



EXECUTIVE SUMMARY

Meeting Date:	September 17, 2026
Agenda Item:	School Board Policies - second reading
Item Type:	Information and Discussion
Administrator:	Jeanne Grazioli, Jodi Fahy
Objective:	Review the policies as a second reading

Background: OSBA provides quarterly policy updates that include current revisions to state and federal laws and guidelines. Staff has reviewed the updated language and applied revisions which are reflected in the policy packet.

In addition staff has provided revisions to policies CCA, EFA and KBA.

Revisions in **red** font indicate OSBA updated language. Revisions in **blue** font indicate staff updated language. Revisions in **green** font indicate updated language following a first reading.

Occasionally, OSBA includes informative footnotes that will be removed from the final adopted policy.

Policy	Title	Summary
BBE <i>Delete old version and replace with new version</i>	Vacancies on the Board	OSBA has updated this policy to incorporate legal requirements into a set of steps boards can follow in order to fill the vacancy. Additional language revisions have been provided by Board Director Johnsen for consideration. That language is indicated in blue font.
CCA <i>Delete former organizational structure chart and replace with new organizational structure chart</i>	Medford School District Organizational Structure	The Board was presented with the proposed organizational structure at the July Board Retreat for review and discussion. Included in this packet is a recommendation to delete the current organizational structure and approve the proposed organizational structure.
DBEA	Budget Committee	The Oregon Legislature passed House Bill 4066, modifying the requirement requiring a member of the educational equity advisory committee to 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.
EBB	Integrated Pest Management	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 an IPM plan every five years to identify updates, if any, and readoption.
EBBA	Student Health Services*/**	Senate Bill 2948 (2025, now in ORS 342.458) added language regarding nurse delegation. This update reflects the new language.
ECAA	Access to Buildings	The Oregon Legislature passed House Bill 3083 (2025), which amends ORS 339.408 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 the policy.
EFA	Local Wellness	See attached executive summary below for explanation of revisions.
GAA - <i>delete</i>	Personnel Definitions*	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.
GBA	Equal Employment Opportunity	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 to have policies regarding equal employment opportunities and affirmative action. Language has been added to more clearly meet these requirements.
GBN/JBA	Sexual Harassment	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.
GCBDD/GDBDD	Sick Time*	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.

JBA/GBN	Sexual Harassment	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.
KBA	Public Records Request	The district is updating its public records request process to provide an electronic request form for individuals seeking public records. The policy and administrative regulation have been revised to reflect the district's updated process for submitting public records requests.
KNA	Immigration Enforcement on District Property	In 2026, the Oregon Legislature adopted three bills related to federal immigration enforcement in schools: Senate Bill (SB) 1538, SB 1594, and House Bill (HB) 4079). These new laws require the Oregon Attorney General's (AG) Office to publish model policies related to immigration enforcement in schools, which are available here. Districts must provide these model AG policies to employees, and must adopt a policy that is consistent with the AG model policies by September 30, 2026. The district-adopted policy must: • Designate an individual to be the primary contact for immigration enforcement; • Include requirements for notifying students, parents, staff and the community when federal immigration officials are confirmed to be on district property for enforcement purposes; • Include training requirements for designated individuals; • Be included in the student handbook and in culturally

		appropriate languages on the district's website; and ● Include any other requirements provided by law.
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* *May be subject to collective bargaining.*

** *As used in this policy, the term parent includes legal guardian or person in a parental relationship. The status and duties of a legal guardian are defined in ORS 125.005(4) and 125.300-125.325. The determination of whether an individual is acting in a parental relationship, for purposes of determining residency, depends on the evaluation of the factors listed in ORS 419B.373. The determination for other purposes depends on evaluation of those factors and a power of attorney executed pursuant to ORS 109.056. For special education students, parent also includes a surrogate parent, an adult student to whom rights have transferred and foster parent as defined in OAR 581-015-2000.*

Additional Materials: [Policy Packet 9.17.26](#); [OSBA Feedback RE Policy BBE](#); [Policy EFA Executive Summary](#); and [Wellness Committee Agendas](#)

The policy packet is organized with the revised version first (colored font), followed by a draft final version with the revisions incorporated. Policies recommended for deletion include a “delete” watermark across the policy.

Recommendation: Adopt, readopt and/or delete policies included in the packet.

Suggested Motion: *“I move to approve the September 17th policy packet as presented.”*