety concerns of student~~students~~, staff~~,~~ and community members, the Board~~District~~ shall adopt an integrated pest management plan (IPM)~~(~~{~~)~~[1]} which ~~that~~ emphasizes the least possible risk to students, staff~~,~~ and community members and shall adopt a list[2] of low-impact pesticides for use with the IPM plan. The IPM plan and list shall be available to the public through the district's website[3].

The IPM plan is a proactive strategy that:

1. Focuses on the long-term prevention or suppression of pest problems through economically sound measures that:

   a. Protect the health and safety of students and staff;
   b. Protect the integrity of district~~District~~ buildings and grounds;
   c. Maintain a productive learning environment; and
   d. Protect local ecosystem health.

2. Focuses on the prevention of pest problems by working to reduce or eliminate pest conducive conditions ~~of property construction, operation, and maintenance that promote or allow for the establishment, feeding, breeding, and proliferation of pest populations or other conditions that are conducive to pests or that create harborage for pests~~;

3. Incorporates the use of sanitation, structural remediation~~,~~ or habitat manipulation or of mechanical, biological~~,~~ and chemical pest control measures that present a reduced risk or have a low -impact and,

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[1] {See ~~Model~~ Integrated Pest Management Program~~Plan~~ for Oregon Schools at . The program includes access to Resources & Forms including Model plans~~http://www.ipmnet.org/tim/IPM_in_Schools/IMP_Materials.htmlhttp://www.ipmnet.org/tim/IPM_in_Schools/IPM_Materials.html (See Model Plan~~ for large school districts and small school districts.}~~Large School Districts or Model Plan for Small School Districts)~~

[2] See ORS 634.705(5).

[3] Inclusion of the list and IPM in the district's Healthy and Safe Schools Plan satisfies this requirement as long as it is posted on the district's website.

for the purpose of mitigating a declared pest emergency, the application of pesticides that are not low-impact pesticides;

4. Includes regular monitoring and inspections to detect pests, pest damage~~,~~ and unsanctioned pesticide usage;

5. Evaluates the need for pest control by identifying acceptable pest population density levels;

6. Monitors and evaluates the effectiveness of pest control measures;

7. Excludes the application of pesticides on a routine schedule for purely preventive purposes, other than applications of pesticides designed to attract or be consumed by pests;

8. Excludes the application of pesticides for purely aesthetic purposes;

9. Includes school staff education about sanitation, monitoring, inspection~~,~~ and pest control measures;

10. Gives preference to the use of nonchemical pest control measures;

11. Allows the use of low-impact pesticides if nonchemical pest control measures are ineffective; and

12. Allows the application of a pesticide that is not a low-impact pesticide only to mitigate a declared pest emergency or if the application is by, or at the direction or order of, a public health official.

The Environmental Health and Safety Manager is designated~~District shall designate the Facilities coordinator~~ as the Integrated Pest Management Plan Coordinator~~IPM plan coordinator~~ and has~~give him/her~~ the authority for overall implementation and evaluation of the IPM plan.

Integrated Pest Management Plan Coordinator

The IPM Plan Coordinator~~plan coordinator~~ shall:

1. Attend not less than six hours of IPM training each year. The training shall include at least a general review of integrated pest management principles and the requirements of IPM as required by Oregon statute;

2. Ensure appropriate prior notices are given and posted warnings have been placed when pesticide applications are scheduled;

3. Oversee pest prevention efforts;

4. Ensure identification and evaluation of pest situation;

5. Determine the means of appropriately managing pest damage that will cause the least possible hazard to people, property~~,~~ and the environment;

6. Ensure the proper use and application of pesticide applications when non-pesticide controls have been unsuccessful;

7. Evaluate pest management results; ~~and~~

8. Keep for at least four years following the application~~,~~ date, records of applied pesticides that include:

   a. A copy of the label;
   b. A copy of the Safety Data Sheet (SDS);
   c. The brand name and U.S. Environmental Protection Agency (USEPA) registration number of the product;
   d. The pest condition that prompted the application;
   e. The approximate amount and concentration of pesticide applied;
   f. The location and description of the area where the pesticide was applied;
   g. The type of application and whether the application was effective;
   h. The name(s) of the person(s) applying the pesticide;
   i. The pesticide applicator's license numbers and pesticide trainee or certificate numbers of the person applying the pesticide;
   j. The dates and times for the placement and removal of warning signs; and
   k. Copies of all required notices given, including the dates the IPM Coordinator(s)~~coordinator~~ gave the notices.

9. Respond to inquiries about the IPM plan and refer complainants to Board policy KL - Public Complaints; and

10. Conduct outreach to district~~District~~ staff about the district's~~District's~~ IPM plan.

At least once every five years, the Board shall review the IPM plan, make any necessary updates and readopt the IPM plan. The final IPM plan shall include the day, month and year the Board adopted or readopted the plan.

END OF POLICY

Legal Reference(s):
ORS 634.116 ORS 634.700 - 634.750