

6:00 PM

Thursday, May 21, 2020

**AGENDA**  
Special Meeting of the  
**BOARD OF DIRECTORS**  
Corvallis School District 509J

Meeting Details: Thursday, May 21, 2020, 6:00 PM in the District Office Board Room,  
1555 SW 35th Street, Corvallis, OR 97333.

**SOCIAL DISTANCING IS ESSENTIAL IN REDUCING THE SPREAD OF THE COVID-19 PANDEMIC.**

Oregon law allows public meetings to be held entirely online; therefore, we will NOT have seating available at the meeting site. If you would like to watch live-streaming of the School Board meeting, please navigate to the District's YouTube channel: <https://www.youtube.com/channel/UC9Jtpte5dmilZI9kySBJbVQ?> A recording of the meeting will also be posted to that channel.

- I. **CALL TO ORDER AND ROLL CALL (6:00 p.m.)**
- II. **PLEDGE OF ALLEGIANCE**
- III. **CONSOLIDATED ACTION**
  - A. 2020-2021 Board Meeting Schedule



# Corvallis

## SCHOOL DISTRICT

Prepared for: Corvallis School Board  
Prepared by: Lindsey Kang, Board Secretary  
Meeting Date: May 21, 2020

### **2020-2021 Board Meeting Schedule**

### **ACTION REQUESTED**

#### **Background**

Attached is the proposed 2020-2021 Board meeting schedule, which takes into account a variety of factors including holidays, school district breaks, and professional obligations for district management staff. It is similar to the patterning of 2019-2020 meetings.

#### **REQUESTED:**

Adopt the proposed 2020-2021 board meeting schedule.

#### **MOTION REQUESTED:**

"I move to adopt the 2020-2021 Corvallis School District Board of Directors meeting schedule as submitted."



# Corvallis

SCHOOL DISTRICT

## Board of Directors 2021-21 Meeting Schedule

*(Draft as of 05-05-2020)*

- August 6, 2020 – Business Meeting
- August 1 3, 2020 – Retreat
- September 10, 2020 – Business Meeting
- September 24, 2020 – Special Meeting
- October 8, 2020 – Business Meeting
- October 22, 2020 – Special Meeting
- November 12, 2020 – Business Meeting (School Improvement Plans)
- December 10, 2020 – Special Meeting (School Improvement Plans)
- December 17, 2020 – Business Meeting
- January 7, 2021 – Business Meeting
- January 14, 2021 – Special Meeting
- February 4, 2021 – Business Meeting
- February 18, 2021 – Special Meeting
- March 11, 2021 – Business Meeting
- April 8, 2021 – Business Meeting
- April 29, 2021 – Budget Committee Meeting
- May 6, 2021 – Business Meeting
- May 20, 2021 – Budget Committee Meeting
- May 27, 2021 – Budget Committee Meeting
- June 10, 2021 – Business Meeting

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Meetings generally begin at 6:30 p.m. at the School District Office, 1555 SW 35<sup>th</sup> Street, Corvallis. Meeting times, locations, dates, and types are subject to change. Public comment is generally accepted only at business meetings. Current meeting agendas, supporting materials, and information about how to provide input to the School Board are available on the [School Board webpage](#). For more information, contact Lindsey Kang at 541-757-5841 or at [lindsey.kang@corvallis.k12.or.us](mailto:lindsey.kang@corvallis.k12.or.us).

B. 2020-2021 Non-Represented Employee Benefits and Compensation



# Corvallis

## SCHOOL DISTRICT

Prepared for: Corvallis School Board  
Prepared by: Jennifer Duvall, Human Resources Director  
Meeting Date: May 21, 2020

### **2020-2021 Non-Represented Employee Benefits and Compensation**

#### **ACTION REQUESTED**

##### Issue

The non-represented employee group's agreement expires June 30, 2020.

##### Involvement

Conversation with the leadership team about budget situation, and consultation with legal counsel Nancy Hungerford on language.

The recommendation is a one year agreement through June 30, 2021, with no COLA, no steps, and no increase in insurance contribution. There are a few minor language changes/additions based on legal counsel recommendation for clarity and compliance with new laws. The changes are highlighted in yellow in the attached document.

##### ACTION REQUESTED:

Approve the changes to the Non-Represented Employee Salary and Benefits Agreement effective July 1, 2020.

##### MOTION REQUESTED:

"I move to approve the Non-Represented Employee Salary and Benefits Agreement for 2020-21."



**Corvallis**  
SCHOOL DISTRICT

# **Non-Represented Employees Salary and Benefits Agreement**

**2020-2021**

The Corvallis School District does not discriminate on the basis of age, citizenship, color, disability, gender expression, gender identity, national origin, parental or marital status, race, religion, sex, or sexual orientation in its programs and activities, and provides equal access to designated youth groups.

The following person has been designated to handle inquiries regarding discrimination: Jennifer Duvall, Human Resources Director, [jennifer.duvall@corvallis.k12.or.us](mailto:jennifer.duvall@corvallis.k12.or.us)  
541-757-5840 | 1555 SW 35<sup>th</sup> Street, Corvallis, OR 97333

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**CORVALLIS SCHOOL DISTRICT  
NON-REPRESENTED SALARIES AND BENEFITS**

**INTRODUCTION**

Employees subject to this handbook are those excluded from collective bargaining units on the grounds of supervisory or confidential status or those having a community of interest with management personnel. The following groups of employees are covered by the provisions of this handbook:

- Licensed Administrators
- Supervisors
- Confidential Staff
- Non-Teaching Professional Staff

- 1) **DUTIES**—Duties shall be as assigned by the district superintendent. The employee shall devote full time, skill, labor, and attention to district assignments. The employee must obtain prior superintendent approval before accepting any offers of outside employment or consulting work. The employee shall perform assigned responsibilities in accordance with the employment agreement, the laws of the state of Oregon, the Oregon Administrative Rules, written school district policies, and school district administrative regulations, procedures, and directives. The employee may be reassigned or transferred at any time. Employees are expected to work on policy, procedure, curriculum, negotiations, budget, and other issues or projects as assigned. Each employee shall demonstrate skill in communications with staff, students, parents, patrons, and all others with whom the employee comes into official contact.
  
- 2) **CONTRACT YEAR WORK SCHEDULE**—Employees will schedule the work year with their immediate supervisors so that the contracted number of work days are available between July 1 and the following June 30. Each day that students attend school will be a scheduled workday for building administrators unless the appropriate supervisor approves a specific exception. Any variation from the established work year schedule requires the specific written approval of the supervisor. If the employee does not complete their work year with the district, the employee’s final check shall be prorated to account for actual days worked.
  
- 3) **HOURS**—The nature of the work is such that definite work hours cannot be established, and it is the expectation of the district that employees will be available when needed. The employee shall maintain sufficient on-site hours consistent with the needs of the particular building or program and general operations of the school district. Employees are required to attend school board, budget committee, and other meetings or activities at the direction of their supervisor or the superintendent.

The district recognizes the varied and unique duties and responsibilities that employees are required to perform during and beyond the regular workday. Because flexibility is essential at all levels of administration, exemptions from a rigid work schedule are desirable in order to provide a means for employees to meet professional and personal obligations. As a guideline, however, covered employees are expected to maintain work hours that are consistent with the needs of students, the public, and other staff. Summer

hours may vary depending upon building and district needs as approved by the superintendent.

**4) COMPENSATION**

***Salary Schedule*** (see Appendix A.)

Non-represented employees shall be paid in accordance with Salary Schedule, Appendix A. Salary applies to work performed during the fiscal year of July 1 through June 30. Paychecks are issued generally the last working day of a month. Final payment of wages shall be made on the final day of the corresponding pay period for separation of services, other than termination.

New employees will be placed on the salary schedule for the appropriate position and in accordance with their verified work experience. Steps will be granted based on similar job related experience or similar position held for which they are hired.

Effective July 1, 2011, employees who have been in a paid status a minimum of 75% of the scheduled work year during the immediately preceding school year will be advanced one step on the appropriate salary range.

Effective July 1, 2014, cell phone stipends will no longer be paid to non-represented employees. The total stipend amount (\$360) was included in total salary moving forward.

***Public Employees Retirement System (PERS) Pickup***—The district pays the six percent employee contribution to the Public Employees Retirement System (PERS). Employees become members of the Public Employees Retirement System after being employed by district for six months, or upon date of employment if already member of PERS.

**5) HEALTH INSURANCE--**

Effective October 1, 2020, the monthly district contribution for health insurance, which includes medical, dental, and vision for a full time employee shall be \$1,400. Life and long-term disability insurance premiums will be paid in full by the District.

Employees will pay the difference between the district contribution for health insurance and the cost of the monthly premium for the plan that the employee chooses. Employees hired for .5 FTE to .99 FTE will have premium payments prorated for the portion of an employee's assignment subject to this policy.

If the district selects a high deductible major medical plan that can be partnered with a Health Savings Account (HSA) per federal regulation, the district will make contributions to the HSA account for employees eligible to receive insurance benefits. The district's contribution will be pro-rated based upon FTE and the employer contribution amounts less medical/dental/vision/life/ltd premium deductions, but not in excess of the IRS allowable limit defined for individual and family classifications. Additionally, an employee may contribute funds to bring the total employer and employee contributions up to the IRS allowable maximum for the calendar year.

The employee is responsible to ensure account activities are in compliance with IRS regulations. Also, the employee is responsible for setting up the HSA account during the open enrollment period or the first time an individual is eligible to enroll in insurance.

The benefits provided are described in the contract between the district and insurance carrier and the summary of these plans is available on the district's website. Domestic partner coverage is available. Employee is taxed on added value of increased benefit.

For **2020-21** an eligible employee may "opt out" of District offered medical insurance coverage by indicating in writing to the District the employee's election not to obtain medical insurance coverage through the District. The employee is then responsible for meeting the health insurance coverage requirements under the Affordable Care Act (ACA). The deadline for making this election shall be by the end of open enrollment or first date the employee is eligible for insurance. A non-represented employee who opts out of District medical insurance coverage will receive \$200 per month, based on full-time FTE, or \$100 per month based on part-time FTE, paid as taxable income, beginning the eligible month the employee opts out.

An employee's decision to opt out of District medical insurance coverage shall constitute a waiver of the right to any such benefit for the duration of the insurance year, and shall be irrevocable until the following year unless the employee undergoes a "qualifying event" and applies for the District medical insurance coverage.

- 6) **FLEXIBLE SPENDING PLAN**—The district has established Section 125 (flexible spending) accounts in accordance with the Internal Revenue Code.
- 7) **TAX-SHELTERED ANNUITIES (TSA)**—Employees may contribute before-tax salary to tax-sheltered annuities. A list of available TSA vendors is on the district website.
- 8) **HOLIDAYS AND LEAVES**  
*Paid Holidays:*
  - New Years Day
  - Martin Luther King Jr.
  - Memorial Day
  - Independence Day (employees with 220 or more contract days)
  - Labor Day
  - Veterans Day
  - Thanksgiving Day
  - Day after Thanksgiving Day
  - Christmas (employees with 220 or more contract days)
  - Either Christmas Eve or New Year's Eve day as scheduled by supervisor (employees with 220 or more contract days)

**Leaves:**

Exempt employees are responsible for reporting all absences (i.e. personal leave, sick leave, vacation) through the district's leave reporting system.

Non-exempt employees are responsible for reporting their time worked and all absences (i.e. personal leave, sick leave, vacation) through the district's time-reporting system.

- *Bereavement Leave*—The employee will be granted, upon request, up to three days leave in the event of death of any member of the immediate family. Where substantial justification exists, in the sole discretion of the superintendent or designee, they may grant time beyond the three days with full pay.

Members of the immediate family include mother, mother-in-law, father, father-in-law, spouse, son, daughter, brother, sister, grandparents, grandchildren, or any other relative or domestic partner living in the immediate household of the employee. The superintendent or designee may grant leave for others upon written request.

- *Sick Leave*—Sick leave is available to covered employees on the basis of one day per month worked (defined as a month with 14 or fewer unpaid days). Sick leave with pay is for personal illness or in order to care for the employee's spouse, domestic partner, son, daughter, or parent who has a serious health condition.

Sick leave for the fiscal year will be advanced on July 1, and earned by subsequent service. Sick leave is accumulative without limit. Employees may take sick leave prior to its accrual up to the maximum that can reasonably be expected to accrue during the fiscal year. Employees who leave the employ of the district and have used unearned sick leave will be required to reimburse the district for any unearned sick leave used. Sick leave is not earned during unpaid leave of more than two weeks duration.

Employees may bring in up to 75 days of sick leave from other Oregon school districts. The transfer of sick leave shall not be effective until the administrator has completed thirty (30) working days.

- *Personal Leave*—Three days per year is granted for those times when leave is desired for personal commitments or convenience but is not of an emergency nature. Prior approval by the employee's supervisor is required. One personal leave day may be carried over into the next fiscal year, however, there can be no more than four days total in a year. Personal leave cannot be paid out.
- *Emergency Leave*—Two days leave with pay will be granted for emergencies of a serious personal nature beyond the employee's control which must be attended to during regular working hours or closure emergency days. This leave is non-accumulative.

In requesting emergency leave, the applicant will be requested to state the general nature of the emergency. The superintendent or designee has authority and grants emergency leave.

- *Family/Parental Leave*—Leave will be granted by the superintendent or designee in accordance with state and federal family medical leave law for 12 work weeks in any 12 month period for the reasons set forth in those laws.
- *Professional Leave*—An employee’s supervisor may grant professional leave with pay for educational conferences, meetings, or visitations to exemplary programs that are related to the employee’s assignment, in accordance with Board Policies GCL and GDL.
- *Professional Growth Leave*—Professional growth leave is for unique opportunities that can be expected to provide a substantial contribution to the district. Leave may be requested without pay or with reduced pay through application to the superintendent or designee for approval. At a minimum, the application will describe the proposed activity or program and its potential contribution to the district, financial support requested (if any), and a statement of income and/or benefits the employee expects to receive from non-district sources as a result of the proposed activity.

The superintendent or designee may, at their discretion, approve the application as submitted, approve the application subject to such modifications as it deems appropriate, or deny the application.

If the leave is with pay and/or benefits, the employee shall sign a promissory note in the amount of the *total cost* to the district of the pay and benefits to be provided. One-third of the original amount of the promissory note shall be waived by the district for each full year of service following the employee’s return from leave. If the employee fails to complete three full years of service, the portion of the note not waived shall be due upon the effective date of the employee’s termination. However, in the event of death or permanent disability of the employee, the full amount of the promissory note will be waived.

- *Unpaid Leave*—An employee who is not probationary and who has worked three consecutive years for the district may be granted unpaid leave by the superintendent or designee for personal reasons for up to one year. No benefits will accrue during extended unpaid leaves.
- *Other Leaves*—The district will comply with its legal obligations to grant any leaves not specified above, i.e., military, jury duty, etc.

- *Vacation (260 day employees only)*
- | <u>Years of Service</u> | <u>Vacation Days Annually</u> |
|-------------------------|-------------------------------|
| Less than 10            | 15 days                       |
| 10 but less than 15     | 17 days                       |
| 15 and over             | 20 days                       |

Employees may carry over a maximum of ten days of vacation each July 1 with the approval of the superintendent or designee. Any vacation accrual in excess of 10 days on June 30 will be paid in July of each year.

**9) OTHER BENEFITS**

- *Mileage Allowance (out of district):* Employees are reimbursed at the IRS rate for actual mileage for out-of-district business use of their car.
- *Mileage Allowance (in district):* Designated employees who travel extensively in-district as an ongoing part of their job may be reimbursed for in-district travel at the IRS rate. These positions will be designated by Human Resources as part of the job description.

Effective July 1, 2015, the following positions will be paid a mileage stipend as compensation for the use of personal vehicles to perform in district duties as follows:

\$30 per month:

Principals/Middle School, Elementary  
Assistant Principals/Middle School

\$50 per month

Principals/High School  
Coordinator/Alternative Pathways  
Assistant Principals/High School  
Communications Coordinator

\$100 per month

Coordinator/Teaching and Learning  
Assistant Coordinator/Teaching and Learning

Other non-represented positions may be compensated for in-district travel for district-required meetings up to \$50 per year by submitting a mileage reimbursement request.

- *Professional Dues:* The district will pay the cost of dues for affiliation with COSA and one appropriate State and one National professional organization, with prior approval by the employee's administrative supervisor.

- *Professional Development:*  
In-state conferences/workshops: Each building administrator will be allocated \$300 per year towards an in-state conference/workshop (registration and travel expenses, following board policy and administrative regulations). Reimbursement needs to be processed through the Human Resources Department. A building administrator may choose to use the \$300 conference allocation towards tuition reimbursement for the year, working through the Human Resources Department.

National conference: The district will pay up to \$2000 per year, per a three year calendar rotation for building administrators to attend a national conference. This allocation can be used towards registrations and travel expenses, following adopted board policy and administrative regulations. The national conference must be approved by the Superintendent. The three year rotation will be based on seniority as an administrator with the district.

- *Tuition Reimbursement:* Tuition may be reimbursed for a maximum of eight quarter hours per year (July 1 through June 30) for a course of study approved in advance by the superintendent or designee. Reimbursement is for 100% of cost of tuition if university vouchers are used or if vouchers are not used then reimbursement is for 90 percent of cost of tuition with maximum being 90 percent of OSU graduate school rate. Administrators must submit a written request, a copy of the tuition receipt, and evidence of satisfactory course completion to Human Resources to receive reimbursement. This benefit is for the current school year only and is not cumulative. In addition a tuition reimbursement pool will be established up to \$5,000. If this allotment has not been used by June 30, then staff who have already received reimbursement earlier in the year may apply for additional reimbursement, if qualified.
- *Support for Employees Running for State or National Offices (in their respective professional organizations):* The district will establish an account to cover the costs of printing and mailing for any employee who is campaigning for state or national office in a professional organization related to his/her assignment. Employees may apply to access this account through the superintendent's office. The maximum reimbursement available to each employee will be \$250 per campaign as funds are available.

- 10) **PROBATIONARY PERIOD FOR LICENSED ADMINISTRATORS**—Normally, licensed administrators will serve a probationary period of three years. In special circumstances, the probationary period may be shortened, based on relevant experience, to no less than one year by the agreement of the superintendent and the administrator. Any such agreement will be in writing and will be placed in the administrator's personnel file.
- 11) **EVALUATION**—Evaluation of employees will be conducted annually for probationary licensed administrators, and at least every other year for other non-represented staff by the superintendent or appropriate administrative designee. The evaluation will be based on applicable board policy, the job description, performance, and professional standards,

and performance goals that have been discussed with the employee at the beginning of the evaluation period. It may be desirable to gather input from parents, students, teachers, peers, or others for use in the evaluation process. If such input is to be part of the licensed administrator's evaluation, its use will be in accordance with Board Policy CCG. Evaluations will be completed and discussed with the employee by June 30 of each year unless that date is extended in writing.

- 12) **IMPROVEMENT PLAN**—When an employee's performance needs improvement (for other than disciplinary reasons), the superintendent or designee may place the employee on an improvement plan. The plan will specify the area(s) of deficiency, the needed improvement, the time period in which improvement is required, and what assistance the district will provide. An improvement plan may be required if the deficiency is inadequate performance, inefficiency, or neglect of duty. The duration of an improvement plan will be for 45 workdays or such other time as is reasonably calculated to allow the employee an opportunity to correct the area(s) of deficiency. At the end of the plan, the superintendent or designee will review the results with the employee, including whether the employee met the requirements of the improvement plan, whether an extension of the plan is required, or whether the superintendent will recommend termination of employment.
- 13) **COMPLAINTS**—Persons with complaints about non-represented employees will be encouraged to attempt to resolve the issue with the employee involved. If the complaint is not resolved, the complainant may formally present the complaint in writing (including all supporting statements and evidence) to the employee's supervisor. Complaints will be shared with the affected employee. The employee will be given an opportunity to respond to the complaint and/or attempt to resolve the complaint, as deemed appropriate to the circumstances by the employee's supervisor. Such complaints will not be used in the employee's evaluation unless the employee has had these opportunities. Additionally, complaints will not be used in an employee's evaluation unless it is determined through this process that the complaint has merit and substance and is reasonably related to the employee's job description, performance standards, or ability to be an effective employee in the district.
- 14) **DISCIPLINE AND DISMISSAL**—No employee will be disciplined without due process that includes a clear statement of charges for violation of known standards with the opportunity to meet and discuss the matter with their supervisor after a thorough investigation, and discipline that is consistent with other discipline administered for similar offenses.

Employees may be dismissed, or otherwise disciplined, for any reason deemed sufficient by the district and will be entitled to an improvement plan only at the discretion of the district.

- 15) **INDEMNIFICATION**—The district will defend, hold harmless, and indemnify the employee from any and all demands, claims, suits, actions, and legal proceedings brought against the employee in their individual capacity, or in their official capacity as agent and employee of the district, provided the incident arose while they were acting within the scope of their employment, all according to the Oregon Tort Claims Act.
- 16) **EXTENSION OR NONEXTENSION OF LICENSED ADMINISTRATOR’S CONTRACT**—The district will comply with state law regarding the extension/non-extension of licensed administrator’s contracts. Administrators may appeal contract non-extension to the School Board, no later than the next March 30 after notification.
- 17) **REDUCTION IN STAFF**  
*Licensed Administrator*—The district will observe ORS 342.934 and Board Policy CPA when making reductions in licensed staff. The Board will retain, consistent with state law, the most capable and productive of the licensed and/or qualified employees needed to carry out the approved programs of the district.  
  
*Non-Licensed Employees*—An employee whose entire FTE has been terminated will be entitled to 90 calendar days notice of layoff or the equivalent salary in lieu of notice.
- 18) **CHANGES IN BENEFITS**—Changes in benefits for non-represented employees may be proposed by the Board or covered employees as needed, by a written request to the other party. The Board agrees that no changes will be made without first offering affected employees the opportunity to consult and confer with the Board regarding the proposed changes.
- 19) **RETIRED NON-REPRESENTED EMPLOYEES**—The district may choose to hire PERS-retired non-represented employees **on an annual basis**. Unless set forth herein, the provisions of this document shall cover all duties, work schedule, hours, compensation, insurance, flexible spending plan, tax-sheltered annuities, holidays, leaves, other benefits, evaluation, complaints, due process, indemnification, reduction in staff, and changes in benefits. In addition, the rehired retiree will be able to carry over up to ten days of sick leave.

The following provisions shall not apply: **PERS pickup including employer contribution**, retirement, personal leave, vacation accrual, professional growth leave, tuition reimbursement, and improvement plan. The rehired retiree will not be granted extended leave.

The contract year may have fewer days than a typical school year calendar. A re-employment calendar may be mutually developed to address district needs or PERS restrictions on post-retirement employment, **and salary would be pro-rated accordingly based on number of days**. It is the employee’s responsibility to maintain records to ensure compliance with all PERS regulations and allowable PERS hours. If the employee exceeds the number of PERS allowable hours, they will be responsible for any costs or penalties incurred.

**Non-Rep Salary Schedule 2020-21**

**0% COLA**

Position	Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Superintendent	260	129,642	132,234	134,880	137,576	140,327	143,835
Director/Finance & Operations	260	119,066	121,447	123,875	126,353	128,879	132,101
Director/Human Resources	260	119,066	121,447	123,875	126,353	128,879	132,101
Director/Teaching & Learning	260	119,066	121,447	123,875	126,353	128,879	132,101
Principal/High School	230	119,126	122,093	125,136	128,256	131,455	134,741
Principal/Middle School	230	111,052	113,818	116,653	119,559	122,543	125,607
Principal/Elementary	230	106,503	109,154	111,874	114,661	117,521	120,459
Coordinator/Teaching & Learning	230	106,503	109,154	111,874	114,661	117,521	120,459
Coord/Alternative Pathways	230	106,503	109,154	111,874	114,661	117,521	120,459
Asst Principal/High School	230	103,543	106,123	108,768	111,475	114,257	117,113
Asst Coord/Teaching & Learning	230	98,769	101,228	103,749	106,333	108,986	111,711
Asst Principal/Middle School	230	98,769	101,228	103,749	106,333	108,986	111,711
Director/Facilities & Transportation	260	94,001	96,735	99,467	102,200	104,932	107,555
Director/Technology Services	260	94,001	96,735	99,467	102,200	104,932	107,555
Manager/Mental Health	260	83,986	86,086	88,238	90,444	92,705	95,023
Manager/Business Services	260	81,340	83,374	85,458	87,594	89,784	92,029
Manager/Food Services	260	78,642	80,596	82,602	84,657	86,771	88,940
Manager/Custodial Operations	260	73,979	75,817	77,703	79,635	81,625	83,666
Financial Analyst	260	66,959	68,623	70,329	72,076	73,877	75,724
Supervisor/Maintenance	260	65,677	67,308	68,980	70,696	72,462	74,274
Exec Asst to Superintendent & Board	260	65,677	67,308	68,980	70,696	72,462	74,274
Manager of District Theaters	260	65,677	67,308	68,980	70,696	72,462	74,274
Communications Coordinator	260	65,677	67,308	68,980	70,696	72,462	74,274
Instructional Services Support	260	63,957	65,556	67,193	68,874	70,596	72,361
Therapist/Physical	190	63,621	65,203	66,823	68,484	70,185	71,940
Sustainability Specialist	260	56,557	57,960	59,400	60,884	62,399	63,959
Administrative Specialist	260	54,320	55,669	57,050	58,467	59,931	61,429
Business Services Specialist	260	54,320	55,669	57,050	58,467	59,931	61,429
Human Resource Specialist	260	54,320	55,669	57,050	58,467	59,931	61,429
Payroll Lead Specialist 2	260	54,320	55,669	57,050	58,467	59,931	61,429
Coord/Transportation	260	54,320	55,669	57,050	58,467	59,931	61,429
Athletic Trainer (grandfathered)	210	-	-	-	-	54,028	55,379
Supervisor/Food Services	260	46,231	47,377	48,550	49,755	50,999	52,274
Specialist/Family Outreach Advocate	190	40,371	41,379	42,414	43,474	44,561	45,675
Athletic Trainer	210	38,209	39,167	40,144	41,147	42,177	43,231

- C. Employment Contract Addendums - Superintendent and Assistant Superintendent;  
Employment Contracts - Finance and Operations Director and Human Resources  
Director



# Corvallis

## SCHOOL DISTRICT

Prepared for: Corvallis School Board  
Prepared by: Ryan Noss, Superintendent  
Meeting Date: May 21, 2020

### **Employment Contract Addendums – Superintendent and Assistant Superintendent; Employment Contracts – Finance and Operations Director and Human Resources Director**

### **ACTION REQUESTED**

#### Issue

The Assistant Superintendent, Finance and Operations Director, and Human Resources Director contracts stipulate, “Salary for subsequent years will be subject to negotiations with the Superintendent.” In addition, the Board approved a new three year contract for the Finance and Operations Director and the Human Resources Director at the March 5, 2020, Board meeting.

The 2020-21 salaries for these positions as well as for the Superintendent reflect a 0% COLA, the same salary as their 2019-20 salary, to maintain alignment with the non-represented employee group. Also, language was updated for the Assistant Superintendent and Finance and Operations Director, per legal counsel, to match the appropriate legal statute to their position.

#### ACTION REQUESTED

Approve the attached employment contracts and addendums.

#### MOTION REQUESTED

“I move to approve the attached employment contracts and addendums as submitted.”

ADDENDUM  
Employment Contract for Superintendent

The following changes are being made to the Employment Contract with Ryan Noss, Superintendent effective July 1, 2020.

**SECTION 10. SALARY:**

For the 2020-21 school year, the School District shall pay Superintendent an annual base rate of \$153,444. This is the same base rate as the 2019-20 school year. The following year (2021-22) the Superintendent's annual salary will increase according to a COLA equal to the lowest COLA offered to any of the employee groups plus a 3.8% base rate step.

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Board Chair/Date

---

Superintendent /Date

ADDENDUM  
Employment Contract for Assistant Superintendent

The following changes are being made to the Employment Contract with Melissa Harder, Assistant Superintendent effective July 1, 2020.

**SECTION 3. COMPENSATION:**

**Salary:** The District shall pay the Assistant Superintendent, for the services rendered, at an annual base salary of \$129,642 for the 2020-21 school year, paid monthly commencing July 1. Salary for subsequent years will be subject to negotiations with the Superintendent. The School Board may unilaterally reduce the number of workdays and proportionately reduce the salary if such reduction is part of a District-wide reduction in response to limited financial resources.

**SECTION 10. RENEWAL:**

The Superintendent and the Assistant Superintendent shall consult and confer each year to consider changes in salaries, benefits, and/or other items either party deems appropriate. ~~The Superintendent shall consider and decide upon renewal of this Contract, recommend decision to the School Board, and notify the administrator no later than March 15, 2022. If no contract extension is executed, this contract expires at the end of its term.~~ In accordance with ORS 342.513, this contract section provides notice of nonrenewal at the end of the term of this agreement, unless the Board acts to renew the contract by March 15, 2022.

**SECTION 11. TERMINATION:**

This Employment Contract may be terminated by mutual agreement of the parties, voluntary resignation, death or retirement. Throughout the term of this contract, the Assistant Superintendent will be subject to dismissal ~~under ORS 342.805-925.~~ for the reasons set forth in ORS 342.865(1). The Superintendent shall provide notice of specific charges that may be the basis for dismissal and shall provide an opportunity to respond to the Superintendent before the Superintendent makes a recommendation for dismissal to the School Board. The District shall give the Assistant Superintendent no less than ten (10) days written notice in advance of the pre-termination meeting with the Superintendent. If the Assistant Superintendent chooses to be accompanied by legal counsel at the hearing, she will assume the cost of her attorney. The Assistant Superintendent may resign prior to the conclusion of the contract by giving at least 30 days advance notice to the Board.

---

Superintendent/Date

---

Assistant Superintendent /Date

# EMPLOYMENT CONTRACT

## BETWEEN

Olivia Meyers Buch, FINANCE AND OPERATIONS DIRECTOR

And the

CORVALLIS SCHOOL DISTRICT

This employment contract is made and entered into between CORVALLIS SCHOOL DISTRICT 509J, hereinafter referred to as the “District,” and OLIVIA MEYERS BUCH, hereinafter referred to as “Finance and Operations Director.”

### **WITNESSETH:**

WHEREAS, the District will employ a Finance and Operations Director under the general supervision of the Superintendent and;

WHEREAS, the District and Finance and Operations Director believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of the effective communication between them;

NOW THEREFORE, in consideration of the mutual promises contained herein, the District hereby employs Olivia Meyers Buch as the Finance and Operations Director and the Finance and Operations Director hereby accepts such employment upon the terms and conditions set forth below.

### **SECTION 1. TERM:**

The agreement shall be a three-year agreement commencing July 1, 2020 through June 30, 2023.

### **SECTION 2. DUTIES:**

The Finance and Operations Director shall have and maintain the qualifications, perform the specific duties, and shall have and exercise the authority outlined in the job description for the position of Finance and Operations Director. In addition, the Finance and Operations Director shall perform other duties as prescribed by the Superintendent.

### **SECTION 3. COMPENSATION:**

**Salary:** The District shall pay the Finance and Operations Director, for the services rendered, at an annual base salary of \$132,101 for the 2020-21 school year, paid monthly commencing July 1. Salary for subsequent years will be subject to negotiations with the Superintendent. The School Board may unilaterally reduce the number of workdays and proportionately reduce the salary if such reduction is part of a District-wide reduction in response to limited financial resources.

### **SECTION 4. CONTRACT DAYS:**

The contract days for the Finance and Operations Director position is 260 days, which includes nine (9) paid holidays as outlined in the non-represented agreement.

## **SECTION 5. BENEFITS:**

The Finance and Operations Director shall be entitled to the fringe benefits and agreements accorded to the other District administrative employees as identified in the non-represented agreement, including, but not limited to: PERS contribution, health insurance, holidays, leaves, and professional memberships.

**Allowance:** The District will pay the Finance and Operations Director a stipend of \$100 a month, as taxable income, for use of personal automobile for District business.

**Tax-sheltered annuity:** The District will make a contribution of \$175.00 a month toward a 403(b) plan of the Finance and Operations Director's choice through one of the District approved vendors. The Finance and Operations Director is responsible that such TSA contributions are within the IRS regulations.

**Vacation:** The Finance and Operations Director shall receive 25 vacation days per year. Unused vacation days may be carried over into the following fiscal year (July – June) or may be cashed out by the Finance and Operations Director in June of each contract year on a per diem basis at the current year's rate of pay. If vacation days are carried over into the next fiscal year the days must be used by December 31 of the following year or are forfeited.

Vacation days are granted at the beginning of the fiscal year. Upon termination of employment, vacation days are pro-rated based on the number of days worked. All used, unearned vacation is owed to the District and will be deducted from the Finance and Operations Director's final pay. Any unused, earned vacation, not to exceed 10 (ten) days, shall be cashed out at the per diem rate at the termination of the Finance and Operations Director's employment with the District.

## **SECTION 6. PROFESSIONAL DEVELOPMENT:**

The District is committed to professional development and will provide the necessary resources to facilitate the professional growth of the Finance and Operations Director. The District expects the Finance and Operations Director to continue professional development and to participate in relevant learning experiences at District expense, with Superintendent approval.

- a. The Finance and Operations Director is encouraged to develop a professional growth plan that meets the needs of both the individual and the District, as approved by the Superintendent.
- b. Participation in a national/regional conference is encouraged, should be part of the overall plan for professional development of the Finance and Operations Director, and is subject to Superintendent approval. The Finance and Operations Director may attend at least one (1) national conference each year, expenses to be incurred by the District subject to the limit of budgeted amounts for this expenditure.

The District shall reimburse the Finance and Operations Director for all actual and necessary professional development expenses incurred by her as provided in the budget and within the scope of her employment, such as:

- a. Lodging expenses will be reimbursed based upon documented receipts, subject to prior approval by the Superintendent.
- b. Meals will be reimbursed to the limits established by District policy or administrative rule upon submission of receipts, subject to prior approval by the Superintendent or his/her designee.

**SECTION 7. EVALUATION:**

The Finance and Operations Director and the Superintendent shall meet annually for the purposes of evaluation of the performance of the Finance and Operations Director and expressing recommendations and observations on how such performance may be continually improved. Such evaluation shall be summarized in writing and placed in the Finance and Operations Director's personnel file.

**SECTION 8. LAYOFF:**

Should the School Board determine to eliminate or reduce the percentage of "FTE" the position of Finance and Operations Director, the Finance and Operations Director shall be considered for any vacant administrative positions that she is qualified to fill.

**SECTION 9. RENEWAL:**

The Superintendent and the Finance and Operations Director shall consult and confer each year to consider changes in salaries, benefits, and/or other items either party deems appropriate. ~~The Superintendent shall consider and decide upon renewal of this Contract, recommend decision to the School Board, and notify the administrator no later than March 15, 2022. If no contract extension is executed, this contract expires at the end of its term.~~ In accordance with ORS 342.513, this contract section provides notice of nonrenewal at the end of the term of this agreement, unless the Board acts to renew the contract by March 15, 2023.

**SECTION 10. TERMINATION:**

This Employment Contract may be terminated by mutual agreement of the parties, voluntary resignation, death or retirement. Throughout the term of this contract, the Finance and Operations Director will be subject to dismissal ~~under ORS 342.805-925.~~ for the reasons set forth in ORS 342.865(1). The Superintendent shall provide notice of specific charges that may be the basis for dismissal and shall provide an opportunity to respond to the Superintendent before the Superintendent makes a recommendation for dismissal to the School Board. The District shall give the Finance and Operations Director no less than ten (10) days written notice in advance of the pre-termination meeting with the Superintendent. If the Finance and Operations Director chooses to be accompanied by legal counsel at the hearing, she will assume the cost of her attorney. The Finance and Operations Director may resign prior to the conclusion of the contract by giving at least 30 days advance notice to the Board.

**SECTION 11. INDEMNIFICATION:**

The District will defend, hold harmless, and indemnify the Finance and Operations Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Finance and Operations Director in her individual capacity, or in her official capacity as agent and employee of the District, provided the incident arose while she was acting within the scope of her employment, all according to the Oregon Tort Claims Act.

**SECTION 12. SAVINGS CLAUSE:**

If during the term of this Contract it is found that a specific clause of the Contract is illegal in federal or state law, the remainder of the Contract not affected by such a ruling shall remain in force.

**SECTION 13. APPLICABLE LAW:**

This Employment Contract is subject to all applicable laws of the State of Oregon, rules and regulations of the State Board of Education, and policies of the District and of the Board, all of which are made part of the terms and conditions of this Contract as though set forth therein.

**SECTION 14. AMENDMENT:**

This Employment Contract may be amended by the parties at any time. No amendment shall be effective unless it is in writing, signed by the Finance and Operations Director and the Superintendent, and approved by the School Board.

IN WITNESS WHEREOF, the District has caused this Contract to be approved on its behalf by a duly authorized officer, and the Finance and Operations Director has approved this Employment Contract.

Approved this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Finance and Operations Director

# EMPLOYMENT CONTRACT

## BETWEEN

Jennifer Duvall, HUMAN RESOURCES DIRECTOR

And the

CORVALLIS SCHOOL DISTRICT

This employment contract is made and entered into between CORVALLIS SCHOOL DISTRICT 509J, hereinafter referred to as the "District," and JENNIFER DUVALL, hereinafter referred to as "Human Resources Director."

### **WITNESSETH:**

WHEREAS, the District will employ a Human Resources Director under the general supervision of the Superintendent and;

WHEREAS, the District and Human Resources Director believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of the effective communication between them;

NOW THEREFORE, in consideration of the mutual promises contained herein, the District hereby employs Jennifer Duvall as the Human Resources Director and the Human Resources Director hereby accepts such employment upon the terms and conditions set forth below.

### **SECTION 1. TERM:**

The agreement shall be a three-year agreement commencing July 1, 2020 through June 30, 2023.

### **SECTION 2. DUTIES:**

The Human Resources Director shall have and maintain the qualifications, perform the specific duties, and shall have and exercise the authority outlined in the job description for the position of Human Resources Director. In addition, the Human Resources Director shall perform other duties as prescribed by the Superintendent.

### **SECTION 3. COMPENSATION:**

**Salary:** The District shall pay the Human Resources Director, for the services rendered, at an annual base salary of \$132,101 for the 2020-21 school year, paid monthly commencing July 1. Salary for subsequent years will be subject to negotiations with the Superintendent. The School Board may unilaterally reduce the number of workdays and proportionately reduce the salary if such reduction is part of a District-wide reduction in response to limited financial resources.

### **SECTION 4. CONTRACT DAYS:**

The contract days for the Human Resources Director position is 260 days, which includes nine (9) paid holidays as outlined in the non-represented agreement.

### **SECTION 5. BENEFITS:**

The Human Resources Director shall be entitled to the fringe benefits and agreements accorded to the other District administrative employees as identified in the non-represented agreement,

including, but not limited to: PERS contribution, health insurance, holidays, leaves, and professional memberships.

**Allowance:** The District will pay the Human Resources Director a stipend of \$100 a month, as taxable income, for use of personal automobile for District business.

**Tax-sheltered annuity:** The District will make a contribution of \$175.00 a month toward a 403(b) plan of the Human Resources Director's choice through one of the District approved vendors. The Human Resources Director is responsible that such TSA contributions are within the IRS regulations.

**Vacation:** The Human Resources Director shall receive 25 vacation days per year. Unused vacation days may be carried over into the following fiscal year (July – June) or may be cashed out by the Human Resources Director in June of each contract year on a per diem basis at the current year's rate of pay. If vacation days are carried over into the next fiscal year the days must be used by December 31 of the following year or are forfeited.

Vacation days are granted at the beginning of the fiscal year. Upon termination of employment, vacation days are pro-rated based on the number of days worked. All used, unearned vacation is owed to the District and will be deducted from the Human Resources Director's final pay. Any unused, earned vacation, not to exceed 10 (ten) days, shall be cashed out at the per diem rate at the termination of the Human Resources Director's employment with the District.

#### **SECTION 6. PROFESSIONAL DEVELOPMENT:**

The District is committed to professional development and will provide the necessary resources to facilitate the professional growth of the Human Resources Director. The District expects the Human Resources Director to continue professional development and to participate in relevant learning experiences at District expense, with Superintendent approval.

- a. The Human Resources Director is encouraged to develop a professional growth plan that meets the needs of both the individual and the District, as approved by the Superintendent.
- b. Participation in a national/regional conference is encouraged, should be part of the overall plan for professional development of the Human Resources Director, and is subject to Superintendent approval. The Human Resources Director may attend at least one (1) national conference each year, expenses to be incurred by the District subject to the limit of budgeted amounts for this expenditure.

The District shall reimburse the Human Resources Director for all actual and necessary professional development expenses incurred by her as provided in the budget and within the scope of her employment, such as:

- a. Lodging expenses will be reimbursed based upon documented receipts, subject to prior approval by the Superintendent.
- b. Meals will be reimbursed to the limits established by District policy or administrative rule upon submission of receipts, subject to prior approval by the Superintendent or his/her designee.

#### **SECTION 7. ADMINISTRATIVE CERTIFICATE:**

The Human Resources Director shall maintain throughout the term of this agreement a valid and appropriate license to act as Human Resources Director as required by the State of Oregon.

Failure by the Human Resources Director to maintain such a license in good standing constitutes cause for the Corvallis School District to terminate this contract.

**SECTION 8. EVALUATION:**

The Human Resources Director and the Superintendent shall meet annually for the purposes of evaluation of the performance of the Human Resources Director and expressing recommendations and observations on how such performance may be continually improved. Such evaluation shall be summarized in writing and placed in the Human Resources Director's personnel file.

**SECTION 9. LAYOFF:**

Should the School Board determine to eliminate or reduce the percentage of "FTE" the position of Human Resources Director, the Human Resources Director shall be considered for any vacant administrative positions that she is qualified to fill.

**SECTION 10. RENEWAL:**

The Superintendent and the Human Resources Director shall consult and confer each year to consider changes in salaries, benefits, and/or other items either party deems appropriate. The Superintendent shall consider and decide upon renewal of this Contract, recommend decision to the School Board, and notify the administrator no later than March 15, 2023. If no contract extension is executed, this contract expires at the end of its term.

**SECTION 11. TERMINATION:**

This Employment Contract may be terminated by mutual agreement of the parties, voluntary resignation, death or retirement. Throughout the term of this contract, the Human Resources Director will be subject to dismissal under ORS 342.805-925. The Superintendent shall provide notice of specific charges that may be the basis for dismissal and shall provide an opportunity to respond to the Superintendent before the Superintendent makes a recommendation for dismissal to the School Board. The District shall give the Human Resources Director no less than ten (10) days written notice in advance of the pre-termination meeting with the Superintendent. If the Human Resources Director chooses to be accompanied by legal counsel at the hearing, she will assume the cost of her attorney. The Human Resources Director may resign prior to the conclusion of the contract by giving at least 30 days advance notice to the Board.

**SECTION 12. INDEMNIFICATION:**

The District will defend, hold harmless, and indemnify the Human Resources Director from any and all demands, claims, suits, actions, and legal proceedings brought against the Human Resources Director in her individual capacity, or in her official capacity as agent and employee of the District, provided the incident arose while she was acting within the scope of her employment, all according to the Oregon Tort Claims Act.

**SECTION 13. SAVINGS CLAUSE:**

If during the term of this Contract it is found that a specific clause of the Contract is illegal in federal or state law, the remainder of the Contract not affected by such a ruling shall remain in force.

**SECTION 14. APPLICABLE LAW:**

This Employment Contract is subject to all applicable laws of the State of Oregon, rules and regulations of the State Board of Education, and policies of the District and of the Board, all of which are made part of the terms and conditions of this Contract as though set forth therein.

**SECTION 15. AMENDMENT:**

This Employment Contract may be amended by the parties at any time. No amendment shall be effective unless it is in writing, signed by the Human Resources Director and the Superintendent, and approved by the School Board.

IN WITNESS WHEREOF, the District has caused this Contract to be approved on its behalf by a duly authorized officer, and the Human Resources Director has approved this Employment Contract.

Approved this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Human Resources Director

- IV. **SESSION 5 TRAINING: OREGON SCHOOL BOARDS ASSOCIATION  
PROMISE SCHOLARSHIP PROGRAM (6:10 p.m.)\***
  - A. Health and Wellness Goals



## DISCUSSION GUIDE FOR MAY 21, 2020 BOARD TRAINING

### I. PRESENTATION BY SABRINA ALEXANDER AND JOE LEYKAM:

- Mental Health Supports During Distance Learning
- Funding Structures for Mental Health Services
- Individual Communication Plan for Mental Health Programs

### II. PSP WRAP-UP. EXAMINE THE DRAFT AREAS OF BOARD FOCUS:

#### A. Public engagement and communication

1. The Board needs a clear definition of public engagement.
2. The Board should explore different modalities to reach families and the community – the opportunity to testify at a Board meeting is not sufficient.
3. The Board must seek to include the “what,” the “how,” and the “why” in its communication to the public.
4. Opportunities to engage with the Board should be two-way, when appropriate.
5. The Board should seek opportunities to educate the public on the roles and responsibilities of the Board, including the authority of individual Board members.

#### B. Racial equity and implicit bias

1. The Board should continually seek both individual and group training opportunities in racial equity, cultural competency, and implicit bias.
2. Building capacity in this area requires both personal work and embedding an equity framework/lens into existing systems and structures. This includes examining policies through an equity lens and determining their impacts on vulnerable and marginalized populations.
3. The Board should share with the community its work in this area, including the “what,” the “how,” and the “why” in its communication.

#### C. Group discussion on responses to the following questions:

1. What did you take from the Board’s conversation about the self-analysis?
2. What, in your mind, is the Board’s next goal in continuing to focus this work?

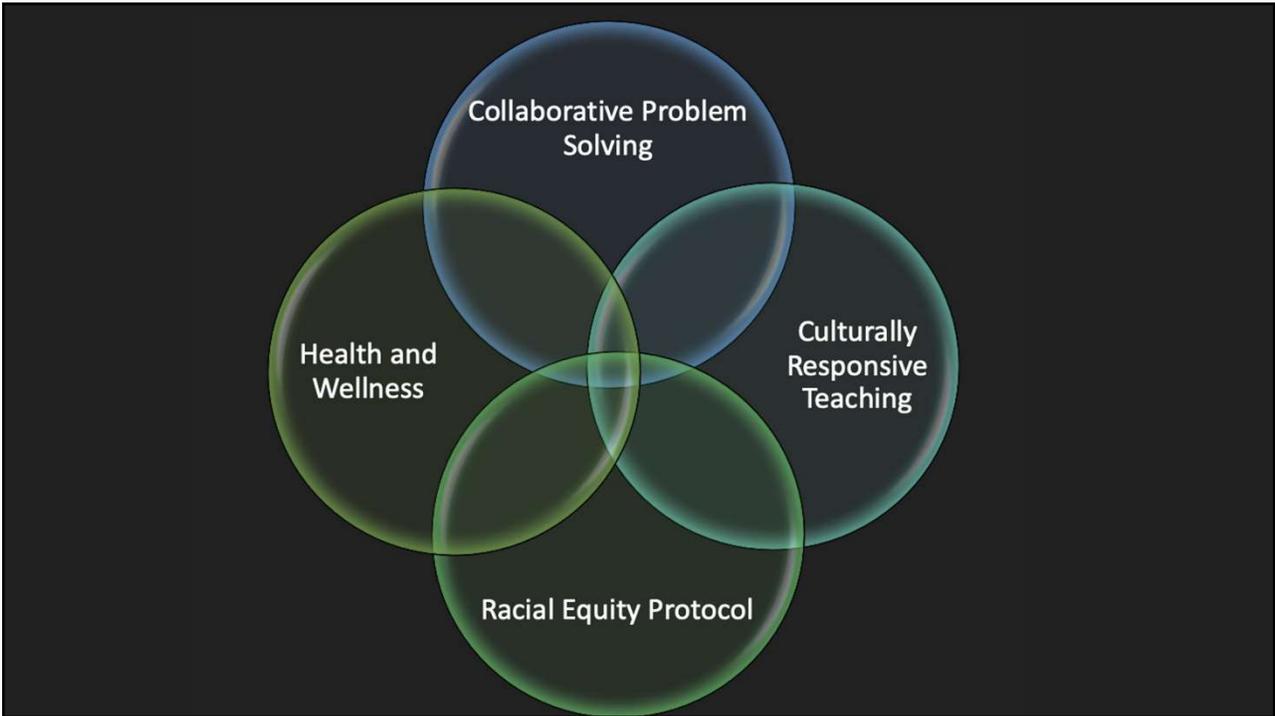
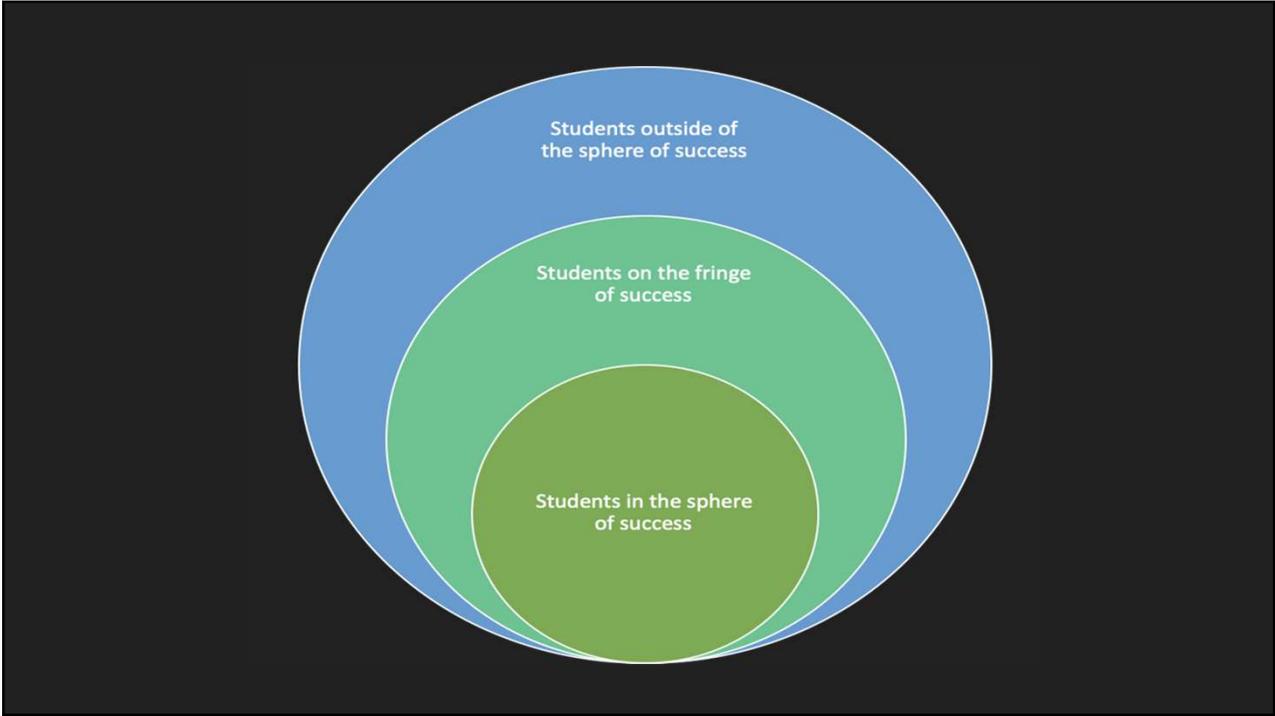
### III. WRAP UP AND CONGRATULATIONS!

# Health and Wellness

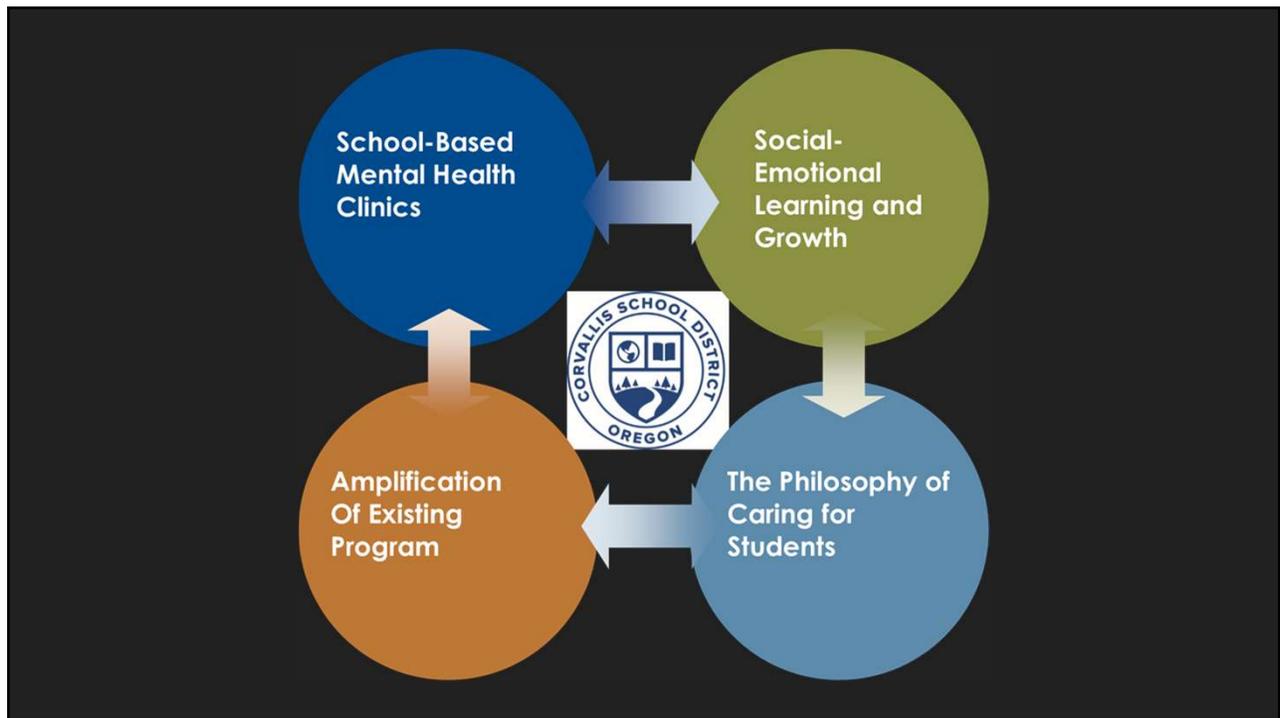


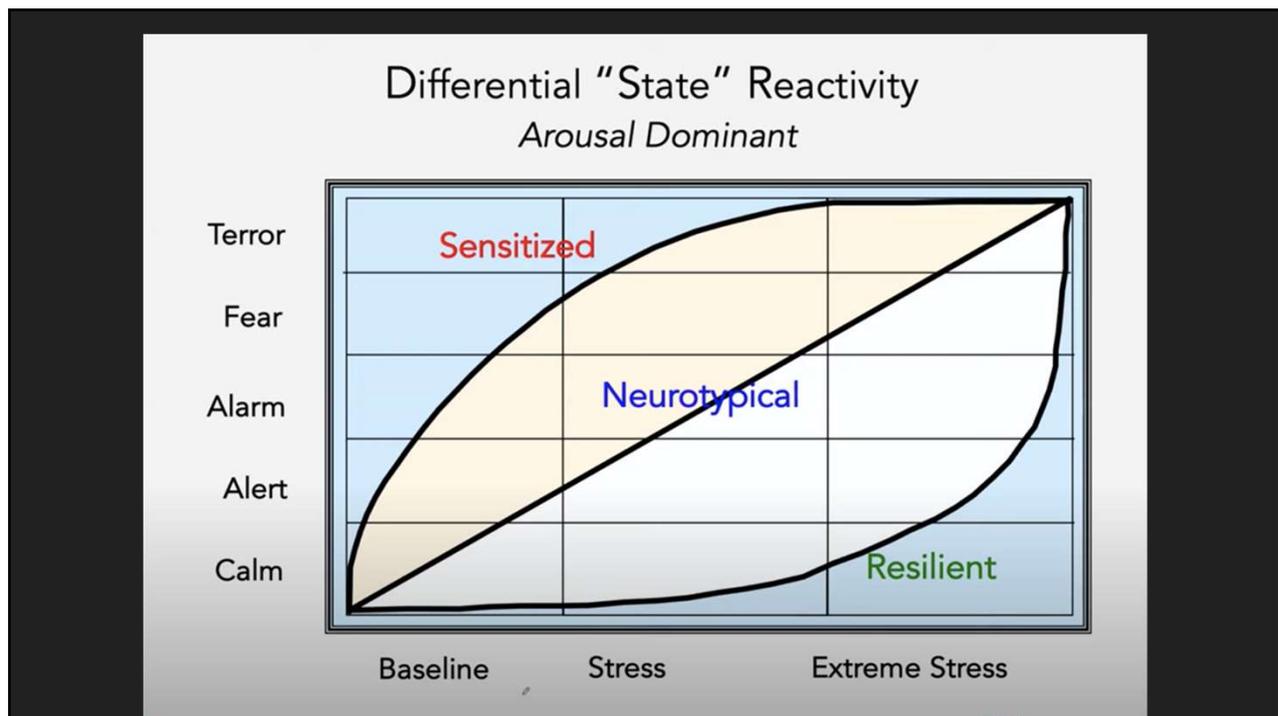
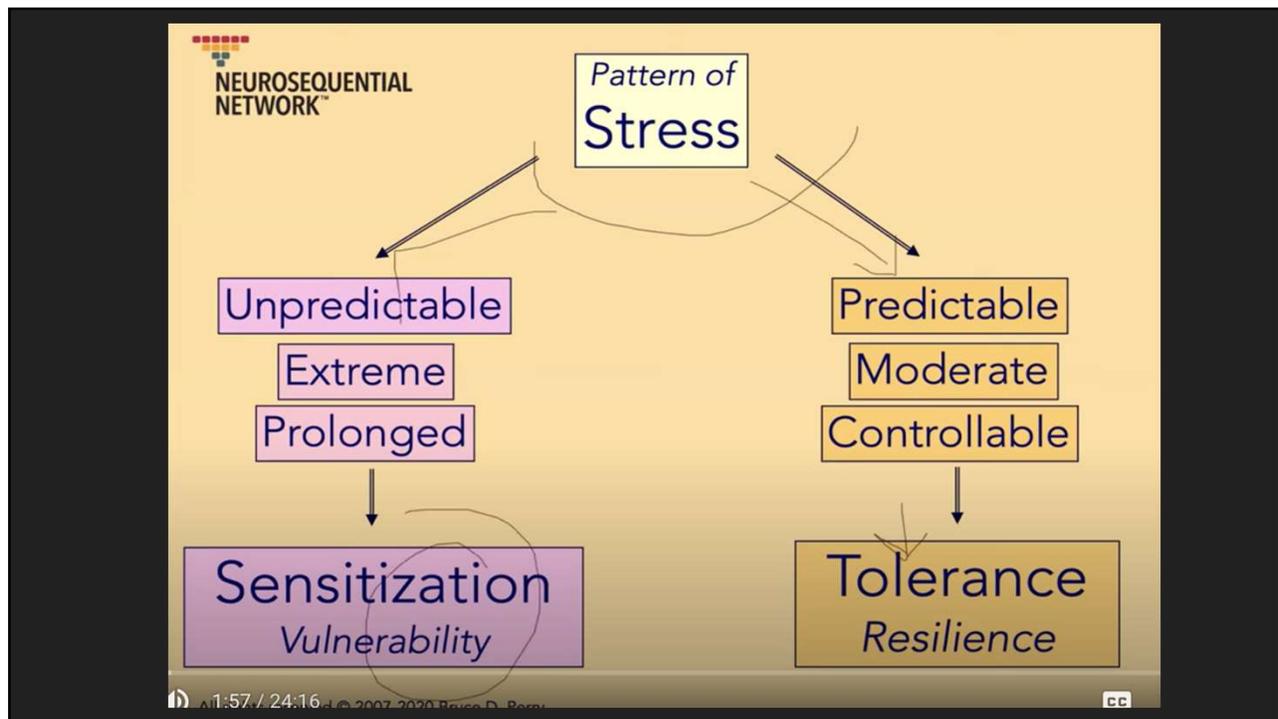
All students reaching the full capacity of **student academic achievement**

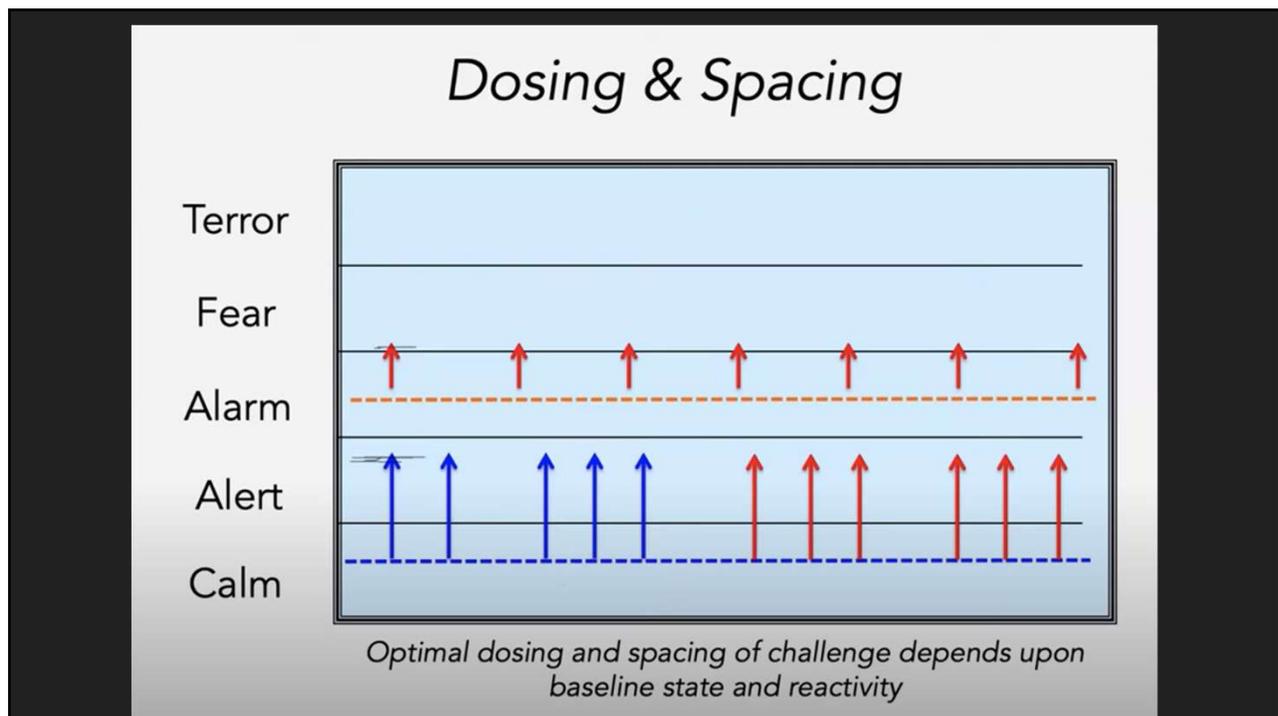
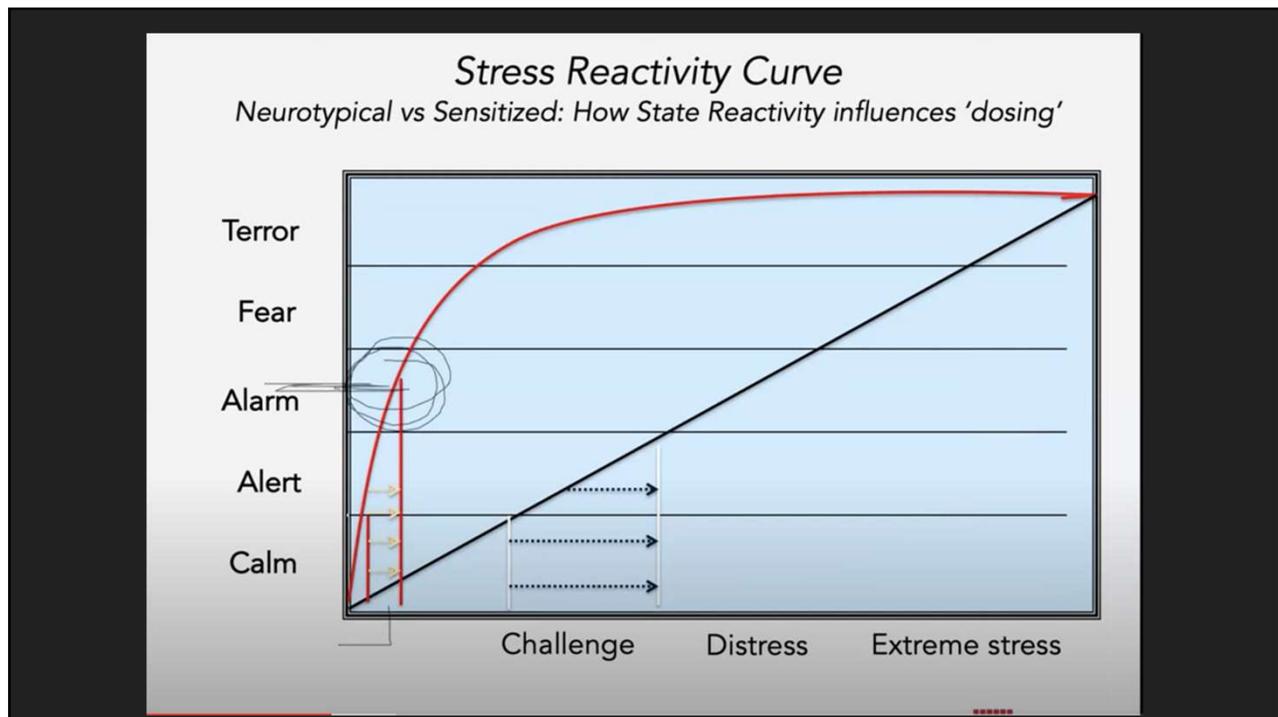
Student identity (race, culture, socioeconomic status, language, ability, gender, or sexual orientation) does not predict or predetermine success in school.



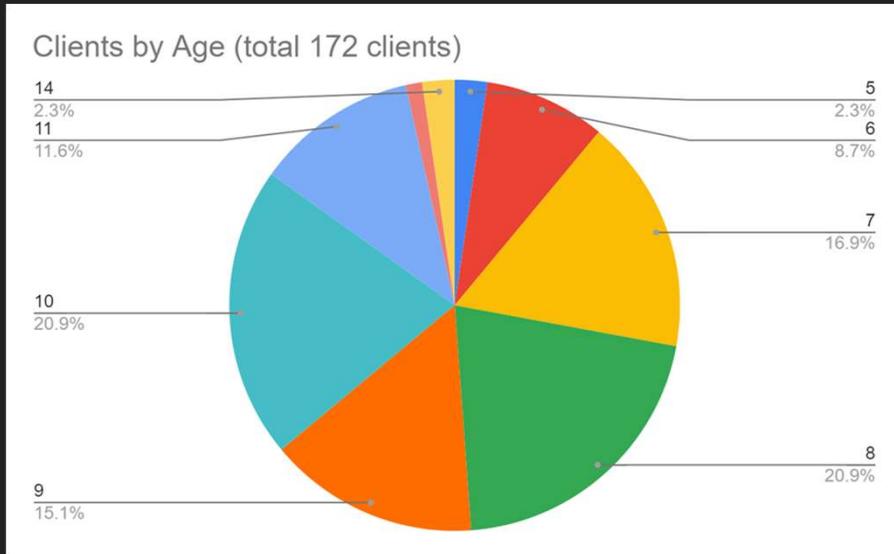
# Current state of affairs - COVID19 and distance learning

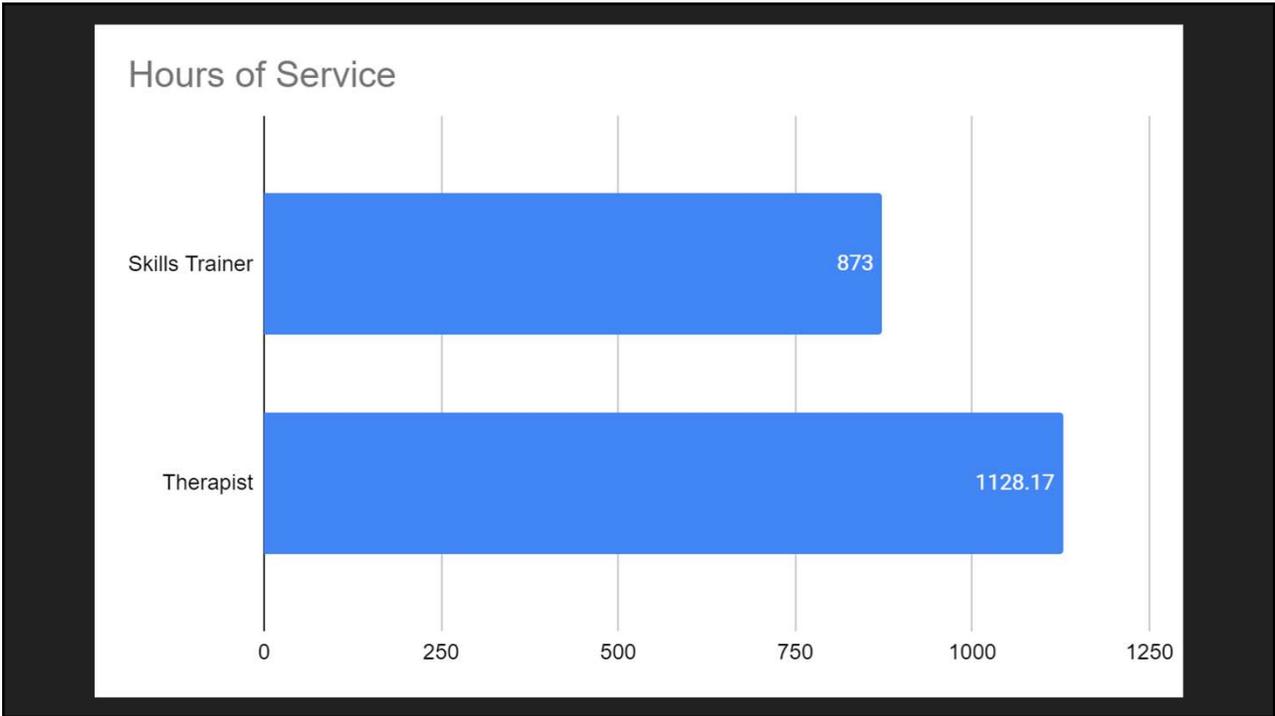
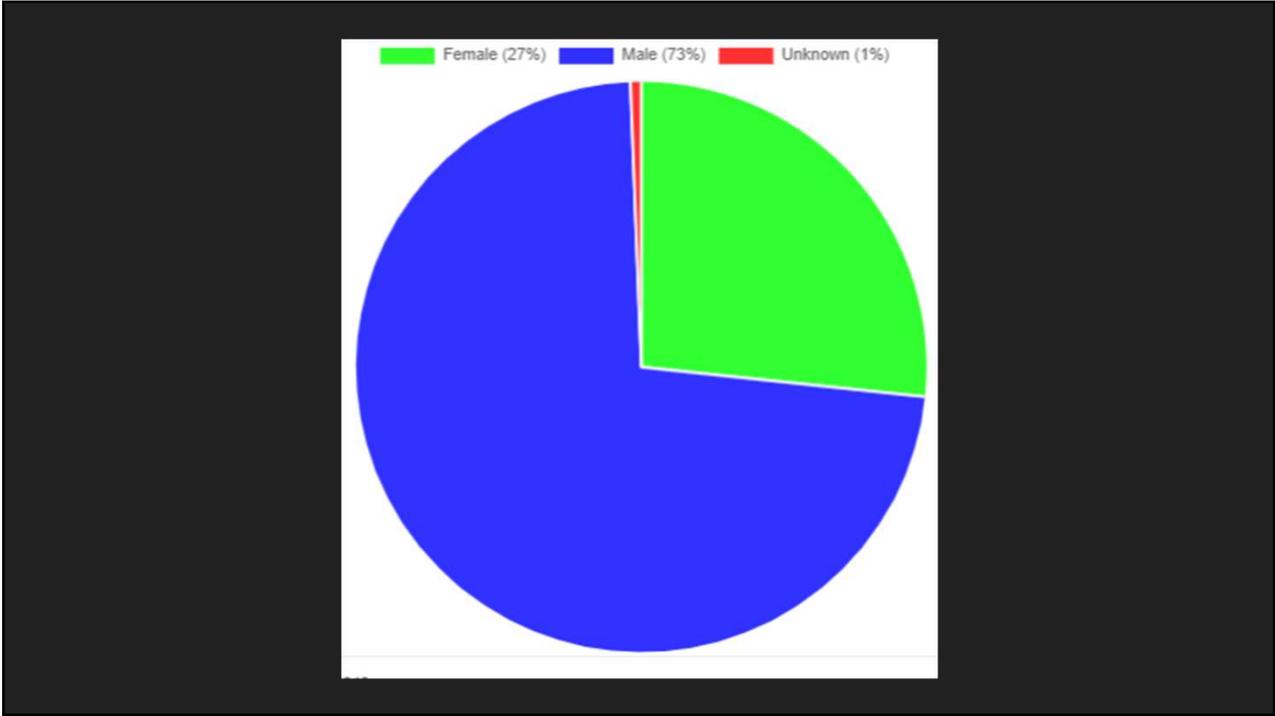






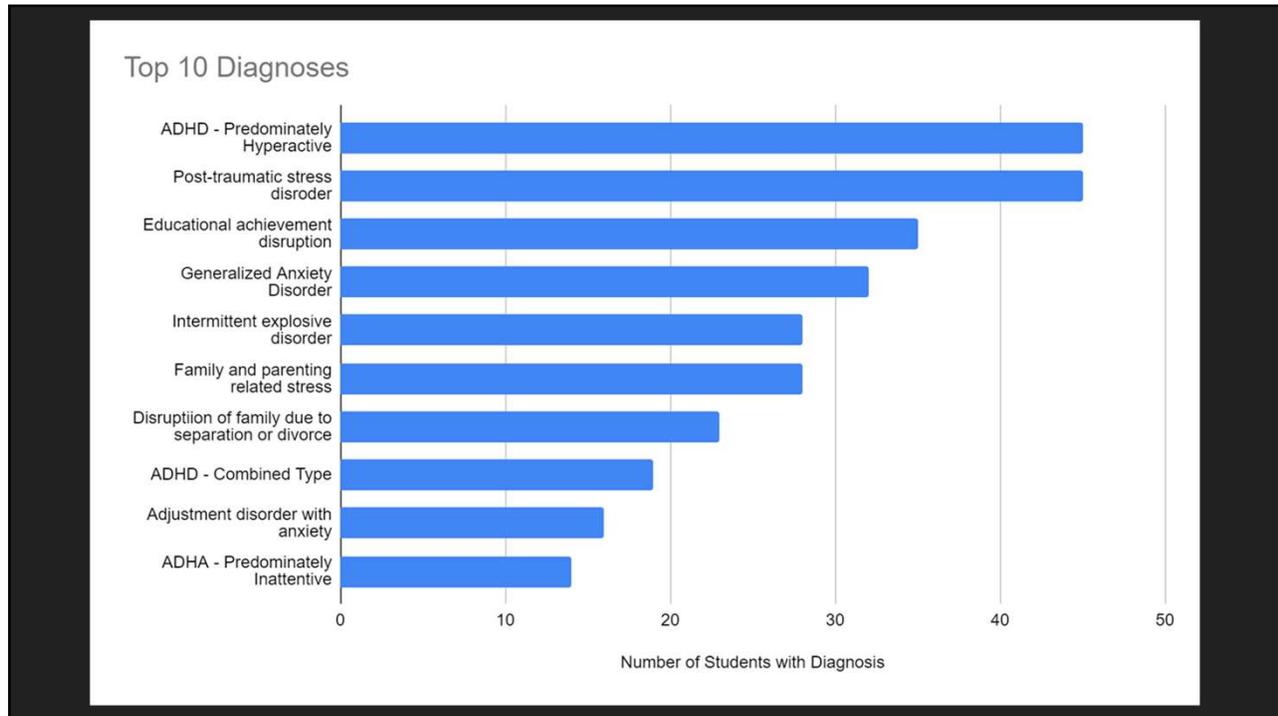
# Program data and financial projections





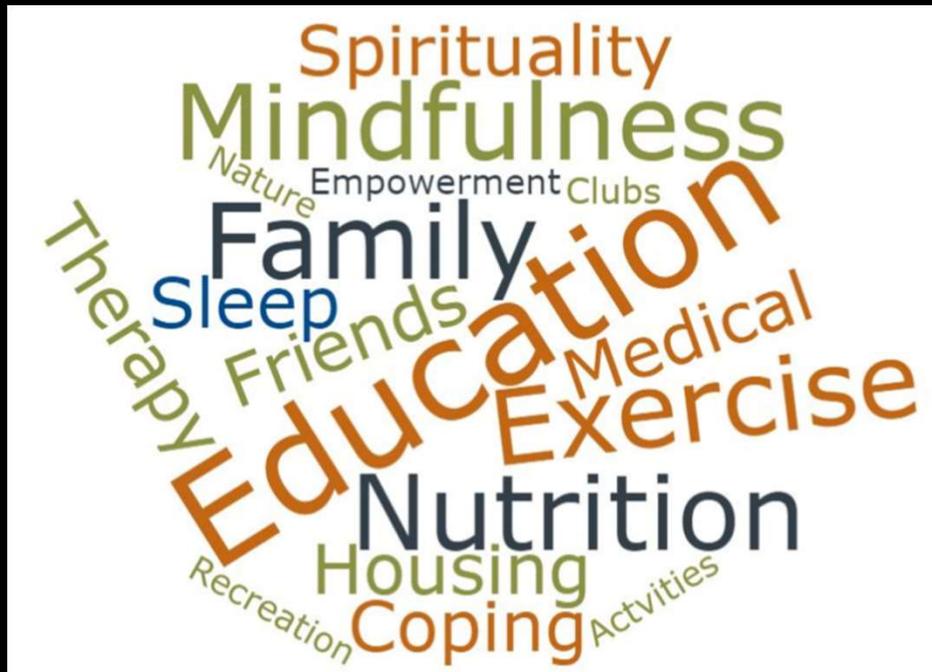
Oregon Health Plan fee for 1 hour of psychotherapy delivered by a master's level clinician	\$172.56
Total master's level clinician hours for 19-20	1128.17
Estimated billable services rendered in 19-20	\$194,677

Estimated billing based on projections for next year	\$287,413
Roughly equivalent to Half of the Staffing FTE for the program	



110 suicide risk assessments in 2019-20 so far.

# Elevator pitch and community engagement





# Questions and Discussion

**V. BOARD MEMBER COMMENTS**

**VI. ADJOURNMENT (9:00 p.m.)\***

\*All times are approximate.

*Note: The Chair of the Board may alter the order of business as they deem proper and necessary.*

Agendas – Agendas and supporting materials are available online at <https://v3.boardbook.org/Public/PublicHome.aspx?ak=1000829> a few days before each School Board meeting. For more information, please contact Julie Catala at [kimberly.nelson@corvallis.k12.or.us](mailto:kimberly.nelson@corvallis.k12.or.us).

Communication With The School Board – Communication with the Board can be made by telephone, letter, e-mail and public testimony. Letters may be addressed to individual Board members or the Board as a whole and sent to 1555 SW 35<sup>th</sup> Street, Corvallis, OR 97333. E-mail may be sent to [schoolboard@corvallis.k12.or.us](mailto:schoolboard@corvallis.k12.or.us) and will be sent to all board members simultaneously as well as to key District Office staff. For more information, please contact Kim Nelson at [kimberly.nelson@corvallis.k12.or.us](mailto:kimberly.nelson@corvallis.k12.or.us).

Consolidated Action Agenda – The purpose of the consolidated action agenda is to expedite action on routine agenda items. All agenda items that are not held for discussion at the request of a Board member or staff member will be approved/accepted as written as part of the consolidated motion. Items designated or held for discussion will be acted upon individually.

Public Comment – Guidelines are at: <https://www.csd509j.net/about-us/school-board/provide-input-and-be-informed/>

Executive Session – Permissible purposes of Executive Sessions include: ORS 192.660(2)(a) – Employment of Public Officers, Employees and Agents; ORS 192.660(2)(b) – Discipline of Public Officers and Employees; ORS 192.660(2)(d) – Labor Negotiator Consultations; ORS 192.660(2)(e) – Real Property Transactions; ORS 192.660(2)(f) – Exempt Public Records; ORS 192.660(2)(h) – Legal Counsel; ORS 192.660(2)(i) – Performance Evaluations of Public Officers and Employees; ORS 192.660(2)(j) – Public Investments.

<b>SCHOOL BOARD MEMBERS</b>			
Vincent Adams	541-738-4324	Terese Jones	541-230-1673
Sami Al-Abdrabbuh	541-283-6611	Shauna Tominey, Co-Vice Chair	541-829-8411
Tina Baker	541-223-1997	Luhui Whitebear, Co-Vice Chair	541-632-3568
Sarah Finger McDonald, Chair	541-908-3756		

<b>EXECUTIVE STAFF MEMBERS</b>	
Ryan Noss, Superintendent	541-757-5841
Melissa Harder, Assistant Superintendent	541-766-4857
Olivia Meyers Buch, Finance and Operations Director	541-757-5874
Jennifer Duvall, Human Resources Director	541-757-5840
Kim Nelson, Executive Assistant to the Superintendent; Board Secretary	541-757-5841