



Memorandum

Date: September 8, 2026
To: Board of Directors of the Pendleton School District 16R
From: Matt Yoshioka, Assistant Superintendent
Subject: Board Policy First Reading

Background: OSBA requires/recommends the following policies and accompanying administrative rules to be adopted by local school boards.

- **GBA:** Equal Employment Opportunity
 - Updates language to be more specific about hiring practices for veterans and service members.
- **GBA-AR:** Veteran and State Servicemember Preference
 - Updates language to be more specific about hiring practices for veterans and service members and lines out some recommended practices in the hiring process.
- **GBN/JBA:** Sexual Harassment
 - Title IX Coordinator name and contact information updated as well as some language regarding required communication to those individuals involved in an active investigation.
- **GCBDA/GDBDA-AR(1):** Family and Medical Leave
 - Cleans up language around employment timeline calculations in determining eligibility for medical leave.
 - Condenses some of the language around OFLA eligibility qualifications, expands other areas in determining eligibility for FMLA.
 - Expands the eligibility for veterans and service members.
- **JBA/GBN:** Sexual Harassment
 - Title IX Coordinator name and contact information updated as well as some language regarding required communication to those individuals involved in an active investigation.

Proposal: I bring for your initial review and discussion the model OSBA Policies as listed above.

Recommendation: Please review the attached policies and provide any input prior to the second reading and formal adoption.