



Policy Update
webinar scheduled
for Tuesday, May 12,
2026.

Watch for information
coming soon to
register for the *Policy*
Update webinar.

Policy Update is a
subscription publication
of the Oregon School
Boards Association

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This publication is designed to provide accurate and authoritative information regarding the subject matter covered. It is furnished with the understanding that policies should be reviewed by the district’s legal counsel.

BOARD VACANCIES

Summary

Boards often struggle establishing a procedure when there is a vacancy on the board. Consequently, OSBA has updated this policy to incorporate legal requirements into a set of steps boards can follow in order to fill the vacancy. Additionally, an application form has been created and placed in the Administrative Regulation (AR). Both the policy and the AR are optional.

Collective Bargaining Impact

None

Local District Responsibility

Review the board's policy manual for the identified policies and make updates as suggested. Policies should be submitted to the board for readoption. Consider implementing new AR.

Policy(ies) and ARs Impacted by these Revisions

BBE – Vacancies on the Board, (Version 1) Optional, Delete

BBE – Vacancies on the Board, Optional, *New*

BBE-AR – Board Member Vacancy Application, Optional, *New*

BOARD OFFICERS

Summary

Language has been updated to clarify replacement of a board officer, timing of actions, board chair duties and spokesperson delegation.

Collective Bargaining Impact

None.

Local District Responsibility

Review the board's policy manual for this policy. If present, update policy to present for readoption.

Policy(ies) and ARs Impacted by these Revisions

BCB – Board Officers, Optional

INTEGRATED PEST MANAGEMENT PLANS

Summary

House Bill 2684 (2025) added some new requirements to law for Integrated Pest Management Plan requirements. The first requires posting the Integrated Pest Management Plan and list of low-impact pesticides to the website (can be included in the Healthy and Safe Schools Plan); the second requires a review of a IPM plan every five years to identify updates, if any, and readoption.

Collective Bargaining Impact

None

Local District Responsibility

Review the recommended updates to policy EBB - Integrated Pest Management, and readopt to implement the new requirements. Notify appropriate staff.

Policy(ies) and ARs Impacted by these Revisions

EBB – Integrated Pest Management, Required

NURSE DELEGATION**Summary**

Senate Bill 2948 (2025, now in ORS 342.458) added language regarding nurse delegation. This update reflects the new language.

Collective Bargaining Impact

Review collective bargaining to see if any language is impacted.

Local District Responsibility

Review the board’s policy manual for this policy. If present, update policy to present for readoption.

Policy(ies) and ARs Impacted by these Revisions

EBBA – Student Health Services */**, Highly Recommended

PANIC ALARM SYSTEMS**Summary**

The Oregon Legislature passed House Bill 3083 (2025), which amends ORS339.408 requiring schools to have emergency safeguards to protect students and staff, including “policies and procedures relating to school building security.”

HB 3083 also requires the Board to consider the installation of a panic alarm when reviewing policies and procedures relating to school building security. Language reminding the district of this requirement has been added to Board policy ECAA – Access to Buildings.

Collective Bargaining Impact

None

Local District Responsibility

Review existing policy and update with new language.

Policy(ies) and ARs Impacted by these Revisions

ECAA – Access to Buildings, Optional

EDUCATIONAL EQUITY ADVISORY COMMITTEES

Summary

The Oregon Legislature passed House Bill 4066, modifying the requirement requiring a member of the educational equity advisory committee serve on the district's budget committee. The amendment clarifies that this requirement does not apply if no member of the educational equity advisory committee is willing or eligible to serve on the budget committee.

Collective Bargaining Impact

None.

Local District Responsibility

Review the board's policy manual for this policy. If present, update policy to present for readoption.

Policy(ies) and ARs Impacted by these Revisions

CEA – Educational Equity Advisory Committee, Optional

DBEA – Budget Committee (version 1 or version 2), Highly Recommended

ETHICS

Summary

House Bill 4161 (2026, effective on passage) added new provisions to Oregon ethics laws. Under the new law, public officials are permitted to receive food and beverage provided during meetings or official events, and up to \$100 of merchandise in a calendar year.

OSBA will be updating sample policies and including them in a future update.

PERSONNEL DEFINITIONS

Summary

Sample policy GAA – Personnel Definitions * has been reviewed recently and the recommendation is to delete this policy from the board's policy manual, if present. This policy is largely definitions already found in statute under ORS Chapter 342 and/or outlined in an agreement.

A recent change to ORS 342.815 includes a modification to the definition of “contract teacher”; the change is reflected in [House Bill 2900](#) (2025) and is effective January 1, 2026. The most noticeable change adds an additional category to the definition of “contract teacher” to include “any teacher who has been regularly employed by a fair dismissal district for two successive years, who has already satisfied the initial three-year probationary term in another Oregon school district, and who has been retained for the next succeeding school year.”

Collective Bargaining Impact

Review the definition change and any applicable bargaining agreement and update as appropriate.

Local District Responsibility

If the district has this optional policy in its board policy manual, consider rescinding policy.

Policy(ies) and ARs Impacted by these Revisions

GAA – Personnel Definitions *, Optional, Delete

PUBLIC MEETINGS

Summary

There have been several changes to Oregon Public Meetings laws over the last few years. These include statutes from the Oregon Legislature and rules from the Oregon Government Ethics Commission. In 2026, the Legislature passed House Bill 4177, but it will not go into effect as it was vetoed by the governor. The policies included in this update include language that matches the new laws.

Collective Bargaining Impact

None

Local District Responsibility

Review the policies listed below. If the policy is marked for deletion, delete that policy and adopt the new version of the policy, if included. If the policy includes updates, consider applying the updates to the district's current policies and adopting the updated policies.

Policy(ies) and ARs Impacted by these Revisions

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CBA – Qualifications and Duties of the Superintendent, Highly Recommended
CBG – Evaluation of the Superintendent, Required

VETERAN OR STATE SERVICEMEMBER PREFERENCE

Summary

Senate Bill 808 (2025) amended ORS 408.225, 408.230 and 408.235, which discusses issuing preferences to veterans and disabled veterans during a hiring or promotion process, and defined and added state servicemembers and former state servicemembers. These are servicemembers who are current servicemembers of the Oregon National Guard or former servicemembers of the Oregon National Guard, and who meet the new provisions.

As a result, board policy GBA – Equal Employment Opportunity and administrative regulation GBA-AR – Veteran and State Servicemember Preference has been updated to reflect SB 808 and to account for the four different employment preferences now allowed under Oregon law effective January 1, 2026.

Additionally, OAR 581-022-2405 requires districts have policies regarding equal employment opportunities and affirmative action. Language has been added to more clearly meet these requirements.

After adoption, notify appropriate staff and other parties in accordance with policy BFD – Board Policy Implementation and/or BFCA – Administrative Regulations.

Collective Bargaining Impact

Review the policy changes to determine whether additional review of an applicable agreement is needed for alignment.

Local District Responsibility

Review the board's policy manual for this policy and administrative regulation (AR). If present, update policy to present for readoption and update the AR to provide as an information to the board for their review.

Policy(ies) and ARs Impacted by these Revisions

GBA – Equal Employment Opportunity, Required

GBA-AR – Veteran and State Servicemember Preference, Highly Recommended

SEXUAL HARASSMENT

Summary

Multiple laws address sexual harassment in Oregon schools. Oregon laws include requirements to provide notice to individuals involved in reports of sexual harassment. This update is to clarify these notice requirements.

Collective Bargaining Impact

None

Local District Responsibility

Review existing policy and update with new language.

Policy(ies) and ARs Impacted by these Revisions

GBN/JBA – Sexual Harassment, Required

JBA/GBN – Sexual Harassment, Required

OREGON LEAVE LAWS

Summary

Many changes have been made to leave laws over the last few years. This update reflects those changes.

Collective Bargaining Impact

None

Local District Responsibility

Review the changes and apply to existing administrative regulations as needed. Administrative regulations (AR) can be issued to the board for review as an information item unless existing board policy provides other procedures for processing ARs.

Policy(ies) and ARs Impacted by these Revisions

GCBDA/GDBDA-AR(1) – Family and Medical Leave *(Version 1 – FMLA/OFLA), Highly Recommended

Or

GCBDA/GDBDA-AR(1) – Family Leave *(Version 2 - OFLA), Highly Recommended

OREGON SICK TIME

Summary

The change from Senate Bill 1108 (2025) added another allowable use for earned sick time: to donate blood in connection with a voluntary program that is approved or accredited by the American Association of Blood Banks or the American Red Cross.

Collective Bargaining Impact

Review an applicable agreement to determine if other language needs to be updated.

Local District Responsibility

Review the district's existing policy and apply the recommended edits, then present to the board for readoption.

Policy(ies) and ARs Impacted by these Revisions

GCBDD/GDBDD – Sick Time *, Highly Recommended

IMMIGRATION ENFORCEMENT

Summary

Three laws regarding immigration enforcement policies were passed by the Oregon Legislature in 2026:

- Senate Bill 1538 (2026, effective July 1, 2026). This law requires the Attorney General's office to publish model policies regarding federal immigration law enforcement and requires school districts to provide all employees applicable model

policies published by the Attorney General. Additionally, this law adds “immigration or citizenship status” to the list of protected classes in ORS 659.850.

- Senate Bill 1594 (2026, relevant portion effective July 1, 2026). This law duplicates portions of Senate Bill 1538, requiring Attorney General model policies be provided to employees.
- House Bill 4079 (effective September 30, 2026). This law requires school district boards 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 model policies published by the Attorney General and requires the policy be included in the student handbook and on the district’s website.

OSBA will release updated samples prior to the July 1, 2026 effective date, but is waiting for updates to the model policies from the Attorney General’s office. Current versions of the Attorney General’s model policies can be found [here](#).

WEBSITE ACCESSIBILITY

Summary

The American with Disabilities Act prohibits discrimination on the basis of disability. Included in this prohibition is a requirement that websites be accessible to those with disabilities. In order to meet this requirement, district websites must be compliant with Web Content Accessibility Guidelines (WCAG) 2.1, Level AA by April 24, 2026 (districts with a population of 50,000 or more) or April 24, 2027 (districts with a population of less than 50,000).

OSBA has been working on an updated policy hosting site for a few years to meet these requirements and provide additional functionality for districts. OSBA anticipates this will be available for use soon.

Additionally, OSBA is looking at potential updates to various policies to remind districts of this requirement. Edits may be included in the next policy update.

Collective Bargaining Impact

None at this time.

Local District Responsibility

Review website and other materials to ensure compliance.

Policy(ies) and ARs Impacted by these Revisions

None at this time.

ABOUT *POLICY UPDATE*

Policy Update is a subscription newsletter providing a brief discussion of current policy issues of concern to Oregon school districts, education service districts, community colleges, and public charter schools.

Sample model policies reflecting these issues and changes in state and federal law, if applicable, are part of this newsletter. These samples are offered as a starting point for drafting local policy and may be modified to meet particular local needs. They do not replace district legal counsel advice.

To make the best use of *Policy Update*, we suggest you discuss the various issues it presents and use the sample model policies to determine which policies your district should develop or revise, get ideas for what a policy should contain, and as a starting point for editing, modifying and discussing your district's policy position.

If you have questions about *Policy Update*, sample policies or policy in general, call OSBA Policy Services, 800-578-6722 or 503-588-2800.

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