



*As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.*

**Reynolds School District  
Board of Education Work Session**

September 13, 2023

6:00 PM

Wood Village City Hall

24200 NE Halsey

Wood Village, Oregon 97060

I.	<b>6:00p - Call to Order</b>	<b>2</b>
	A. Roll Call	
	B. Land Acknowledgement	3
	C. Mission and Vision	4
II.	<b>6:10p - Stipends for Board Members</b>	<b>5</b>
III.	<b>6:30p - Board Goals and Guardrails</b>	<b>12</b>
IV.	<b>8:00p - Adjourn</b>	<b>21</b>



*As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.*

To: Board of Directors

From: Frank Caropelo, Superintendent

**Subject: Call to Order**

Type:  Action Item       Report / Presentation

Policy: BDDF: Conduct of Board Meetings

Date: September 13, 2023

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**Connection to Strategic Plan Goal Topics:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Marginalized Students      | <input checked="" type="checkbox"/> Culturally Responsive Teaching |
| <input checked="" type="checkbox"/> Student and Staff Wellness | <input checked="" type="checkbox"/> Professional Development       |
- 

**Roll Call:**

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Position 1: Vice Chair Aaron Muñoz</li><li>• Position 2: Director Joyce Rosenau</li><li>• Position 3: Director Michael Reyes</li><li>• Position 4: Director Cayle Tern</li></ul> | <ul style="list-style-type: none"><li>• Position 5: Director Patty Carrera</li><li>• Position 6: Chair Ana Gonzalez Muñoz</li><li>• Position 7: Director Francisco Ibarra</li></ul> |
|--|---|

**Land Acknowledgement**

**Mission and Vision**

# Land Use Acknowledgment & Guidelines



*Approved and Adopted on May 27, 2020*

Reynolds School District expresses our gratitude and appreciation to traditional village sites of the Multnomah, Kathlamet, Clackamas, bands of Chinook, Tualatin, Kalapuya, Molalla and many other Tribes who made their homes along the Columbia River, and which is now home to a vibrant native community representing over 400 different tribal nations.

We believe that it is our responsibility as a school district to educate our students, staff and families about the true history of colonialism and the continued need to address colonialism today. This land acknowledgement will encourage our community to reflect upon the land we are standing on and engage in conversations centered in honoring the land.

Land acknowledgments will take place in conjunction with the Pledge of Allegiance, which will be recited after the Land Use Acknowledgement, during the following times:

- School Board meetings
- District-wide community meetings
- School assemblies
- Athletic Competitions
- Parent and community school evening events

## Land Use Acknowledgment

We respectfully acknowledge that the land on which we are gathering today is the traditional homeland of a diverse array of indigenous tribes and bands. Multnomah County rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River, creating communities and summer encampments to harvest and use the plentiful natural resources of the area. Multnomah County is now home to a vibrant indigenous community representing over 400 different tribal nations.

We recognize Indigenous peoples as the traditional stewards of this land and acknowledge the enduring relationship between the land and the people since time immemorial. We make this acknowledgement to open a space of recognition, inclusion, and respect for our sovereign tribal partners and all indigenous students, families, and staff in our community.

# mission:

We lead with equity to educate and support all students to graduate with the skills and confidence to thrive.



# vision:

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.



*As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.*

To: Board of Directors

From: Frank Caropelo, Superintendent

**Subject: HB 2753: Stipends for School Board Members**

Type:  Action Item       Report / Presentation

Policy: BHD: Board Member Compensation and Expense Reimbursement

Date: September 13, 2023

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**Connection to Strategic Plan Goal Topics:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Marginalized Students      | <input checked="" type="checkbox"/> Culturally Responsive Teaching |
| <input checked="" type="checkbox"/> Student and Staff Wellness | <input checked="" type="checkbox"/> Professional Development       |
- 

**Summary / Background:**

The Oregon Legislative Assembly passed HB 2753 during the 2023 session. As of July 1, 2023 School Board members are eligible for a monthly stipend up to \$500. The Board will discuss the possibility of adding stipends for directors tonight and decide if they want to move forward with an action item at the September 27, 2023 Business Meeting.

**Attached:**

- HB 2753
- Board Member Stipend FAQs from OSBA
- Sample Resolution

**Previous Board Action:**

Not Applicable.

**Financial Implications:**

This could cost the district up to an additional \$3500 a month.

**Motion:**

Not Applicable.

**Enrolled**  
**House Bill 2753**

Sponsored by Representative BOWMAN; Representatives BYNUM, NGUYEN H, PHAM K

CHAPTER .....

AN ACT

Relating to the compensation of directors of district school boards; creating new provisions; amending ORS 332.018; and declaring an emergency.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1.** ORS 332.018 is amended to read:

332.018. Except as provided in ORS 255.400 to 255.424:

(1) The term of office of director is four years.

(2) *[No]* **A** person *[shall be]* **is not** eligible to serve as director unless the person is an elector of the district and has resided *[therein]* **in the district** for the period of one year immediately preceding the election or appointment.

*[(3) No director shall receive any compensation for services as director other than reimbursement for reasonable and necessary expenses actually incurred on school business.]*

**(3)(a) A district school board may choose to provide each director who is a voting member of the board with a stipend in an amount determined by the board, not to exceed \$500 per month, as adjusted based on changes in the Consumer Price Index for All Urban Consumers, West Region (All Items), as published by the Bureau of Labor Statistics of the United States Department of Labor.**

**(b) If the district school board provides a stipend, the board:**

**(A) Must allow individual directors to choose to not receive the stipend; and**

**(B) May provide, in addition to the stipend, reimbursement for actual and necessary expenses incurred or paid by the director in the performance of the duties of the director.**

**(c) If the district school board does not provide a stipend, the board must provide reimbursement for actual and necessary expenses incurred or paid by the director in the performance of the duties of the director.**

**(d) A stipend provided to a director constitutes part of the director's official compensation package for purposes of ORS 244.040, but a director who receives a stipend is not considered an employee of the school district.**

**SECTION 2.** Notwithstanding ORS 332.018 (3)(a), as amended by section 1 of this 2023 Act, the first adjustment of the stipend amount may not occur until July 1, 2024.

**SECTION 3.** This 2023 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect July 1, 2023.

**Passed by House March 28, 2023**

.....  
Timothy G. Sekerak, Chief Clerk of House

.....  
Dan Rayfield, Speaker of House

**Passed by Senate June 21, 2023**

.....  
Rob Wagner, President of Senate

**Received by Governor:**

.....M,....., 2023

**Approved:**

.....M,....., 2023

.....  
Tina Kotek, Governor

**Filed in Office of Secretary of State:**

.....M,....., 2023

.....  
Secretary of State

# Board Member Stipend Frequently Asked Questions

## What does the change in statute allow districts to do?

Previously, ORS 332.018 prohibited board members from receiving any compensation from the district. During the 2023 Legislative session, House Bill 2753 was passed. This law removes the prohibition on compensation and allows school district boards to provide each “voting member of the board with a stipend in an amount determined by the board, not to exceed \$500 per month.”

## What is the procedure for a board to take up this topic? If the board wants to authorize a stipend for members, what would be a sample motion?

The statute does not specify a required procedure, but the board would need to vote to approve the stipend. The following process could be used:

1. Board amends, deletes or suspends policy BHD to allow for board member compensation;
2. Board ensures that the budget includes adequate funds;
3. Board approves resolution establishing the amount of the stipend;
4. District business office follows existing procedures to make payments to participating board members.

OSBA will be releasing an update to sample board policy BHD in August 2023. OSBA also has a sample resolution that the board can use.

## If the board authorizes stipends, can a member choose not to take the funds? How do we handle that?

HB 2753 specifically requires the board to “allow individual directors<sup>1</sup> to choose to not receive the stipend.” Board members should be made aware of the procedure to decline any stipend. Unused funds remain in the budget unless reallocated.

## Aren't board members not supposed to materially benefit from their position? What are the ethical implications of authorizing stipends?

Yes, ORS 244.040 prohibits board members from using their official position to receive a financial benefit. However, board members are allowed to receive official compensation and HB 2753 classifies the stipend as “part of the director’s official compensation package.” Reimbursements are also considered to be part of the official compensation package under ORS 244.040(2)(c).

## Do stipends violate the non-employment requirement of board service? If not, how does that work?

ORS 332.016(1) provides:

“A person who is an employee of a school district may not serve as a member of the district school board for the district by which the employee is employed.”

HB 2753 does not change this and specifically states “a director who receives a stipend is not considered an employee of the school district.”

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<sup>1</sup> HB 2753 uses the term “director” in place of board member.



**If a board member accepts a stipend, can the district place any specific expectations on that member with regard to their board service?**

While it may depend on the expectations, likely not. HB 2753 states:

“A district school board may choose to provide *each director who is a voting member of the board* with a stipend...” (Emphasis added).

**If the board implements stipends, then later decides they are not working out, how does the board remove the payment of stipends?**

This depends on the method of approval used. If the board uses an annual resolution to approve the stipends but wants to discontinue at the end of a budget year, it could simply not approve the resolution for the following year. If the board adopts a policy stating that stipends will be paid every month, the board would need to amend the policy.

The board can also use the annual budgeting process to determine how funds will be used. Failure to allocate funds for stipends would halt those payments. In this case, the board should ensure that policy and resolution language match the budget.

**Is there a sample OSBA policy on stipends? Is it required?**

OSBA sample policy BHD includes language regarding compensation (previously a prohibition on compensation). An update will be included in the August 2023 Policy Update. It is not a required policy as nothing in the stipend law requires a board to have a policy. However, the policy can help organize the board to ensure that the proper process has been followed.

**Does the board have to vote on it?**

Yes, the board is the decision maker regarding stipends and all board decisions require a vote in a public meeting.

**Is it taxable income?**

Yes. Consult with your district’s business professionals for more information.

**How much can the stipend be?**

Initially, the stipend is capped at \$500 per month. This amount will be revised based on changes in the Consumer Price Index. The first adjustment to the amount can occur after July 1, 2024.

**Can I still be reimbursed for board expenses?**

If the board allows a stipend, the board can still allow for reimbursement of actual and necessary expenses (reimbursement in addition to the stipend). If the board does not allow a stipend, the board must allow reimbursement for actual and necessary expenses. Boards can continue to require approval and documentation for reimbursements.

**Should the board discuss with administration before enacting?**

Yes, it can be very beneficial to discuss the budget and any accounting procedures before approving stipends.



### **Where does this money come from?**

No additional funds are being provided for these stipends. Funds will have to come out of the existing budget.

### **Does the board need to adopt any budget adjustments?**

The funds for the stipends need to be included in the district's budget. Each year when the board is going through the budgeting process, it should ensure that sufficient funds are allocated to cover the stipends. For the 2023-24 school year, adjustments may need to be made to the current budget. The board must follow legal requirements for amending the budget.

### **Will the public know which board members receive the stipend?**

While individual board members are not required to make a public statement about whether they will accept the stipend, this information would be considered a public record and would be available upon request.

### **What about ESD, community college and charter school board members?**

HB 2753 is codified in ORS 332 and only applies to school district boards. ESD board members (ORS 334.100(3)) and community college board members (ORS 341.283(6)) are still prohibited from receiving any compensation.

### **What if the board only wants to do a stipend for childcare? Can we do that? If so, how?**

Providing a stipend for a single purpose sounds more like a reimbursement than a stipend. If the board approves a stipend, it should be provided to "each director who is a voting member of the board" unless that board member indicates that they do not want to receive the stipend. If the board wants to limit what payment can be used for, reimbursement may be a better option.

### **When is this effective?**

HB 2753 included an emergency clause and became effective July 18, 2023. Subject to proper budget allocations, the board could authorize board members to receive payment for the stipend starting in July (back payments for July 2023 are allowable).

### **Does this mean board members can be paid for coaching and other positions?**

No. ORS 332.016 still prohibits board members from being employees, consequently, board members cannot be paid for other positions. The difference between a coaching stipend and the board member stipend is that HB 2753 specifies that receipt of the board member stipend does not make the board member an employee.

### **Can we make this effective at some time in the future?**

Yes, the board could decide to hold off on implementation of the stipends until next year, after the next election or another time in the future. OSBA recommends that the stipend be available for all board members at the same time.

This document was created by the Oregon School Boards Association as a resource for member school boards and their members. It is not intended as legal advice. If you have legal questions, please contact your legal counsel.





**RESOLUTION #2023-2024-XXX**  
**Board Stipend Approval**

**WHEREAS**, board members provide many hours of valuable service to the district;

**WHEREAS**, the Oregon Legislature authorized payments of stipends to be paid to voting board members by passing [HB 2753 \(2023\)](#), amending ORS 332.018;

**WHEREAS**, individual board members may opt out of receiving the stipend by notifying the business office in writing;

**WHEREAS**, the district’s adopted budget includes funds to cover the cost of the stipend;

*[WHEREAS, board members will still be eligible for reimbursement of actual and necessary expenses incurred or paid by the board member in the performance of the duties of the board member in accordance with district policies;] {If stipends are being provided, the district can, but is not required to provide reimbursement for actual and necessary expenses. If choosing to provide reimbursement in addition to the stipend, include this bracketed language. If the district does not provide a stipend, the district is required to reimburse for actual and necessary expenses. See ORS 332.018(3)(b)(B) as amended by HB 2753.}*

**AND WHEREAS**, board members do not become employees of the district by acceptance of the stipend;

**BE IT THEREFORE RESOLVED** that the Reynolds School District Board authorizes a monthly stipend be paid to all board members in the amount of [\$500<sup>1</sup>] for the fiscal year 2023-24.

Adopted this 27th day of September 2023.

Signed:

Attest:

\_\_\_\_\_  
Chair, RSD District Board of Directors

\_\_\_\_\_  
Superintendent/Clerk

<sup>1</sup> The maximum amount per month is \$500 for the fiscal year 2023-24. Beginning July 1, 2024, this amount may be adjusted in accordance with the Consumer Price Index for All Urban Consumers, West Region (All Items), as published by the Bureau of Labor Statistics of the United States Department of Labor.



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To: Board of Directors

From: Frank Caropelo, Superintendent

**Subject: Board Goals and Guardrails**

Type:  Action Item       Report / Presentation

Policy: AE: District Goals

Date: September 13, 2023

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**Connection to Strategic Plan Goal Topics:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Marginalized Students      | <input checked="" type="checkbox"/> Culturally Responsive Teaching |
| <input checked="" type="checkbox"/> Student and Staff Wellness | <input checked="" type="checkbox"/> Professional Development       |
- 

**Summary / Background:**

The Reynolds School Board will review and refine their draft goals and guardrails with Dr. Jacinto Ramos.

**Previous Board Action:**

Not Applicable.

**Financial Implications:**

Not Applicable.

**Motion:**

Not Applicable.

The background of the page is a black and white photograph of a graduation ceremony. Graduates are seated in rows, wearing white gowns and mortarboards. The image is partially obscured by a large green graphic element on the right side of the page.

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# Board Goals

# Goal 1: 3<sup>rd</sup> Grade Reading

Increase the percentage of 3<sup>rd</sup> grade students whose score on STAR Reading meets or exceeds grade level benchmark from 33% to 50% by August 2028.

# Goal 2: 5<sup>th</sup> Grade Math

Increase the percentage of 5<sup>th</sup> grade students whose score on STAR Math meets or exceeds grade level benchmark from 34% to 50% by August 2028.

# Goal 3: 8<sup>th</sup> Grade Math

Increase the percentage of 8<sup>th</sup> grade students whose score on STAR Math meets or exceeds grade level benchmark from 27% to 50% by August 2028.

# Goal 4: 9<sup>th</sup> Grade on Track

Increase the percentage of 9<sup>th</sup> grade students who are on track to graduate from 65% to 85% by August 2028.

# Goal 5: 4-Year Graduation Rate

Increase the percentage of the 4-year cohort graduation rate from 62% to 85% by August 2028.

The background of the entire page is a black and white photograph of a graduation ceremony. Graduates are seated in rows, wearing dark gowns and white mortarboards. The perspective is from behind the graduates, looking down the rows. A semi-transparent dark green diagonal shape cuts across the bottom right of the image, serving as a background for the title and quote.

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# Board Guardrails

# Board Guardrails

The Board shall not:

Discuss

- Direct (or appear to direct) staff on day-to-day operations.
- Allow more than 12 months to pass without reviewing the board operating procedures.
- Deviate from the agenda once it is set 72 business hours in advance.
- Engage in personal or political attacks (publicly or privately) against one another.

Proposed

- Make individual requests for reports or data without the consensus of the whole board.
- Come to board meetings unprepared.



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To: Board of Directors

From: Frank Caropelo, Superintendent

**Subject: Adjournment of Meeting**

Type:  Action Item  Report / Presentation

Policy: BD/BDA: Board Meetings; BDDF: Conduct of Board Meetings

Date: September 13, 2023

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**Connection to Strategic Plan Goal Topics:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Marginalized Students      | <input checked="" type="checkbox"/> Culturally Responsive Teaching |
| <input checked="" type="checkbox"/> Student and Staff Wellness | <input checked="" type="checkbox"/> Professional Development       |

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**Summary / Background:**

The Board Chair will adjourn the meeting.

**Previous Board Action:**

Not Applicable.

**Financial Implications:**

Not Applicable.

**Motion:**

Not Applicable.