

Business Meeting
Thursday, June 18, 2026 6:30 PM

District Office Board Room
1555 SW 35th Street
Corvallis, OR 97333

Agenda

- I. CALL TO ORDER AND ROLL CALL (6:30 p.m.)*
- II. ACKNOWLEDGMENT OF PRIDE MONTH
Presenter: Lu Whitebear

Corvallis School District 509J
ACKNOWLEDGEMENT OF PRIDE MONTH
Resolution Number 22-0501

WHEREAS, the Corvallis School District recognizes and pays tribute to the significant contributions made in our community by LGBTQI2S+ people; and

WHEREAS the Corvallis School District affirms that LGBTQI2S+ students, families, staff, and community members should be valued for all aspects of their identities; and

WHEREAS, Pride Month grew out of efforts of the LGBTQI2S+ liberation movement in the 1970s; and

WHEREAS, the LGBTQI2S+ liberation movement is widely recognized as growing out of activists efforts at the Los Angeles Cooper Do-Nuts, San Francisco Compton's Cafeteria, and New York Stonewall uprisings in response to violence against LGBTQI2S+ people; and

WHEREAS, one year after the Stonewall Riots organizers launched a Gay Pride March in 1970 which continued annually; and

WHEREAS, LGBTQI2S+ people have been and continue to be targeted by acts of hate; and

WHEREAS, LGBTQI2S+ people have historically been criminalized and institutionalized because of openly embracing their identities; and

WHEREAS, LGBTQI2S+ people, and especially trans youth, continue to face targeted efforts that limit their ability to access healthcare, sports, and education that is identity affirming; and

WHEREAS, the community based efforts celebrating LGBTQI2S+ pride during the 1970s evolved to what is now known as Pride Month annually in order to celebrate LGBTQI2S+ identities;

WHEREAS, Pride Month was first proclaimed nationally in 1994; and

WHEREAS, Oregon has yet to proclaim Pride Month at the statewide level; and

WHEREAS, LGBTQI2S+ people have contributed to the history and collective future of Corvallis and Benton County, OR; and

WHEREAS, Pride Month provides an opportunity to continue the District's growth in learning about the many contributions of LGBTQI2S+ people to the nation, world, and local community; and

WHEREAS, education is a necessary component for creating a more equitable and anti-racist community, nation, and world; and

WHEREAS, The Corvallis School District has made a commitment to equity and anti-racism;
and

WHEREAS, The Corvallis School District has a responsibility to honor and respect the diverse
histories of our community; and

WHEREAS, the Corvallis School District believes each and every student must be celebrated and
appreciated for the distinct and vibrant contributions made by sharing cultures, language, ideas,
beliefs and values within a school community.

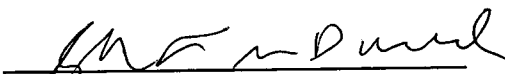
Therefore, let it be resolved by the Board of Education of the Corvallis School District:

does hereby proclaim **June 2022** as well as each June annually, as **Pride Month** in the District and
strongly encourage students, families, staff, and community members to join in existing local
celebrations;

and encourage all schools in the district to help highlight this month in grade appropriate ways as
well as highlight the contributions of all LGBTQI2S+ people to the local community, nation, and
beyond both historically and in current times.

Adopted by the Board of Directors of School District No. 509J (Corvallis) of Benton and Linn
Counties, Oregon, at its regular meeting this 5th day of May, 2022.

Signed:


Sarah Finger McDonald, Board Chair

Attested:


Ryan Noss, Superintendent

III. ACKNOWLEDGMENT OF CARIBBEAN AMERICAN HERITAGE MONTH
Presenter: Lu Whitebear

ACKNOWLEDGEMENT OF CARIBBEAN AMERICAN HERITAGE MONTH
Resolution Number 24-0501

WHEREAS, the Corvallis School District recognizes and pays tribute to the significant contributions made in our community by Caribbean Americans, which includes members of the Indigenous, Black, and Latinx/e communities and reflect people directly from and with ancestry from all nations and lands in and around the Caribbean Sea.

WHEREAS the Corvallis School District affirms that students, families, staff, and community members should be valued for all aspects of their identities; and

WHEREAS, Caribbean American Heritage Month grew out of a campaign led by Dr. Claire A. Nelson in 2004 to have June recognized as National Caribbean American Heritage month; and

WHEREAS, Caribbean Americans are largely left out of academic discourse; and

WHEREAS, Caribbean Americans have been and continue to be impacted by lasting impacts of colonization, including violence, discrimination, and systemic barriers; and

WHEREAS, June became recognized as Caribbean American Heritage Month nationally following presidential proclamation in 2006; and

WHEREAS, Oregon has yet to officially recognize Caribbean American Heritage month; and

WHEREAS, Caribbean Americans have contributed to the history and collective future of Corvallis and Benton County, OR; and

WHEREAS, Caribbean American History Month provides an opportunity to continue the District's growth in learning about the many contributions of Caribbean Americans to the nation, world, and local community; and

WHEREAS, education is a necessary component for creating a more equitable and anti-racist community, nation, and world; and

WHEREAS, The Corvallis School District has made a commitment to equity and anti-racism; and

WHEREAS, The Corvallis School District has a responsibility to honor and respect the diverse histories of our community; and

WHEREAS, the Corvallis School District believes each and every student must be celebrated and appreciated for the distinct and vibrant contributions made by sharing cultures, language, ideas, beliefs and values within a school community.

Therefore, let it be resolved by the Board of Education of the Corvallis School District:

does hereby proclaim **June 2024** as well as each June annually, as **Caribbean American Heritage Month** in the District and strongly encourage students, families, staff, and community members to join in existing local celebrations;

and encourage all schools in the district to help highlight this month in grade appropriate ways as well as highlight the contributions of all Caribbean American peoples to the local community, nation, and beyond both historically and in current times.

Adopted by the Board of Directors of School District No. 509J (Corvallis) of Benton and Linn counties, Oregon, at its regular meeting this 9th day of May, 2024.

Signed:


Luhui Whitebear, Ph.D., Board Chair

Attested:


Ryan Noss, D.Ed., Superintendent

IV. BOARD MEMBER REPORTS

V. SUPERINTENDENT'S REPORT

Presenter: Ryan Noss

VI. PUBLIC HEARING FOR PUBLIC TESTIMONY ON THE 2026-27 BUDGET

(7:00 p.m.)*

NOTE: To indicate your desire to comment, please arrive several minutes before the meeting begins, complete a request card, and turn it in to the Board Secretary. (Cards must be turned in before the meeting begins.) See the attached guidelines for providing input to the School Board.

Virtual option: Please contact kimberly.nelson@corvallis.k12.or.us by noon on the day of the Board Meeting to schedule public comment. Please include your name, address, the phone number you will call in from, and the topic of your public comment.



PROVIDING INPUT TO THE SCHOOL BOARD

(Revised 02-06-25)

The Corvallis School Board values the opinions and input of students, staff, parents, and community members. Comments may be provided during certain meetings, and via written correspondence, as outlined below.

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- C. Keep your comments within the specified time allotted, usually three minutes, to allow time for others to comment. Please be respectful of those who wish to provide comments after you.
- D. Direct your comments to the School Board. The Board Chair will refer questions or requests for action to staff for response at a later date.
- E. If you read from a prepared statement, you may choose to leave your written comments with the Board Secretary to post online with the informational packet of the meeting and to file with the official minutes of the meeting. Handouts are not required but should you wish to provide them, please bring 13 copies and give them to the Board Secretary to distribute.
- F. Speakers may offer objective criticism of District operations and programs but the Board will not hear complaints concerning individual District personnel.
 - Complaints shall be handled following the steps outlined in Board Policy KL and Administrative Regulation KL-AR, copies of which are available at meetings and online at <http://policy.osba.org/corvall/KL/index.asp>.
 - Complaints regarding budget, programs, or other District issues also should be handled by first following the steps outlined in policy KL.
- G. Undue interruption or other interference with the orderly conduct of Board business cannot be allowed.
 - Defamatory or abusive remarks are always out of order.
 - The Board Chair may terminate a speaker’s privilege of address if, after being called to order, the speaker persists in improper conduct or remarks.

Written Correspondence

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Telephone Calls

Luhui Whitebear	541-714-3305	Terese Jones	541-230-1673
Sami Al-Abdrabbuh	541-283-6611	Shauna Tominey	541-829-3411
Judah Largent	541-231-8415	Chris Hawkins	541-602-2045
Bernie Wang	541-704-7298		



PROVIDING REMOTE INPUT TO THE SCHOOL BOARD

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- VII. RESOLUTION NO. 26-0605: ADOPT BUDGET, MAKE APPROPRIATIONS, IMPOSE PROPERTY TAXES, AND CATEGORIZE TAXES
(Approved budget document linked in description. Click "Description" under View Options in the public viewer.)
Presenter: Lauren Wolfe



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: June 18, 2026

Resolution No. 26-0605: Adopt 2026-27 Budget, Make Appropriations, Impose Property Taxes, and Categorize Taxes

ACTION REQUESTED

Background

Oregon Revised Statute 294.456 prescribes that the governing body shall enact resolutions to adopt the budget, to make the appropriations, to determine, make and declare the ad valorem property tax amount or rate to be certified to the assessor, and to itemize and categorize the ad valorem property tax amount or rate as required under ORS 310.060. The format and wording is based on recommendations from the Oregon Department of Revenue. The Board is required by law to adopt a balanced budget before July 1, 2026, the start of the new fiscal year.

The Board annually levies a permanent tax rate for general operating purposes of the school district. The tax rate for the General Fund is a permanent rate computed by the Oregon Department of Revenue expressed in dollars per thousand of assessed value. No action of the School Board can increase this limit. This tax rate is \$4.4614 per \$1,000 of assessed value and was approved by the Budget Committee.

The Board also currently has the authority to levy up to \$1.50 per \$1,000 of assessed value through a local option tax for purposes specified in ballot measure 2-136 as approved by voters on May 17, 2022. The 2026-27 proposed budget was developed based on a local option levy tax rate of \$1.50 per \$1,000 of assessed value, which was approved by the Budget Committee.

Approval of a general obligation bond by voters also carries with it authority to levy taxes to pay the bond principal and interest. The amount levied for bonded debt is intended to meet the estimated principal and interest payments due in 2026-27 and includes an estimate of taxes not to be received due to the discount and uncollectible amounts. The 2026-27 levy for bonded debt approved by the Budget Committee was \$17,564,965.

ACTION REQUESTED:

Adopt the attached resolution to adopt the budget, make appropriations, impose property taxes, and categorize taxes for the 2026-27 fiscal year.

ATTACHED:

Resolution No. 26-0605

MOTION REQUESTED:

“I move that Resolution No. 26-0605 be adopted to adopt the budget, make appropriations, impose property taxes, and categorize taxes for the 2026-27 fiscal year.”

Corvallis School District 509J
Resolution No. 26-0605

RESOLUTION ADOPTING THE BUDGET

BE IT RESOLVED that the Board of the Corvallis School District 509J hereby adopts the budget for fiscal year 2026-27 in the total of **\$192,745,302**. This budget is now on file at the District Administration Office at 1555 SW 35th St, Corvallis, OR 97333.

RESOLUTION MAKING APPROPRIATIONS

BE IT RESOLVED that the amounts for the fiscal year beginning July 1, 2026, and for the purposes shown below are hereby appropriated:

100 - General Fund	
1000 - Instruction	\$ 57,240,371
2000 - Support Services	45,508,202
3000 - Enterprise and Community Services	264,439
5100 - Debt Service	81,217
5200 - Interfund Transfers	1,892,584
6000 - Contingency	7,645,441
Total	\$112,632,254
200 - Special Revenue Funds	
1000 - Instruction	\$ 8,738,859
2000 - Support Services	9,209,000
3000 - Enterprise and Community Services	4,890,229
4000 - Facilities Acquisition and Construction	1,230,000
5200 - Interfund Transfers	-
6000 - Contingency	494,000
Total	\$ 24,562,088
300 - Debt Service Funds	
5100 - Debt Service	\$ 20,167,816
6000 - Contingency	1,299,588
Total	\$ 21,467,404
400 - Capital Projects Fund	
4000 - Facilities Acquisition and Construction	6,200,000
Total	\$ 6,200,000
600 - Internal Service Funds	
2000 - Support Services	22,786,595
Total	\$ 22,786,595
Total Appropriations, All Funds	187,648,341
Total Unappropriated and Reserve Amounts, All Funds	\$ 5,096,961
TOTAL ADOPTED BUDGET	\$192,745,302

RESOLUTION IMPOSING THE TAX

BE IT RESOLVED, that the following ad valorem property taxes are hereby imposed for tax year 2025-26 upon the assessed value of all taxable property within the district:

- (1) At the rate of \$4.4614 per \$1,000 of assessed value for permanent rate tax;
- (2) At the rate of \$1.5000 per \$1,000 of assessed value for local option tax;
- (3) In the amount of \$17,564,965 for debt service for general obligation bonds;

RESOLUTION CATEGORIZING THE TAX

BE IT RESOLVED, that the taxes imposed are hereby categorized for purposes of Article XI section 11b as:

Education Limitation

Permanent Rate Tax.....\$4.4614/\$1,000

Local Option Tax.....\$1.5000/\$1,000

Excluded from Limitation

General Obligation Debt Service.....\$17,564,965

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 18th day of June, 2026.

ATTEST:

Luhui Whitebear, Board Chair

Lauren Wolfe, Deputy Clerk

VIII. PUBLIC COMMENT (7:30 p.m.)*

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- IX. RATIFY CONTRACT WITH CORVALLIS EDUCATION ASSOCIATION
(CEA)
Presenter: Melissa Harder



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder
Meeting Date: June 18, 2026

Ratify the Collective Bargaining Agreement with Corvallis Education Association (CEA)

ACTION REQUESTED

Background

The current contract with the Corvallis Education Association (CEA), representing our licensed staff, will expire on June 30, 2026. The District and CEA engaged in collective bargaining from April 3 through May 26, 2026. After six bargaining sessions, we were able to come to a tentative agreement on a new contract. CEA members were provided details about the tentative agreement on June 2, 2026, and ratified the agreement that week.

Tentative Agreement

The attached tentative agreement includes green-highlighted portions that represent new or rewritten language negotiated during our six bargaining sessions. The district will present highlights of the collective bargaining agreement during the board meeting and will be available for questions.

ACTION REQUESTED

Approve the collective bargaining agreement with CEA for 2026 - 2028.

MOTION REQUESTED

"I move to approve the collective bargaining agreement with CEA for 2026 - 2028."



AGREEMENT

between

Corvallis School District

and

Corvallis Education Association

effective

July 1, 2026 - June 30, 2028

The Corvallis School District values the diversity and worth of all individuals and groups and is an equal opportunity educator and employer.

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 persons have been designated to handle inquiries regarding discrimination: Rynda Gregory, Human Resources Administrator and Title IX Coordinator: rynda.gregory@corvallis.k12.or.us, 971-217-6309; Byron Bethards, Student Growth and Experience Director, Title II Oversight and Complaints, and ADA Complaints: byron.bethards@corvallis.k12.or.us

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The District is committed to educational equity by recognizing and dismantling institutional barriers and creating access and opportunities that benefit each student. Every District employee is responsible for the success and achievement of all students, and we will work together toward achieving educational equity.

Educational equity requires resource distribution based on need, rather than equal distribution.

Article 1 - Status of Agreement

A. Recognition

This Agreement is entered into by and between the Board of Directors of the Corvallis School District 509J (hereinafter referred to as the “District”) and the Corvallis Education Association (hereinafter referred to as the “Association”).

The District recognizes the Association as the exclusive representative for all licensed staff of the Corvallis School District within the bargaining unit, defined as all full- and part-time TSPC-licensed staff (including counselors and librarians), speech therapists, state-board licensed social workers, mental health providers and nurses employed by the District on matters of salaries, related economic policies, and other conditions of employment. All bargaining unit members are referred to as “licensed staff.”

Temporary licensed staff member is defined as a licensed staff member employed to fill a position designated as temporary, experimental, or to fill a vacancy which occurs after the opening of the school. The terms in this Agreement Articles 14 (Transfers and Vacancies), 15 (Layoff and Recall), and 16.G. (Other Leaves) do not apply to temporary licensed staff.

Excluded from the bargaining unit are: all administrative and supervisory positions, and substitute licensed staff.

It is understood that nothing in this Agreement should be construed as requiring the Association to provide representation to a non-member of the Association.

B. Waiver/Maintenance of Standards

This document represents the full agreement between the parties and shall modify, replace, or add to any policies, rules, regulations, procedures, or practices of the District which are contrary to these terms. Both the District and the Association waive the right to bargain upon any subject or matter during the life of this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time this Agreement was executed except as described below in this paragraph. Furthermore, all terms and conditions of employment not covered by this Agreement shall continue to be subject to the direction and control of the District.

However, neither the foregoing, nor anything else in this Agreement, shall be interpreted and/or applied in a way that deprives members of the bargaining unit of any established benefit which is a mandatory subject of bargaining, unless the benefit has been specifically eliminated by this Agreement.

C. Savings

If any provision of this Agreement is held to be invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by any such court, the remainder of the Agreement shall not be affected thereby and, upon request of either the District or the Association, the parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for such provision.

D. Individual Contracts

The provisions of this Agreement take precedence over inconsistent provisions of individual licensed staff contracts.

E. Termination

This Agreement takes effect on July 1, 2026 through June 30, 2028.

By January 15 of the year in which this Agreement terminates, the District and the Association shall schedule a first meeting to initiate the bargaining of a successor agreement. This initial meeting shall be scheduled prior to March 31st.

This Agreement shall automatically be extended unless either the District or the Association gives 10 days' notice terminating the Agreement or its successor is put into effect.

Article 2 - Non-Discrimination

The District and the Association agree that they shall not discriminate against any licensed staff member because of age, race, religion, sex, sexual orientation, gender identity, disability, national origin, marital status, **immigration status**, residence, or membership or non-membership in the Association. Any alleged violation of this Article shall be processed through the appropriate outside agency or court and not through the Grievance Procedure in this Agreement. However, if no outside agency or court claims jurisdiction over discrimination as to residence, then the grievance procedure, Article 17 shall apply.

Article 3 - Payroll

A. Deductions

The District agrees to deduct the following from the salaries of licensed staff:

1. Association dues which include CEA, OEA, and NEA dues.
2. Premiums for health insurance programs.
3. Contributions to supplemental retirement savings programs that have been mutually approved by the District and the Association. All supplemental retirement savings programs that are available for deduction effective July 1st of the first year of this Agreement shall remain available to licensed staff. However, if any program drops below 10 participants, the District reserves the right to close participation to any new enrollees.
4. Payments to the Benton County Schools Credit Union.
5. Contributions to the United Way.

B. Pay Installments

Licensed staff will receive their annual compensation in twelve equal monthly installments.

C. Direct Transfer of Funds

The District agrees to make available direct deposit of payroll to designated local commercial banks and savings and loan associations. A list of all sources of pay and payroll deductions shall be provided to those licensed staff who authorize direct transfer of funds.

D. Resignations

Resignations shall be in writing and submitted to the District Human Resources Department. Final payment of wages shall be made on the final day of the corresponding pay period for separation of services, other than termination.

Article 4 - Association Dues

A. Dues Deduction

The District agrees to deduct dues paid by members of the Association beginning with the paycheck issued in October and continuing for a total of nine consecutive months. Licensed staff hired after the beginning of school shall have such deductions prorated according to the portion of the year employed pursuant to Association policies.

CEA deductions shall be remitted to the CEA and OEA/NEA dues shall be remitted to the OEA via electronic funds transfer. However, the CEA reserves the right to have all dues remitted directly to the CEA upon written request by the CEA President. If the CEA invokes this right, the District will begin to remit all dues to the CEA within thirty (30) calendar days of that request.

B. Membership Authorization

The Association shall present a roster of active membership to the District by October 15th for the purposes of dues deduction for the membership year. This roster shall be accompanied by signed copies of redacted dues deduction authorization forms for any licensed staff who have newly joined the Association.

The Association will provide signed copies of redacted dues deduction authorization forms for any licensed staff who newly join the Association during the course of the work year. The District agrees to initiate dues deduction for the new member pursuant to the terms of this Article within thirty (30) calendar days of the receipt of the authorization.

Licensed staff who inquire with the District about joining or withdrawing Association membership shall be directed to the Association President and/or Association UniServ office.

C. Hold Harmless

The Association shall hold the District harmless from any claims of an objecting non-member that the payroll deduction or the amount of the deduction is unlawful. This hold-harmless agreement shall be effective provided the District (1) gives notice within 30 days of any such claim, (2) tenders to the Association the defense of any claim, and (3) fully cooperates with the Association and its designated counsel in the defense of the claim.

Article 5 - Association Rights

A. School Courier

Inter-school courier facilities and licensed staff member boxes may be used for distribution of Association communications so long as such communications are labeled as Association materials and contain the name of the authorizing official. The Association will hold the District harmless against any claims or suits brought against the District on account of this provision providing the District notifies the Association in a timely manner of any potential claim or suit.

B. School Facilities

School facilities may be used for Association meetings, provided that such meetings shall not interfere with normal school operations and are limited to District staff and their representatives. Arrangements for such use shall be made directly with the building principal, and the Association shall designate a District licensed staff member responsible for the facility and reimburse the District for any out-of-pocket costs incurred.

C. School Equipment

The Association shall have the right to use school equipment, such as computers, photocopying machines, and all types of audio-visual equipment, when such equipment is not otherwise in use. Arrangement for such use shall be made directly with the building principal, and the Association shall designate a District licensed staff member responsible for the equipment. The Association shall pay for consumable supplies used and any repairs necessary as a result of its use.

D. Bulletin Boards

The Association shall have the right to post notices of activities and matters of Association concern on licensed staff bulletin boards. All such posted material shall be clearly identified as originating from the Association.

E. Announcements

Upon request, an Association representative shall be allowed to make brief announcements at the conclusion of faculty or other professional meetings.

F. Bargaining Unit Member Information

The Association will be provided with the names, addresses, and phone numbers of new licensed staff on a timely basis. The District will work with Association membership staff upon request to identify any membership tracking discrepancies. Other public information shall be available to the Association.

G. Association Leave

1. By April 1 of the prior school year, the Association shall notify the District of the FTE that the Association President intends to take as leave. The District will grant the Association President an unpaid leave of absence for an amount of at least .50 FTE or as agreed to by the District and Association for the entire school year that the President is in office, subject to the provisions stated below.

The District will bill the Association for the full cost to the District of the salary and benefits paid on behalf of the Association President. However, if the Association President declines benefit coverage, said amount will not be paid into the insurance reserve account and the Association will not be billed for reimbursement to the District. Upon return from the leave, the Association President shall be allowed movement on the salary schedule as would apply if they had worked their regularly scheduled work year.

To ensure the District can staff the least disruptive environment for the students involved, the Association President shall establish with their supervisor a defined work schedule prior to April 1 of the school year prior to the year of the intended leave. The work schedule must have mutual agreement of the parties for the leave to be granted.

This leave shall not be used for purposes which require the contacting of other licensed staff during their classroom time or otherwise interfering with the licensed staff member's other professional responsibilities.

2. The Association shall be granted 100 days' non-accumulative leave over the life of this Agreement to be used by Association representatives for the purpose of conducting Association business during the term of this Agreement. Requests for this leave must be pre-approved by the designated Association representative. The leave may be taken in whole or half-day segments, and the cost of the substitute shall be paid by the Association.

H. District Safety Committee

The Association president will be a member of the District's safety committee. A reasonable effort will be made to schedule these meetings when the Association president or their designee can attend.

I. Immigration Enforcement Information

If a federal immigration authority is confirmed to have entered a school district property for purposes of immigration enforcement, notice will be provided to the Association and will follow the requirements set forth in HB 4079.

In addition, whenever the District develops or revises any policies related to federal immigration activity on district property, such policies will require that the Association and licensed staff members will be informed of those policies.

Article 6 - District Rights

The District retains and reserves unto itself all powers, rights and authorities, duties and responsibilities conferred upon and invested in it by the laws and the Constitution of the State of Oregon. By way of illustration, such powers, rights, authority, duties and responsibilities shall include but are not limited to:

1. The executive management and administrative control of the school system and its properties and facilities.
2. The determining of qualification, conditions of employment, dismissal, and promotion of all licensed staff subject only to the provisions of law and the specific provisions of this Agreement.
3. The right to contract or subcontract work. Although the Board has no current plans to subcontract out bargaining unit work, should the District propose to enter into a subcontracting arrangement which would displace current bargaining unit personnel, prior to entering into that subcontracting arrangement, the District agrees to bargain the impacts of such an arrangement, upon a timely demand to bargain from the Association.

The exercise of the foregoing powers, rights, authority, duties and responsibilities and the adoption of policies, rules, regulations, and practices shall be limited only by the specific and express terms of the Agreement.

Article 7 - Evaluation

- A. The District will follow the requirements of ORS 342.850 for licensed staff evaluations. An evaluation handbook will be collaboratively developed by the District and association.
- B. Additional observations may be conducted at the request of the licensed staff member.
- C. An evaluation conference with the licensed staff member shall precede the submission of any formal written evaluation document(s) to the District Human Resources Department.
- D. Evaluation procedures shall be in accordance with minimum fairness procedures intended to insure licensed staff notice of and the opportunity to be heard and the opportunity to respond to evaluation reports. Licensed staff shall have the right to timely notice as to the basis(es) for an evaluation, and the results of the evaluation, the right to have evaluative statements reduced to writing, the right to file licensed staff objections to evaluation reports. Licensed staff will be informed of the annual schedule for observations and evaluation.
- E. The evaluation process required by ORS 342.850(2)(a) shall be developed in collaboration with licensed staff belonging to and appointed by the Association.
- F. The criteria for evaluations shall be clearly defined and will be made known to licensed staff. The District will post the current procedural guidelines on the District web site.
- G. A formal evaluation will be conducted for a contract licensed staff member prior to the contract licensed staff member being placed on a Plan of Assistance for a deficiency described as inefficiency, neglect of duty, inadequate performance, or failure to comply with such reasonable requirements as the Board may prescribe to show normal improvement and evidence of professional training and growth.
- H. If a licensed staff member is to be notified of the licensed staff member's placement on a program of assistance, the licensed staff member shall be given 24 hours' written notice prior to the meeting and shall be entitled to representation, including pre- and post-evaluation conferences under the program of assistance to advise the licensed staff member. The terms of Section H. only apply to a licensed staff member on a program of assistance.
- I. When a licensed staff member is expected to be placed on a program of assistance, the licensed staff member will be told that the Association president will be informed of the licensed staff member's expected program of assistance unless the licensed staff member asks that the Association not be informed.
- J. The District and the Association will each appoint up to four representatives to review the licensed staff evaluation process, monitor the implementation of the evaluation process, and when needed, develop recommendations for the evaluation handbook. For the length of this agreement, this committee will generally meet four times a year, but minimally twice per year.

- K. The District will make every reasonable effort to provide the licensed staff evaluation required by law on or before the Friday before the last student day of school of the evaluation year.
- L. Licensed staff shall be notified of their evaluator(s) prior to the commencement of their evaluation. The evaluator(s) are required to write and determine the results of the evaluation, consistent with Board policy and this contract without the assistance of artificial intelligence.

Article 8 - Personnel Files

- A. The official personnel file on all licensed staff as well as any official electronic evaluation file is confidential, shall be kept in secure electronic storage and/or the District Human Resources Department, and shall contain all material deemed relevant by the District to the licensed staff member's employment. Access shall be limited to the licensed staff member, licensed staff member designees, Board (when relevant to personnel actions), Superintendent, Superintendent's designee and licensed staff member's administrative supervisor(s).
- B. At the request of the licensed staff member, any information in the personnel file which was used or has been used to determine the licensed staff member's qualification for employment, termination, or other disciplinary action shall be made available for inspection.
- C. No evaluation document, disciplinary document or complaint will be placed into a licensed staff member's personnel file without a copy first being given to the affected licensed staff member. Normally, proof that a copy has been given to the affected licensed staff member will be accomplished by obtaining the licensed staff member's signature on the file copy. This signature does not necessarily indicate agreement with the contents therein. A licensed staff member may attach a written statement to any materials in the personnel file.
- D. A licensed staff member shall have the right upon request to review the contents of their personnel file and to receive a copy of any document contained therein. A licensed staff member shall be entitled to have a representative of the Association accompany them during such a review.
- E. At the licensed staff member's request, a consultation will occur with the Superintendent or designee with respect to what materials should be retained in or added to the licensed staff member's personnel file. If the licensed staff member and the Superintendent or designee cannot agree upon whether or not a particular item should be retained in or added to the personnel file, the Superintendent shall make a final determination.
- F. In the event the District removes a document or electronic evaluation document from a licensed staff member's personnel file, the document will be returned to the licensed staff member and/or the licensed staff member will be notified.

Article 9 - Complaint Procedure

A. Determination of Merit

If a complaint is made against a licensed staff member to the administration, such complaint shall be processed under the following circumstances.

1. If the principal intends to make a record in the evaluation report of a complaint received concerning the licensed staff member;
2. If the principal intends to place a record of such complaint in the licensed staff member's personnel file;
3. If, in the principal's judgment, such complaint is sufficiently relevant to the licensed staff member's performance as to indicate the desirability of a conference.

If the complaint is to be discussed with the licensed staff member, the licensed staff member shall be notified in advance of the purpose of the meeting and shall have the right to representation present at such a discussion.

B. Conference

Pursuant to Section A. above, a conference shall be held with the licensed staff member within 10 working days after the complaint is made to the administration. The complainant or administrator shall present to the licensed staff member all available information, including the name of the person(s) making the complaint, the complaint in writing, and the requested remedy, if any.

C. Limitation

Any such complaint which the administration chooses not to discuss with the licensed staff member or which is not discussed within the required time shall not be considered in the licensed staff member's evaluation and shall not be used against the licensed staff member in any subsequent action by the District.

D. Personnel File

The licensed staff member shall have the right to attach a written statement to any written documents placed in the personnel file.

E. Non-Retaliation

A licensed staff member shall not retaliate in any way against a student, parent, or staff member who may be directly or indirectly involved in the communication of a complaint.

F. Bias Incident Response Process

All bias incident reports directed toward a licensed staff member require the same processes as a complaint and disciplinary procedure, even if the intent of the process is non-disciplinary in nature.

Article 10 - Discipline

A. Just Cause

No licensed staff member shall be disciplined without just cause and due process.

1. Due Process

For purposes of this Article, due process shall require that the following be honored if disciplinary action is being considered.

- a. Before any decision to take disciplinary action is finalized, the following shall occur:
 - 1) The licensed staff member will be informed of the charges in writing and given the information that is the basis for possible disciplinary action.
 - 2) After the licensed staff member has been informed of the charges, they shall have the opportunity to meet and discuss the matter with the supervisor who initiated the charges. If the licensed staff member chooses to meet with the supervisor to discuss the charges, they shall be allowed to have a representative of the Association present.
- b. After the decision is made, the licensed staff member shall be given written notification thereof. If the decision is adverse to the licensed staff member, the licensed staff member shall have the opportunity to include a statement in their defense in their personnel file.

2. Just Cause

For purposes of this Article, just cause shall require that no licensed staff member shall be suspended without pay, denied an incremental or longevity step increase, or given a written reprimand without just cause. If a question as to just cause exists, it may be resolved by submission to binding arbitration pursuant to the provisions of Article 17, Grievances.

B. Limitations

1. Except as provided for in Section C. of this Article, and except for the provisions in B.2 below, the dismissal, non-renewal or nonextension of any licensed staff member in the bargaining unit shall be subject only to the requirements set forth in ORS 342.805-342.934 and shall not be governed by the terms of this Article or subject to a claim of a violation of this Agreement.
2. The dismissal of a nurse or of a less-than-.50-FTE licensed staff member who has been regularly employed for a period of not less than three successive school years and who has been re-hired by the District after completion of such three-year period shall, however, be for just cause.

C. Representation

1. A licensed staff member shall have the right to Association representation and, if requested, prior notification as to the items to be discussed at any meeting with District supervisors or the Board which the licensed staff member reasonably believes will result in disciplinary action.
2. If during the course of a meeting with District supervisors or the Board the licensed staff member develops a reasonable belief that the meeting will result in disciplinary action, the licensed staff member shall have the right to recess the meeting to confer with or arrange for the presence of Association representation.
3. If a licensed staff member is to be notified of the licensed staff member's dismissal or nonrenewal, the licensed staff member shall be given 24 hours' written notice prior to the meeting and shall be entitled to representation of the licensed staff member's choice to advise the licensed staff member.

Article 11 - Personal and Academic Freedom

A. Personal Freedom

The personal life of a licensed staff member is not an appropriate concern of the District, except where it affects the licensed staff member's fitness for or performance of their contractual duties.

B. Academic Freedom

The District and the Association acknowledge the fundamental need to protect licensed staff from any censorship or restraint that might interfere with their obligation to perform their prescribed teaching functions. They further acknowledge the necessity for licensed staff discretion in the selection and use of supplementary instructional materials, including Artificial Intelligence. Licensed staff can make pacing and script adjustments as appropriate to meet whole-group and individual needs without compromising an aligned curriculum.

The principles of academic freedom cannot supersede the basic responsibilities of the licensed staff member to the education profession. These responsibilities include:

1. A commitment to support the Constitution of the United States;
2. An informed concern for the welfare, growth and intellectual development of children;
3. An insistence upon objective scholarship;
4. A reasonable adherence to the District-prescribed curriculum wherein licensed staff shall be expected to use the District-adopted curriculum, align with colleagues, and teach to the appropriate identified standards, but shall not be expected to relinquish creative and intellectual control.
5. A commitment to engaging in the District's equity work.

There shall be no adverse impact on the employment status of a licensed staff member as result of exercising rights and responsibilities of this Article, provided the questioned material (a) directly relates to the District-approved course of study, and (b) has prior administrative approval.

If a request is made for Reconsideration of Instructional Material in accordance with School Board Policy, the licensed staff member shall be entitled to be present at any level considering review of materials to state their views.

C. Grade Changes

A licensed staff member may be required to demonstrate substantiation of a student grade or a student progress report. If, in the determination of the District, such reasonable substantiation is not provided, the District may request that grade or student progress report be changed. In the event that an agreement on a grade change or student progress report cannot be reached or the licensed staff member is not available for consultation, the District may alter the grade or student progress report, but the District shall notify the licensed staff member of the change in writing and accept the burden of proof to demonstrate that the licensed staff's original grade or student progress report was not reasonably substantiated.

D. Professional Learning Communities (PLCs)

The District and Association define PLCs as teams of educators whose members work interdependently to achieve common goals that are focused on the learning of each student, create a culture of collaboration, and share a results-oriented commitment to continuous improvement.

When the District or the Association deem necessary, representatives shall convene an advisory committee to review Professional Learning Communities (PLCs).

There is a shared belief that licensed staff are professional and that they will use PLC time to meet the learning needs of their students. PLC meetings are intended to be collectively led by the members of the PLC and supported by District and building administrators.

The District and Association also recognize the importance of cross-building PLC groups for specialists. The District will work with the Association to identify specialists interested in forming PLCs

E. Grading and Reporting

When the District or the Association deem necessary, representatives shall convene an advisory committee to review grading and reporting practices.

The District shall provide licensed staff with access to functional, up-to-date, technological resources capable of detecting plagiarism or falsifying the submission of student work. Licensed staff shall be trained on the use of such technological resources.

F. Artificial Intelligence and Instruction

The District will not require licensed staff to use Artificial Intelligence resources, and any suggested use of AI shall be optional.

The District and Association agree to utilize the Instructional Technology Committee to provide input to the Board as it develops Artificial Intelligence use policies.

The committee will minimally address the following:

1. The use of Human-in-the-Loop (HITL) oversight of Artificial Intelligence resources
2. Recommendations on the use of Artificial Intelligence while monitoring the accuracy, safety, and ethical decision-making of any artificial intelligence resources

Article 12 - Maintenance of Class Control, Safety, and Discipline

The District will notify all staff annually of the District's safety protocol, threat assessment process, as well as the communication protocol for incidents involving school and public safety.

- A. The District and Association believe the work environment for licensed staff should be free of unreasonable risk to the health and safety of licensed staff. This includes consistent application of standard procedures and clear communication for District Behavior Guidelines for students. The District Behavior Guidelines follow district policies.
- B. If the District proposes a change in District policies that affect District Behavior Guidelines, the Association shall be provided with a copy of the proposed change and an opportunity to make recommendations regarding such change prior to its adoption.
- C. The District will notify all staff annually of the District Behavior Guidelines, including the District's safety protocol, threat assessment process, as well as the communication protocol for incidents involving school and public safety.
- D. Building principals will provide licensed staff with the District Behavior Guidelines at the beginning of each year. Each building staff will review this procedure annually and may recommend changes in such procedure to the building administrator.
- E. Licensed staff are expected to teach the school-wide expectations, as referenced in the District Behavior Guidelines, to all students annually.
- F. The District Behavior Guidelines shall specify minimum standards of student conduct in the classroom. In addition, it will include information on how to support students with mental health needs including available District resources. The document shall further specify the circumstances under which a student may be removed from the classroom, including those involving extreme behaviors that present danger to the students' and/or licensed staff members' well-being.
- G. The District Behavior Guidelines shall provide for consultation between the licensed staff member and the principal or their designee prior to returning the student to class. A written summary will be provided following the consultation. A licensed staff member will not be required to keep a student in class if the class as a whole is seriously disrupted by the behavior of the student, if the licensed staff member or another student was subjected to physical contact from the student, if a student or staff member was harmed by the student, or if physical restraint was used. The principal or their designee shall have the final authority to resolve all student disciplinary matters referred to them pursuant to the provisions of this Article.
- H. Any time a licensed staff member is subjected to physical contact from a student, the licensed staff member and building administrator will file an incident report. The building administrator (or their designee when the administrator is off-site) will follow up in person in a timely manner with a staff member who has filed the report.
- I. A behavior and/or safety plan, including the current level of adult support, will remain in place and follow the student. Any adjustments to the plan will be made through a review by an established student support team and should include input from relevant staff, including a current classroom teacher.

J. When the District becomes aware, including intra-district transition, it will communicate relevant information about students with intensive behavioral needs in a timely manner to any licensed staff member providing services to the student. In addition, notice will be provided when the District has been informed that a student has been adjudicated for engaging in a crime involving violent behavior.

K. A District Behavior Committee will be established that is made up of five representatives from the District and six representatives from the Association. Representation must be present from elementary, middle, and high school levels and include representation from the DLI program. This committee will meet **four** times a year.

The purpose of this committee is to review the District Behavior Guidelines from each level and to make recommendations for improvement and suggest professional learning opportunities that support the interventions and strategies outlined in those plans.

L. Cell Phone Provision and Request Process

Staff members whose primary job duties require frequent, real-time communication for safety, student coordination, or parent engagement may request a district-provided communication device.

To facilitate timely procurement and budget planning, eligible staff must submit a formal one-time request for a device by September 15th of each school year. For staff hired after the start of the school year, this request must be submitted within 30 days of their initial date of hire or change in job assignment. All requests are subject to administrative review to ensure the staff member's role aligns with the functional necessity for a mobile communication tool.

Approved devices shall be provided in a format that is wearable without additional equipment and must be separate and hands-free to ensure staff can employ physical intervention and de-escalation strategies and other safety best practices without physical obstruction. These devices must be fully integrated with essential district communication platforms and must maintain the capability to contact district numbers or emergency services.

M. If a teacher is subject to physical or verbal abuse by students or members of the community including but not limited to harassment, sexual harassment, intimidation, bullying, cyber-bullying, misuse of artificial intelligence, and menacing, the District shall take immediate action to mitigate such physical and verbal abuse, conduct an investigation and promptly interview the teacher and follow Board Policy GBEA and GBEA-AR and GBNA and GBNA-AR.

If, during the investigation or thereafter, the District has any cause to believe that actions by a member of the community or student, are creating an intimidating, offensive, or hostile work environment, a safety plan shall be developed. If that safety plan involves a community member the licensed staff member may have no further requirement to interact with the community member as part of their required work duties.

If it is determined that harassment of the licensed staff involved the use of a third party platform, the District will work with the licensed staff member to collaboratively engage those third parties in removing the abusive content.

N. If a licensed staff member is assaulted or injured in connection with District employment, the licensed staff member will immediately notify the principal and/or their supervisor and will complete the District's incident report form.

The licensed staff will consult with their supervisor or designee to make a plan to help them prepare to re-engage in their job duties. This plan shall include the use of paid leave or breaks to prepare for the re-engagement of their job duties. Any breaks will be in addition to prep periods, lunch breaks, or any other unassigned time in their regular schedule.

Any licensed staff member who believes that an assignment is unsafe shall report this information to the building principal and/or supervisor. This report shall be addressed in the building's monthly Safety Committee meeting.

If any student is causing injury to staff members on a patterned or routine basis, the school administration or employee subject to injury, may request to convene a response team in order to review and if needed update the student's safety plan. Once the request for review is made in writing, the response team has ten (10) workdays following the date of request, to conduct their review and inform the employee of the outcome in writing.

Article 13 - Strikes and Lockout

A. Strikes

During the term of this Agreement, the licensed staff covered by this Agreement will not, individually or in concert, engage in a strike or any other interruption of work within the District. Licensed staff who violate any of the provisions of this Article may be subject to disciplinary action.

B. Lockout

There will be no lockout of the members of the bargaining unit by the District.

Article 14 - Transfers and Vacancies

A. Announcement of Vacancies

1. A list of all vacant bargaining unit positions that the District has determined to fill shall be posted using the District's web site and shall be available upon request from the District Human Resources Department.
2. Exceptions

The following position openings shall not be announced as vacancies:

- a. A position that is to be filled by a licensed staff member returning from leave.
- b. A position that is to be filled as a result of an in-building reassignment.
- c. A position that is to be filled as the result of a transfer pursuant to Section C., first paragraph, or Section D. of this Article.
- d. A position that is less than .33 FTE that is added to the assignment of a current licensed staff member may be brought to the Association for consideration. If approved, an MOA will be written for exceptions.

B. Application for Vacancies

1. Internal vacancies and any positions available during the school year shall be posted for minimum of five days.
2. If a position is available during the summer recess, it shall be posted for a minimum of 10 days.
3. For all vacancies, except as provided below, if a licensed staff member applies for a position and meets the minimum qualifications for that position they will be interviewed.

An internal candidate who is not hired may request the hiring administrator or supervisor to provide an explanation of why they were not offered a position. In the explanation, the hiring administrator/supervisor will identify actions that the candidate might take to enhance their promotional opportunities.

Exception: If there are less than 24 days from the date that the vacancy was first advertised or posted until the first day on the job the District shall have the right to fill the position by appointment of a new licensed staff member without prior consideration of applications submitted pursuant to the above.

C. Transfer Requests

Licensed staff who desire a change in their teaching assignment or building for the following year may make their wishes known to the District by submission of a written request for transfer to the District Superintendent or their designee on the prescribed form by March 1. By June 1, the District administration will review all such requests that it has received and notify each licensed staff member of the disposition of their request, except

when in the judgment of the Superintendent or their designee it is not practicable to provide such notice.

The licensed staff member shall not be considered for an announced vacancy unless they submit an application pursuant to Section B. above.

D. Involuntary Transfers

An involuntary transfer occurs when a licensed staff member is transferred to another school at the initiation of the District.

1. Notices

Notice of an involuntary transfer for the following year shall be given to licensed staff in writing not later than June 1 of each year except when in the judgment of the Superintendent or their designee it is not practicable to provide such notice. The Association shall be notified of all proposed involuntary transfers along with the reasons for such transfers.

2. Meeting and Appeal

An involuntary transfer requires a meeting between the licensed staff member and District Human Resources Director, at which time the licensed staff member shall be informed of the reason for such transfer.

If a licensed staff member objects to the transfer, they may meet with the Superintendent. The licensed staff member may, at their option, have an Association representative present at such meeting. The decision of the Superintendent shall be final and binding.

Article 15 - Layoff and Recall

A. Seniority shall be defined as the licensed staff member's total length of continuous service in the District as a licensed staff member. Seniority will be computed and accrue from the licensed staff member's first day of actual service in a bargaining unit position, and shall continue to accrue during approved leaves of absence. In case two or more licensed staff members have the same date of employment with this District, the tie will be resolved by drawing lots.

B. Whenever the Board determines that a layoff is necessary, it will notify the Association. As soon as practicable, written notice will be given to the affected licensed staff of their layoff.

C. In the event the Board, in its discretion, determines that a layoff is necessary, then it will determine the licensed staff to be retained by means of the following criteria:

1. A determination of whether the licensed staff to be retained hold the proper license to fill the remaining position(s).
2. A determination of the seniority of the licensed staff to be retained; and
3. A determination of the competence or merit of a licensed staff member being retained if the Board desires to lay off another licensed staff member with greater seniority.
4. The District will adhere to ORS 342.934 as it pertains to cultural and linguistic expertise.

D. The Board shall retain the most senior licensed staff member in each case unless it chooses a less senior licensed staff member through the following process.

1. In the event that the District wishes to retain a less senior licensed staff member over a more senior licensed staff member when both have licensure to fill an available position, the District will do so only on the basis of demonstrated superior competence or merit in accordance with the procedures below.
2. The parties agree that a merit determination will not be used to lay off a contract licensed staff member over a probationary licensed staff member. The burden of proving competence or merit shall be on the District and the proof will require a preponderance of evidence. Disputes regarding competence or merit for purposes of layoff and recall will be resolved by arbitration carried out under the provisions of Article 17, Grievances, of this Agreement.

E. Nothing in Section C.3. above shall be construed to limit the operation of Section C.1. above, that is, the requirement that a retained licensed staff member be licensed to fill the remaining position.

F. Nothing in this Article shall be construed so as to interfere with the Board's right to dismiss or nonextend a contract licensed staff member pursuant to the provisions of the accountability for schools for the 21st Century Law or to dismiss or nonrenew a probationary licensed staff member pursuant to ORS 342.835.

G. In conducting a layoff under this Article, the District will first determine the program(s) or area(s) scheduled for reduction or elimination.

1. After such determination, the District will make every reasonable effort to transfer licensed staff in such

program(s) or area(s) to other positions for which they are qualified and properly licensed.

2. The District will make every reasonable effort to combine positions in a manner which allows licensed staff to remain qualified so long as the combined positions meet the curricular needs of the District and the competence considerations specified in subsection C.3. of this Article.
3. Layoffs will be based upon the criteria set forth in Section C. above.
4. If the FTE of a part-time licensed staff member, .50 FTE to .99 FTE, is reduced by more than .17 FTE more than one time in a three-year period, the licensed staff member will qualify to receive recall rights to the original FTE.

H. For the purpose of this Article, the term “competence” shall mean the ability to teach a subject or grade level based upon recent teaching experience related to that subject or grade level within the last five years or educational attainments, or both, but not based solely upon being licensed to teach.

- I. For the purposes of this Article, the term “merit” shall mean the measurement of one licensed staff member’s ability and effectiveness against the ability and effectiveness of another licensed staff member, as determined by the District through its evaluation, discipline, and commendation processes.

J. Recall – If within 27 months from the first date of layoff, a vacancy occurs within the District for which a laid off licensed staff member is qualified as per Section K. below, the recall procedure outlined below will be followed.

1. The District shall receive the licensed staff member’s address for recall notification. In the event of a recall, the District shall notify the licensed staff member who has expressed a desire to return to the District of the recall by certified mail, return receipt, sent to the last address given by the licensed staff member to the District office. During the school year, if the individual is still working for the school district and not yet in layoff status, the method of communication for recall can occur through district email. The licensed staff member will have 15 calendar days from the receipt of such notice or 30 calendar days from the date of mailing of such notice, whichever is the earlier date, to notify the District of intent to return. The licensed staff member must thereafter report on the starting date specified by the District providing that this will not be less than 14 days from the date the notice of recall was received, or lose all recall rights.
2. All benefits to which a licensed staff member was entitled at the time of layoff, including unused accumulated sick leave, will be restored to the licensed staff member upon the licensed staff member’s return to active employment, and the licensed staff member will be placed on the proper step of the salary schedule. A licensed staff member will not receive increment credit for the time spent on layoff unless the licensed staff member was employed by an accredited school District as a licensed staff member for a period of time equal to a majority of the District’s work year nor will such time count toward the fulfillment of time requirements for acquiring contract status. Licensed staff member benefits do not accrue during the time of layoff.
3. Licensed staff covered by this Article will have the option to continue insurance programs at their own expense subject to the approval of the insurance carrier.
4. Licensed staff covered by this Article will be placed on the preferred list for substitute teaching at the

licensed staff member's request; such will not affect licensed staff member recall rights.

K. In determining which licensed staff to recall, the Board will utilize the criteria set forth in Section C. above. Any licensed staff member who does not accept a recall will lose all further recall rights and will be deemed to have resigned from District employment. Any licensed staff not recalled pursuant to this Article within 27 months of layoff will be deemed to have resigned from District employment.

L. Any "appeal" from the Board's decision on layoff or recall pursuant to this Article shall be by means of a grievance filed pursuant to the Article on Grievances. The decision of the arbitrator will be final and binding on all interested parties as long as the arbitrator's decision is within their jurisdiction. The arbitrator's jurisdiction is further restricted as follows: The arbitrator is authorized to reverse the layoff or recall decision made by the District only if the District:

1. Exceeded its jurisdiction;
2. Failed to follow the procedure applicable to the matter before it;
3. Made a finding or order not supported by substantial evidence in the whole record; or
4. Improperly construed the applicable law.

Article 16 - Leaves

Except for military leave and Association leave, a year's leave of absence does not count as a year of experience on the salary schedule. Military leave and Association leave is evaluated and counted as teaching experience. Notice of intent to return to a teaching position after a leave of absence must be made to the Superintendent or designee by March 1. The failure to provide the notice by March 1 will be deemed to constitute a resignation in good standing of the licensed staff member from District employment unless the licensed staff member can establish good cause for the failure to provide timely notice. Upon return from leave, the licensed staff member shall be offered a position for which they are licensed. Granting a leave does not guarantee return to the same school or grade level. However, a reasonable effort will be made to arrange satisfactory placement.

Subject to such terms and conditions the insurance carrier may apply, a licensed staff member who is on a non-paid leave may continue medical, dental, and/or other insurance at their own expense.

A. Bereavement Leave

A licensed staff member shall be granted, upon request, up to **five** days off with pay to attend the funeral and for related activities in the event of death in the family. For the purpose of this Article, family is defined in Appendix F.

The Superintendent or designee may, at their discretion, grant use of bereavement leave for individuals not listed in Appendix F, and additional days as needed.

B. Sick Leave

Sick leave is available to licensed staff on the basis of 10 days per contract year. Sick leave with pay may be used for the employee's or a family member's mental or physical illness, injury or health condition, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition, or need for preventive care, or for reasons consistent with the Family Medical Leave Act (FMLA) or OFLA.

Definition of family member is in Appendix F and may be updated following any changes to OFLA and FMLA. The Superintendent or designee may grant use of sick leave to other individuals not listed in Appendix F.

1. Basis for Allowance

a. General Rule

Sick leave shall be granted on the basis of 10 days' leave for each school year.

b. Proportionate Credit

- 1) Licensed staff whose duties extend beyond the normal school year shall be entitled to sick leave in the ratio of an additional day for each month of service given beyond the regular year.
- 2) Regular licensed staff employed on a one-half-time basis or more shall be entitled to sick leave in the ratio of their service to that of a full-time service.
- 3) If a licensed staff member starts a school year on leave then sick leave will not be granted until

they return to work and will be pro-rated accordingly.

- i. Sick leave is accumulative without limit.
- ii. A licensed staff member may take sick leave prior to its accrual up to the maximum that they can reasonably expect to accrue during the school year.
- iii. In the event the licensed staff member has used more sick leave than they earned (except as otherwise provided in Section 3. of this section), an adjustment will be made in their pay.
- iv. Sick leave shall be charged only for those licensed staff work days that the licensed staff member is absent.

2. Transfer of Sick Leave

- a. All sick leave benefits except those transferred to another District shall terminate and/or be forfeited upon termination of employment for any reason.
- b. All sick leave accumulated during employment in another Oregon school District shall, upon verification, be allowed, up to 75 days.

3. Sick Leave Bank

- a. The purpose of the sick leave bank shall be to extend to those licensed staff who choose to participate additional sick leave days should an illness or injury exhaust their accumulated sick leave days during a school year.
- b. Within 60 days following the ratification of this Agreement, each licensed staff member, regardless of FTE and who is not a current participant in the sick leave bank, may join the bank by contributing two days of their sick leave allowance to the bank. The sick leave bank committee may also establish one additional open enrollment period during this Agreement. A new licensed staff member shall be allowed to join the bank by contributing two days of their sick leave allowance, provided they elect to do so within 60 days of the date of employment. Whenever the total number of sick leave days in the bank drops below one day per member of the bank, the sick leave bank shall be replenished by assessing each member one sick leave day. All sick leave contributions and assessments to the sick leave bank are irrevocable. Only licensed staff who are current members of the bank may apply for days from the bank.
- c. Upon depleting personal sick leave and personal/emergency leave, and after obtaining a doctor's statement certifying a physical illness or injury rendering a member unable to perform duties listed on a member's job description for a period of more than five work days, a member may request days from the bank. A committee composed of one representative of the administration and three representatives of the Association will act immediately on the request. The committee shall grant the request if:
 - 1) District records show that the member has exhausted their sick leave;

- 2) The member is a contributing member to the sick leave bank according to 3.b above; and
 - 3) The member has experienced an illness or disability that has prevented them from performing their job requirements for more than five days and a doctor has certified in writing this illness or disability.
- d. When a member has accessed the sick leave bank then has a prolonged absence for the same or other qualifying medical condition within the same school year, they should be allowed more access to the bank, up to the total of 65 days. If the request is for a new qualifying medical condition, section 3 above needs to be met before the member can access the sick leave bank.
- 1) If the request is approved, the committee shall notify the District Office and resulting days, including the first five days of the illness or injury, if personal sick leave was not available for those days, will be charged to the bank until the member returns to work or has used 65 days from the bank.
 - 2) The District shall keep accurate records of leave accumulated by the bank and of sick leave used by the bank. Annually, the District shall notify the Association in writing of accumulated days and days charged to the bank that year.
 - 3) Membership shall be terminated by written request of the member or by the end of employment. Previously donated days shall remain in the bank. Temporary licensed staff hired back by the first day of the following work year shall retain membership in the Sick Leave Bank.
4. It is understood that the District is not opposed to the concept of establishing a family illness sick leave bank that would function in the same manner as the current personal illness sick leave bank found in Article 16.C.3. of this Agreement if the Association determines at a later date that it wishes to establish it.

C. Parental Leave

The District shall grant a leave of absence without pay to those licensed staff with more than one year with the District for reasons of parenting or adoption. During a parental leave, a licensed staff member shall maintain, but not add to, sick leave or other licensed staff benefits accumulated prior to the leave.

The duration of the leave shall be subject to the mutual agreement of the licensed staff member and the District and shall not exceed the following:

1. Elementary Licensed staff: The end of the first vacation period that is at least 12 months after the date of the start of the leave. Vacations are summer, winter, and spring break.
2. Middle and Senior High School: The beginning of the first quarterly grading period that is at least 12 months after the date of the start of the leave. The District may extend the leave upon request.

D. Personal/Emergency Leave

Each licensed staff member shall receive **five** days of personal leave with pay per year. The leave shall be available upon request with no questions asked, except that personal leave days that adjoin a holiday or vacation period must be prearranged to ensure continuity for student instruction, by written submission at least 10 working days in advance of the commencement date of the leave and shall contain a statement that a substitute has been requested. Appropriate instructional plans for the substitute shall be available. In the event of an emergency, advance notice is not required. Holidays and vacations shall be defined as Memorial Day, Labor Day, Veterans Day, and Thanksgiving, winter, spring, and summer vacations.

1. When possible, the licensed staff member shall provide the District with 48 hours notice in advance of their intention to take leave.
2. Leave shall not be granted if a substitute is not available. It is not the intent of the District to allow the difficulty of retaining substitutes for difficult-to-replace positions to result in discrimination against those licensed staff in the taking of personal leave.
3. This leave is to be taken in full-day increments, except that one day may be taken in half day increments.

At the end of the school year, each licensed staff member shall be paid, in addition to their other pay, an amount equal to **100 percent of the employee's regular pay rate.**

Licensed staff who work less than full time shall receive time off and the year-end cash on a prorated basis based upon the relationship their regular work schedule bears to that of a full-time licensed staff member.

Personal/emergency leave shall be earned according to the following schedule, but granted at the beginning of each school year based on contract days expected to work:

- 30-63 days on active duty, 1 day
- 64-126 days on active duty, **2 days**
- 127-191 days on active duty, **2 days**

If an employee leaves the District after using such leave without earning it, the District shall be reimbursed at the amount of salary paid for any such leave time taken but not earned. Such reimbursement shall occur through a withholding from the licensed staff member's final paycheck.

All personal/emergency leave must be used before any unpaid leave can be taken.

E. Legal Leave

1. Jury Duty

If a licensed staff member is summoned to serve on a jury, the District shall grant permission to serve, without loss of regular salary. **The licensed staff member will retain fees for those services, including expense reimbursement, and the District will reduce the licensed staff member's salary by a like amount**

if the fees exceed \$50 (excluding expenses). The licensed staff member is required to provide a copy of the check received by the court to payroll if it is over \$50. Upon early release from jury duty, the licensed staff member shall report to their assigned building if reasonably able to do so by the beginning of afternoon classes.

2. Legal

Necessary leave time will be granted for any legal proceeding connected with the licensed staff member's employment with the school system or any other legal proceeding, if the licensed staff member is required by law to attend. This leave shall be without loss of regular pay; the licensed staff member will retain all fees and the District will reduce the licensed staff member's salary by a like amount, excluding expenses. However, such leave shall be without pay if the licensed staff member is:

- a. Involved as a litigant or appearing as a party in interest to the proceeding; or
- b. Appearing as a representative of the Association; or
- c. Appearing on behalf of an action being taken against the District.

C. Professional Leave

Professional leave may be granted by the Superintendent or designee for educational conferences related to the licensed staff member's assignment or participation in activities of service to the profession.

D. Other Leaves

1. The District may grant leaves of absence without pay when, in the District's judgment, such leaves would not seriously hamper the District operation. A licensed staff member on an unpaid leave of absence may participate in District insurance programs by self-paying for such insurance each month. The leave request form and other important information (i.e., PERS) will be available on the District web site.
2. Licensed staff who wish to apply for a full academic year of leave shall normally do so by March 1.

Article 17 - Grievances

The purpose of this Article is to provide a procedure for the orderly and expeditious resolution of grievances of licensed staff.

A. Definitions

1. "Contract Grievance" means a claim by a licensed staff member, group of licensed staff or the Association that there has been a violation of the terms of this Agreement or an inequitable application of a provision(s) of this Agreement. Such a grievance may be appealed to Level 3—Board, or Level 3—Arbitration, but if it is appealed to the Board, the Board's decision shall be final and binding upon the parties.
2. "Policy Grievance" means a claim by a licensed staff member, group of licensed staff or the Association that there has been a violation of a provision(s) of the School Board-adopted policy as found in the current Board Policy Book. Such grievances may be appealed to the Level 3—Board, but shall not be subject to Level 3—Arbitration found herein. The Board's decision on policy grievances is final and binding upon the parties.
3. "Administrative Grievance" means a claim by a licensed staff member, group of licensed staff or the Association that there has been a violation of a provision(s) of the District's adopted administrative regulations. Such grievance may be appealed to the Superintendent or designee (Level 2) but shall not be the subject of an appeal to Level 3—Board or Level 3—Arbitration. The decision of the Superintendent, or designee, is final and binding upon the parties.
4. "Grievant" means the licensed staff member, group of licensed staff, or the Association making the claim.
5. "Immediate Supervisor" is the person who has the authority to resolve the grievance as determined by the District.
6. "Representative" is one who may speak for and/or advise a party in interest.
7. "Days" shall, except where otherwise indicated, mean official licensed staff work days, except that when school is not in session during the summer it shall mean Monday through Friday excluding holidays

B. General Procedures

1. All parties have a right to representatives of their own choosing at each level of these grievance procedures.
2. The time limits referred to in these procedures are to be considered maximums. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified time limits shall be deemed to be abandonment of the grievance. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the

grievant to proceed to the next level, if such exists. This shall be the exclusive remedy for the District's failure to provide a written decision.

3. Forms for processing grievances shall be prepared by the Association and the District and will be printed and given appropriate distribution by the parties so as to facilitate operation of the grievance procedure. A copy of the grievance form shall be attached as an Appendix to this Agreement.
4. In the course of investigating any grievance, representatives of either party in interest who need to contact any licensed staff member or student in the school, will contact the building supervisor of the building being visited and will state the purpose of the visit immediately upon arrival.
5. All parties in interest will process grievances after the regular work day or at other times which do not interfere with assigned duties.
6. The District and the Association agree that all licensed staff have the unqualified right to file grievances and that neither the Association nor the District may take any action against a licensed staff member and/or their representative as a result of their having exercised that right.
7. If the grievant is not represented by the Association, the Association shall have the right to be present and to state its view at all levels of the grievance procedure.
8. Financial Responsibility – Each party shall pay any and all costs incurred by said party. The cost of the arbitration in binding arbitration shall be borne equally by both parties, except as otherwise provided in Level 3—Arbitration.
9. The grievance procedure will not be used while a grievant is under the jurisdiction of the courts or has resorted to the judicial process.
10. All documents, communication and records dealing with the processing of grievances shall be filed separately from the personnel file of the grievant.
11. Probationary licensed staff member grievances over the provisions of Article 7, Evaluation, are subject only to the Board level and the Board's decision will be final and binding upon such grievances; they are not appealable to arbitration nor are they subject to an unfair labor practice complaint for breach of contract.

C. Levels of Grievance

Level One—Supervisor

The grievant may first discuss their grievance with their principal or supervisor with the objective of resolving the matter informally. If the matter is not resolved informally, the grievant may within 20 days following the act or condition which is the basis of the complaint, or within 20 days of the first knowledge, reduce the grievance to writing and file with their immediate supervisor. The written grievance shall set forth the facts and contract article, Board policy or administrative regulation, as applicable, that they claim was violated and the reasons why the grievant considers the decision rendered at the informal step to be unacceptable. The immediate supervisor shall communicate a

decision in writing within five days to the grievant. Within five days of receipt of the decision rendered by the immediate supervisor, the grievant, if they are not satisfied with the decision of the immediate supervisor, may appeal in writing to the Superintendent or their designee.

Level Two—Superintendent

Appeals to the Superintendent or their designee shall be heard within 10 days of their receipt of the appeal. Written notice of the time and place of the hearing shall be given five days prior thereto to the grievant and the Association. Attendance at the hearing of appeal shall be restricted to the grievant, their representative, the designated representatives of the District and the Association. The parties will have the opportunity to call witnesses and present their case.

Within 10 days of hearing the appeal, the Superintendent or their designee shall communicate to the grievant and the Association their written decision, which shall include supporting reasons thereof.

If the grievant is not satisfied with the decision of the Superintendent or their designee and if the grievance is a contract or policy grievance as defined in Section A. hereof, they may file a written appeal with the Superintendent within 10 days from the receipt of the Superintendent's or their designee's decision. The appeal shall state the grievant's reasons for appealing the decision of the Superintendent and request appeal to Level Three—Board for Policy Grievances. For Contract Grievances, the appeal may be taken either to the Board or to Arbitration, but not both. If the Board is selected, its decision shall be final and binding upon the parties.

Level Three—Board

Only the specific grievance as filed at Level One may be submitted to the Board, unless new evidence or a new basis for the grievance becomes known as a result of the Level Two hearing. In such a case the Association may file a revised grievance at Level One.

Within 10 days of receipt of the appeal, the Superintendent or their designee shall establish a date for a Board hearing on the grievance, which shall be not more than 30 calendar days from the date of receipt of the grievance, and notify the grievant and the Association thereof.

The Board shall have no power to subtract from, modify, or amend any terms of this Agreement, and shall further be limited to determining if there has been a violation or erroneous application of established District policy.

Within 10 days of hearing the appeal, the Board shall communicate to the grievant and the Association its written decision.

Level Three—Arbitration.

Only the Association may pursue a grievance to Level Three—Arbitration. Only the specific grievance as filed at Level One may be submitted to arbitration.

Within five days of receipt of the appeal, the Superintendent or their designee and the Association shall attempt to select a mutually acceptable arbitrator. If this is not done, the parties shall, on the sixth day, initiate a request to the Employment Relations Board for a list of arbitrators. The parties agree to abide by the AAA rules for the

conduct of the hearing.

The arbitrator shall have no power to advise on salary adjustments, except as to the improper application thereof, nor to add to, subtract from, modify or amend any terms of this Agreement. The arbitrator shall have no power to substitute their discretion for that of the Board in any manner not specifically contracted away by the Board.

A decision and award of the arbitrator shall, within the scope of their authority, be binding upon the parties.

Cost of Arbitration

Expenses of the arbitrator shall be borne equally by the parties; however, each party shall be responsible for compensating actual expenses or fees of its own representatives and witnesses. If either party desires a verbatim recording of the proceedings, it may cause such a record to be made, provided it pays for the record and makes a copy available without charge to the arbitrator. If the other party desires a copy, both parties shall jointly share the cost of the transcript and all copies.

Article 18 - Working Conditions

A. School Work Year

1. The work calendar shall not exceed 191 days, including five paid holidays. The paid holidays shall be Labor, Veterans, Thanksgiving, New Year's, and Memorial days. The work year shall include a minimum of four days, to be designated in a combination of whole and/or half-day increments that are devoted exclusively to licensed staff preparation activities, i.e., building work days. When an adopted school calendar includes parent/licensed staff conferences, the school administrator will work with the school's licensed staff to determine a parent conference schedule. A school's conference schedule may be reviewed by the Joint Cooperation Committee. The work year shall also include four days to be designated in a combination of whole and/or half-day increments that are to be devoted to District-assigned in-service activities.
2. If there are school or District-related opportunities available for licensed staff beyond the 191-day contract year, participation shall be voluntary. If the licensed staff member is to be compensated it will be at a rate agreed upon by the licensed staff member and the District, unless expressly covered by the terms of this contract. The Association will be informed the compensation agreement unless it is expressly covered by the terms of this contract.

B. Statewide In-service

Statewide in-service day is the second Friday of October. This day will be an instructional day. Licensed staff who want to attend statewide in-service activities must have it approved at minimum 10 days in advance by their supervisor. This will be considered job-related and the District will cap the total number of approvals at 35 licensed staff (approximately 10% of teaching staff) being able to attend. Also, the District will monitor the approvals to ensure a balance of numbers at the schools.

C. Inclement Weather

Attendance of licensed staff shall not be required when student attendance is not required due to inclement weather. On such days when school is closed, the District shall have the option of specifying that the day(s) in question are or are not "attendance days." If the day(s) is (are) not attendance day(s), licensed staff shall not report, but the District shall have the option of scheduling make-up days to replace such lost days without additional compensation.

If a licensed staff member attempts to use a **paid leave** and schools are closed due to inclement weather, the licensed staff member's absence will be voided and that day will be added back to their sick leave, except if the licensed staff member is on a long-term **or planned** leave.

If there is a delayed start, licensed staff will report to work as soon as they safely can.

D. Lunch Period/Break Period

Licensed staff shall receive at least a 30-minute duty-free lunch period each day.

Elementary principals will involve their teaching staff in developing licensed staff duty schedules.

E. Work Week/Work Day

The normal licensed staff work week is 40 hours. However, the parties recognize the desirability of flexible scheduling, and it is their intent to continue reasonable flexibility in the work day and the work week.

1. Licensed staff may conduct occasional personal business off campus during the regular paid work day without using any paid leave time.
2. The licensed staff member is not required to describe the personal business. The expectation, however, is that the licensed staff member will use good professional judgment.
3. This time off campus must not interfere with any of the licensed staff member's professional responsibilities such as scheduled staff meetings or IEP meetings, and a substitute cannot be used to cover the licensed staff member's time off campus.
4. Licensed staff will notify the school office regarding the duration of their time off campus.
5. An effort shall be made to schedule IEP meetings during the regular work day.
6. The District will make a reasonable effort to limit the number of meetings a licensed staff member is expected to attend each month. School events such as open house, and curriculum nights can be scheduled outside the contract day. Staff will be provided with a flexible school calendar of required events before October 1.
7. Licensed staff required to attend an event for which other employees are earning a stipend, will receive the Unit Pay rate for the time at the event.
8. The District honors and respects the commitment and professionalism of its licensed staff and values their need to balance work and personal life. Licensed staff will attend meetings during their work day unless excused by their supervisor. For meetings that extend beyond the licensed staff member's normal work day, licensed staff will work with their supervisor if circumstances preclude their attendance.
9. As long as there is District structured collaboration time (e.g., PLC) it will typically occur during the normal workday when students are not present.
10. Special Education licensed staff, SLPs, and Mental Health Therapists will have access to a work space for confidential phone calls and paperwork. A paperwork day can be completed off-site in another district building. Building principals will work with Special Education licensed staff to locate a suitable and consistent workspace to meet with students.
11. The District will make reasonable efforts to minimize assignment of non- instructional supervision duties for Special Education licensed staff and SLPs.

F. Workload and Class Size

The team recognizes that large class loads represent a hardship on educators, as well as students in the classroom, and acknowledges that the District may lack the ability to control all of the factors that influence class size, particularly the number of available classrooms and the number of students. Students necessitating individual programs will be taken into account when assigning children to classrooms, and every effort possible

will be made to ensure fair appropriate distribution of workload. Individual accommodations are accommodations included in, but not limited to IEPs, 504s, behavior plans, and health protocol. The District and the Association recognize the difference between caseload and workload.

G. Instructional Planning Time

Uninterrupted instructional planning time for classroom licensed staff shall be equivalent to one class period per day at the secondary level. At the elementary level, a minimum of 225 uninterrupted minutes will be scheduled during the work week with at least a 40-minute uninterrupted block scheduled each day, or as mutually agreed for a given building by the building principal and the majority of the building's licensed staff, provided the minimum of 225 minutes per week is scheduled. The Association will be notified of any proposed mutually agreed changes. When less than a full week is worked due to scheduled or non-scheduled school closure, vacations, holiday periods, or for other reasons, the daily uninterrupted instructional planning time shall be the same as a normal weekly schedule for the particular days worked. Uninterrupted instructional planning time for personnel other than classroom licensed staff shall be consistent with past practice. For the purposes of this section "uninterrupted" shall mean that the District will not schedule any required activity during the licensed staff member's instructional planning time, except for unusual circumstances, such as the only time a parent could meet or an emergency.

During student contact hours, Elementary Licensed staff will have at a minimum four 45-minute protected prep periods during a standard school week. Elementary Specialists will have at minimum four 45-minute protected prep periods during a standard school week without students or other duties. This includes but is not limited to Deans, MTSS, ELL, TOSA, Special Education, SLPs, Counselors, and Mental Health Therapists. These prep periods are contingent on the renewal of the District's Local Option Levy. In the event that the Local Option Levy is not renewed, these prep periods may be reduced to a minimum two (2) protected prep periods a week.

Principals may ask licensed staff to cover a class (substitute) during their uninterrupted instructional planning time. The decision to cover a class (substitute) during this instructional planning time shall be voluntary. Licensed staff who elect to cover a class period during their uninterrupted instructional planning time shall be compensated for their time worked (a class period) at their daily salary rate, pro-rated accordingly.

H. Part-Time Licensed staff

Part-time licensed staff will be compensated for hours beyond their normal work schedule for fall and end-of-year preparation days if so authorized by the principal.

Part time licensed staff who are required to participate in District structured collaboration time (e.g., PLC) beyond their normal work schedule will be compensated at their per diem rate up to one hour/week. Part time licensed staff whose normal schedule is not contiguous and/or part of the District structured collaboration time (e.g., PLC) are not required to attend. However, if these licensed staff wish to participate, they may be compensated as above, based on mutual agreement between licensed staff member and administrator.

Part-time licensed staff will not have gaps in their daily schedule. Part-time licensed staff shall be granted uninterrupted planning time in proportion to their FTE.

Part-time schedules will be reviewed by levels and reviewed during JCC, and necessary MOAs will be in place prior to the start of each grading period.

Any part-time licensed staff member who substitutes on their non-contracted time for the District will be paid at their per diem rate, pro-rated according to time as a substitute (on an hourly basis).

I. Late Hire Preparation Time and School or Room Change Preparation Time

Licensed staff hired after the start of the licensed staff contract year shall have two paid days of preparation prior to student contact time.

If a licensed staff member is asked to change rooms or school buildings, the licensed staff member will be provided two days of compensation.

J. Teaching Assignment

By the end of the school year, each licensed staff member who will be returning for the following year will be given notice of tentative assignment as to building, subject, and, for elementary licensed staff, grade level.

Prior to start of school year, licensed staff shall be sent a tentative teaching assignment schedule.

K. Administering Medications

The District shall make a reasonable effort to minimize licensed staff need to administer medications or to carry out medical procedures for students. When a licensed staff member needs to administer medications or medical procedures for a student, the licensed staff member shall be provided necessary information and training.

L. Special Education and Speech Language Pathologists (SLPs)

1. Licensed staff – Special Education licensed staff and SLPs will be assigned two additional work days for case management/transition compensated at their regular daily rate. Special education licensed staff and SLPs who work in elementary dual immersion schools will be paid a stipend equal to an additional two days (four days total) for coordination of translation and interpretation for documents and meetings.
2. IEP Meetings – The District will allocate \$35,000 per year to hire substitute licensed staff to address excessive licensed staff workload due to IEP responsibilities. This money may be allocated to special education, SLPs, and regular education licensed staff.
3. A committee represented by the District and Association will collaborate on a special education systems review and calibration. Each party will appoint up to five (5) representatives and meet at least two times per year. This review will include but is not limited to caseload, workload, scheduling, and the impact of inclusive service delivery models.
4. If the workload of a special education teacher or SLP increases significantly during the school year due to student move-ins, new eligibility determinations, or initial evaluations, the employee may request a meeting and a caseload review. The employee shall receive a written decision in a time manner, consistent with the Workload Matrix.

M. Job Share

The decision to allow a job share is at the District's discretion. Licensed staff who desire to job share for the following year will submit a written request to the District Superintendent or their designee on the prescribed form by March 1.

Necessary conditions for District consideration of a job share are the two licensed staff will each have .50 FTE for compensation and benefits and student contact time will be 50/50 evenly divided. Both licensed staff will participate in all other licensed staff responsibilities as a full time licensed staff member, unless a different division of responsibilities is mutually agreed to in writing by the principal and the two licensed staff. All job share agreements and conditions must be approved and signed by the District Human Resources Department.

N. Dual Language Licensed staff

Dual language elementary licensed staff, who share two classes, will receive a stipend based on two days for each conference session (fall and spring) at their per diem rate.

For matters regarding Dual Language Immersion, an advisory committee will represent the District and the Association, including members from each DLI school. The DLI Advisory Committee will meet at least four times per year. The committee will review all Spanish language materials, curriculum adoptions, and programmatic changes, and make recommendations for best practices before implementation.

O. FTE Greater than 1.0

Any time a licensed staff member volunteers to increase their teaching assignment above 1.0 FTE in order to meet a District request/need, the Association president will be notified, and a MOA will be written.

P. Licensed Staff Who Work at Multiple Sites

Licensed staff members assigned to multiple sites that are required to travel shall have adequate paid travel time to get to their sites. Such travel time shall be exclusive of their lunch and preparation period. In the event that the schedule precludes access to full preparation or lunch period, the licensed staff member shall timecard and be paid at their prorated per diem rate.

Travel for staff regularly required to work at multiple sites in one workday will be eligible for mileage reimbursement.

Q. Artificial Intelligence Monitoring

The use of any artificial intelligence resources that may track, monitor, or violate the privacy rights of licensed staff shall be prohibited.

Article 19 - Compensation

A. Licensed Salary Schedule

Licensed staff shall be paid in accordance with Appendix A (Licensed Salary Schedule) for 2026 - 2028. Salary and pay apply to work performed between dates of July 1 through June 30 of each year.

The salary schedule was updated from 2023 - 2026 as follows:

For 2026 - 2027

- 2.3% COLA
- Step Shift
- 1% Reduction in Longevity

For 2027 - 2028

- 3% COLA
- Step Advancement
- 3.3% Addition to Longevity

B. Salary Advancement

1. During the term of this contract salaries of all licensed staff employed with the District for at least 135 days of the 191-day prior licensed staff work year will be advanced one step effective July 1, in accordance with Appendix A.
2. A licensed staff member must submit an application to the District Human Resources Department for salary column advancement by October 1 to advance a column and steps in that work year due to additional education or certification that meets the requirements for advancement. Transcripts and and/or proof of certification must be submitted to the District Human Resources Department by October 15. Payment on the new salary column will be included in the October paycheck.

Two steps shall be granted to those licensed staff who earned a Master's degree and one step will be granted for licensed staff who earned a PhD or National Board Certification.

3. Temporary licensed staff who are employed by Corvallis School District 509J for 135 days or more in a school year and are rehired in the next consecutive school year as a licensed staff member (regardless of the status of this assignment), will be advanced one step on the salary scale. Advance shall occur on the salary schedule in the same manner as other licensed staff.

C. Teaching Licenses

All teachers and counselors must have current Oregon TSPC teaching licenses valid for their teaching assignments. All other licensed positions must have current state-board licenses appropriate for their assignments.

D. Initial Placement on the Salary Schedule

1. New licensed staff shall be placed on the salary schedule in accordance with their successful and verified licensed teaching experience. A licensed staff member must have worked at least 135 days in a paid status during one school year for a school District to be counted as a year of service in determining placement on the salary schedule. One step will be granted for every one year of teaching experience up to a maximum of 10 years. Credit for teaching experience will not be granted for substitute teaching, unless they were hired into a continuous substitute position for at least 135 days in the Corvallis School District.
 2. Licensed staff will be placed on the column that matches their verified educational level.
 3. One step will be granted for licensed staff who possess a PhD or National Board Certification.
1. Licensed staff who hold a Bachelor's degree and National Board Certification will be placed on the salary schedule as follows:
 - a. Start with BA column and grant years of experience for proper step placement;
 - b. Move to PhD/MA+45 column at the above step placement;
 - c. Once on column PhD/MA+45 then grant one step for licensed staff who possess a National Board Certification.
 2. Licensed staff who hold a Master's degree and National Board Certification will be placed on the salary schedule as follows:
 - a. Start with MA column and grant years of experience for proper step placement;
 - b. Move to PhD/MA+45 column at the above step placement;
 - c. Once on column PhD/MA+45 then grant one step for licensed staff who possess a National Board Certification.
 3. CTE licensed staff, nurses, SLP, Mental Health Therapists shall have relevant work experience counted, similar to teaching experience, in salary placement. Then other professional licensed bargaining unit members get up to 10 years maximum.
 4. Positions identified as hard to fill are: bilingual dual immersion teachers, special education teachers, AP chemistry, speech language pathologists, nurses, mental health therapists, art, and CTE teachers. When a position is designated as hard to fill, any applicant hired in that designation shall be granted full credit for all years of teaching and relevant work-related experience for purposes of their initial salary placement.
 5. Teaching experience in an elementary or secondary private school, or teaching one-third time or more at a university or college will be granted credit one year for every two years' experience to a maximum of eight years private school.

6. Bilingual licensed staff hired into dual immersion program will be granted 3 steps for language skills.
7. If a situation arises outside the positions identified as hard to fill above, the District will consult the JCC prior to making a recommendation to the Superintendent.
8. Active military service not to exceed three years is evaluated and counted as teaching experience in salary placement.

E. First Aid and CPR

The District will offer paid first aid and CPR certification training.

F. Extra-Duty

Extra-duty pay shall be in accordance with Appendix B. The extra-duty schedule is subject to change with changes in COLA on the certified salary schedule.

G. Curriculum Development

1. Except for TOSAs, licensed staff who are to do curriculum development work shall be selected from those who volunteer. All such work will be paid at the licensed staff member's regular daily rate.
2. The pay for required work and work that is an extension of the licensed staff member's regular contract work shall be at the individual licensed staff member's regular daily rate.

H. Fringe Benefits

1. Health Insurance

Insurance benefits for licensed staff, who are eligible, starts the first day of the month following their hire date. If a work calendar year starts after September 1, the effective insurance date will be September 1 for those licensed staff who work the first contract day.

The Joint Benefits Committee will choose the medical insurance plans available to licensed staff. Domestic partner coverage also will be provided. The District's per licensed staff member monthly contribution will be paid to the insurance reserve account to be administered by the Joint Benefits Committee.

Effective **October 1, 2026**, the monthly District contribution for health insurance which includes medical, dental, vision for a full-time licensed staff member shall be **\$1576**. Life and long-term disability insurance premiums will be paid in full by the District. Effective **October 1, 2027**, the monthly District contribution for health insurance shall be **\$1630**.

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 licensed staff member is eligible for insurance. All licensed staff who opt out of District medical insurance coverage will receive

\$200 per month paid from the insurance reserve account as taxable income, beginning the eligible month the licensed staff member opts out.

A licensed staff member'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 plan year, and shall be irrevocable until the following year unless the member undergoes a "qualifying event" and applies for the District medical insurance coverage.

If the total group's participation in medical insurance coverage drops below the insurance carrier's minimum participation rate then the District cannot offer the "opt out" option. This would be referred to the Joint Benefit Committee to review the data and make a decision in how to proceed.

2. Part-Time and Partial-Year Licensed staff—District Contribution

Licensed staff who work half-time (.50 FTE) or more shall be eligible for a pro-rata fringe benefit District contribution based upon the relationship their workweek bears to that of a full-time licensed staff member. The part-time licensed staff member may apply their prorated insurance District contribution towards any health insurance premium out of pocket expense.

The monthly amount of the District contribution toward the insurance costs for all eligible part-time licensed staff shall be determined by multiplying their percentage of FTE times the District total monthly health insurance cost for full-time FTE licensed staff member. The District's monthly contribution for licensed staff who work less than a full school year shall be prorated by dividing the licensed staff member's number of contract days by 191 days, and multiplying the result by 12 months to determine the number of covered months. Licensed staff who work less than half-time are not eligible for fringe benefits and the District will make no monthly contribution.

Licensed staff whose teaching assignment is less than full time, but .50 FTE or more, and whose spouse or domestic partner is also eligible for insurance and an employee of the school District, can combine their prorated District insurance contribution and apply the total toward the medical/dental/vision premium of the employee's premium whom is taking the benefits for their family or take the opt out option referenced in section 1d. In this situation both employees at retirement are eligible to continue retiree insurance, individually, as if they had done so as an active employee.

The combined insurance contribution can only be used for medical and dental/vision premiums and not towards a district-paid contribution to the employee's HSA account if the medical plan selected is the high-deductible major medical plan.

3. Joint Benefits Committee (JBC)

The Joint Benefits Committee (JBC) is responsible for designing and managing the licensed staff' benefit programs, the insurance reserve fund, and communication with licensed staff on benefit issues. The JBC shall maintain a published schedule of meetings, which shall be open to Association and District representatives and licensed staff. The JBC shall be comprised of three members appointed by the Association and three members appointed by the District. JBC decisions shall be made by consensus. The insurance benefit status quo will continue until the JBC makes a decision to recommend a change. In the event that the actual premium cost exceeds the District contribution, the JBC shall determine how to adjust the medical and drug benefit plan, licensed staff contribution, and use of insurance reserve funds to

pay the cost of the premium. Notwithstanding, in such situations the Association shall also have the right to elect any one or a combination of the following options in order to reduce or eliminate individual licensed staff insurance premium contributions:

- a. Reduce the level of coverage, increase deductibles, or reduce the number of programs provided.
- b. Change to a different insurance carrier(s).
- c. Reduce any previously agreed-upon salary schedule increase by an amount sufficient to offset for the additional premium costs.

The District retains the right to select the insurance carrier(s). The Joint Benefit Committee can recommend a change of insurance carrier(s). If a change in carrier is instituted by the District, substantially similar coverage shall be maintained. Notwithstanding, the JBC shall review current insurance programs and will make recommendations to the Board for any cost-effective changes. The JBC will make recommendations on all insurance coverage referenced in this Article.

4. Health Savings Account (HSA)

- a. If the Joint Benefits Committee 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 contract bargained employer contribution amounts less medical/dental/vision/life/ltd premium deductions, but not in excess of the IRS allowable limit defined for the 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.
- b. Licensed staff whose teaching assignment is less than full time, but .50 FTE or more, and whose spouse or domestic partner is also eligible for insurance and an employee of the school District, can combine their prorated District insurance contribution under the coordination of benefits option, and apply the total earned toward this high deductible plan premium. The District may make a contribution to the HSA account plan-holder for combined FTE of the two part-time eligible employees (up to 1.0 FTE), based on the difference between the combined pro-rated District contribution and the cost of the high-deductible medical plan, but not in excess of the IRS allowable limit defined for individual and family classifications excluding age 55+ catch up limit.
- c. 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. Eligible employer contributions will begin after timely receipt of the employee's HSA account information.

I. Public Employees Retirement System/Oregon Public Service Retirement Plan

The District shall not withhold from a licensed staff member's monthly salary the licensed staff contributions/payments required by ORS 238A.335(2)(b).

The District shall pay the six percent licensed staff contributions required by and pursuant to ORS 238A.335(2)(b). Any amount paid shall be considered to be licensed staff contributions for all purposes under ORS 238A.330. Pursuant to ORS 238A.335(3), the employer will file any required notices with the Public Employees Retirement Board.

J. IRC Section 125 Flexible Spending Account

The District shall establish Section 125 accounts in accordance with the Internal Revenue Code. If the District changes their Section 125 carrier it will ensure to maintain at minimum the current benefit options.

K. Mileage Reimbursement

Licensed staff who are required to drive their personal automobiles on authorized District business shall receive an automobile allowance equal to the current Internal Revenue Service (IRS) allowed deduction for business mileage. Such increase shall be effective upon the first of the month following the month in which the increase is announced or upon the effective date of the increase, whichever is later.

L. Mentor Program

The parties share an interest in supporting new licensed staff and agree to collaborate in the mentor program.

M. Enrollment of Licensed Staff's Children in the District

The District recognizes the benefit to licensed staff who live in and out of the Corvallis School District boundary to have their child attend the school in which they work or attend one of their feeder schools. For this reason, licensed staff shall be permitted to have their child attend either the school in which they work or one of the feeder schools. Transfer requirements and deadlines apply.

N. Co-Teaching

Licensed staff who are expected to participate in co-teaching will receive initial training in advance, and throughout the year as requested, in best practices for their specific teaching situation. The roles and responsibilities of each member of the co-teaching partnership will be clearly identified in writing, provided to the partners prior to student contact, and made available to the Association president upon request.

O. Initial Training

Licensed staff who are teaching a new content area, may receive initial training in advance and throughout the year. If instructional materials are available, licensed staff may have access to those materials prior to the start of their assignment and training.

P. Department Chairs

High school department chairs shall be paid \$400 per annum and, in addition thereto, \$65 per annum for each licensed staff member other than the department chair who is assigned to the department.

Q. Employee Assistance Program

The referral to and the utilization of the services of the employee assistance program shall be voluntary.

R. Workers Compensation

In the absence of a change in the Workers' Compensation law, the District will continue to provide the health insurance package for licensed staff on Workers' Compensation. A licensed staff member can choose to backfill the difference between what the State pays them while on workers' compensation with any accrued paid leaves they have available to them.

S. Oregon Paid Family Medical Leave (OPFML) Commonly referred to as Paid Leave Oregon

A licensed staff member can choose to backfill the difference between what the state pays them while on PLO with any accrued paid leaves they have available to them. It will be the licensed staff member's responsibility to notify the District of what they received from the state.

T. Voluntary Employee Paid Life Insurance Program

The District will offer a voluntary, employee-paid life insurance program. The parties agree that related District publications will clearly state that neither the District nor the Association specifically endorse the insurance carrier. In District publications offering the voluntary employee-paid life insurance, the District will also include information about the life insurance policy that is already a paid benefit for licensed staff.

U. Mental Health Therapists (MHT) and District Nurses

Mental Health Therapists and District Nurses who bill Medicaid will have their annual license (LPC, LCSW, State Board of Nursing license) renewal paid for by the District. The MHTs and District Nurses will be responsible for renewing this license and will be reimbursed by the District.

V. Speech Language Pathologists

Speech Language Pathologists (SLPs) who bill Medicaid will have their annual license, Certificate of Clinical Competence in Speech-Language Pathology (CCCs) renewal paid for by the District. The SLP will be responsible for renewing this license and will be reimbursed by the District.

W. Severance Benefit

The District will offer a severance benefit to any licensed staff who has completed a minimum of 15 years of service in the Corvallis School District and resigns or retires their employment with the District. Eligible licensed staff shall receive lump sum payment equivalent to 12 months District-provided insurance benefits at the equivalence of their last year's FTE.

Article 20 - Distance Learning

The District may, at its discretion, implement instructional opportunities through distance learning programs without any further bargaining with the Association. However, if the implementation of the distance learning program will result in the layoff of licensed staff (as defined in Article 15), the District shall bargain the decision and impact with the Association.

The purpose of distance education is to enrich and to increase the availability of the curriculum offerings of the Corvallis School District. The parties recognize that the use of distance education is not intended to reduce or eliminate course offerings in physical buildings or to reduce or eliminate bargaining unit positions in the District. No prerecorded or packaged forms of instruction shall be employed by the District for the purpose of replacing licensed staff or eliminating positions.

Article 21 - Joint Cooperation Committee Cooperative Committee Groups

Recognizing that many of the demands and pressures placed upon the educational system are largely outside of the control and direction of either the District or the Association, the parties hereby agree to form a Joint Cooperation Committee (JCC) as a mechanism for continued dialogue between the parties during the life of this collective bargaining agreement.

The parties recognize that many day-to-day working conditions concerns are not easily resolved through the collective bargaining agreement, especially if individual building needs are taken into account. The parties, therefore, agree that the Committee shall serve as a vehicle for discussion of these working conditions concerns and as the possible source for a two-way flow of information and effective action resulting from group thinking.

The Committee shall be composed of up to four members designated by each party as follows: Association president; up to three Association representatives with one each from the elementary, middle and high school levels; the Superintendent designee; and up to three District representatives with one each from the elementary, middle and high school levels. The Committee shall meet from time to time as mutually agreed between the parties.

The Committee may address any working conditions/issue it deems appropriate. During this agreement, JCC topics will also include a review of Appendix B (Extra-Duty), review annual extra duty stipends, collaboration time with multiple employee groups for curriculum and student behavior support development, adding to part-time FTE, TOSA job descriptions, class size review, traveling licensed staff' daily schedule, staff communication, peer mediator program, historically oppressed recruitment and retention, and co-teaching. Ultimate recommendations will be submitted for review, consideration, and possible action by the Association and either the Superintendent or Board.

Cooperative Committees

Name of Committee	Required Participants	Required Minimum Meetings Per Year
Behavior Committee	6 representatives from the Association 5 representatives from the District Representation must include 1 person from each level as well as from DLI	4
District Safety Committee	Association President or Designee	2
DLI Advisory Committee	1 representative from each DLI school (Representatives may be administrators or association members) 2 representatives from the District	4
Evaluation Committee	Up to 4 representatives from the Association Up to 4 representatives from the District	2
Joint Benefits Committee	3 representatives from the Association 3 representatives from the District	
Joint Cooperation Committee	Association President Up to 3 Association representatives (1 Elementary, 1 Jr. High, 1 High School) Superintendent's Designee 3 District representatives (1 Elementary, 1 Jr. High, 1 High School)	Mutually agreed-upon times as designated by members
Sick Leave Bank Committee	3 representatives from the Association 1 representative from the District	Upon request of Association member who has depleted their sick leave
Special Education Review and Calibration Committee	Up to 5 representatives from the Association Up to 5 representatives from the District	4
Workload Matrix Committee	6 representatives from the Association 5 representatives from the District Representation must include 1 person from each level as well as from DLI	6 or 7

Article 22 - Retirees as Returning Licensed Staff

The District has the right to hire PERS-retired licensed staff on temporary contracts. A licensed staff member who retires from the District and is then rehired shall be a member of the bargaining unit. Articles 7 (Evaluation), 14 (Transfers and Vacancies), 15 (Layoff and Recall), and 16.G. (Other Leaves) of the bargaining agreement do not apply to retired licensed staff.

There are two categories of post-retirement employment for licensed staff who have retired from the Corvallis School District and are PERS-retired: (1) licensed staff retiring during the school year who wish to complete the year, and (2) licensed staff who return in school years following the year of retirement.

A. For Mid-Year PERS-Retired Licensed staff Who Complete the School Year

1. Licensed staff retiring during the school year who complete the year will continue with the same salary and benefits for the remainder of the year. No PERS payments will be made by the District.

B. For Retirees Hired in Subsequent School Years

1. PERS-retired licensed staff who are hired in any year following the retirement year shall be placed on the same salary schedule step they were at when they retired.
2. The contract year may have fewer days than a typical 191-day calendar. A re-employment calendar with fewer licensed staff work days may be mutually developed to address District needs or PERS restrictions on post-retirement employment.
3. Licensed staff hired post-retirement will continue to earn one sick leave day per month. They may request to carry over up to 25 days of sick leave from pre-retirement accrual, with documentation that the sick leave was not used for PERS retirement calculations.
4. It is the licensed staff member's responsibility to maintain records and ensure compliance with all PERS regulations. If a licensed staff member exceeds the number of PERS-allowable hours, they will be responsible for any costs or penalties incurred.

Article 23 - Execution/Signatures

Executed in Corvallis, Oregon, by the undersigned officers by the authority of and on behalf of the Corvallis Board of Education and the Corvallis Education Association.

FOR THE DISTRICT

Superintendent Date

School Board Chair Date

FOR THE ASSOCIATION

CEA President Date

Appendix A - Licensed Staff Salary Schedule

Section I. General Provisions

- A. Licensed staff will be placed on the BA column who have their Bachelor's degree and additional credits after their Bachelor's degree up to 59 credits.
- B. Licensed staff will be placed on the BA+60 column who have completed an additional 60 or more credits after their Bachelor's degree.
- C. Licensed staff will be placed on the MA column who have completed their Master's degree and up to an additional 44 graduate level credits after their Master's degree.
- D. Licensed staff will be placed on the MA+45 and PhD column that have completed their Doctorate degree, National Board Certification, Certificate of Clinical Competence (CCC by American Speech-Language Association), or 45 or more graduate credits after their Master's degree.
- E. Only courses taken from accredited universities will qualify for salary placement purposes.

Section II. Corvallis School District Salary Schedules

2026 - 2027

2.3% COLA, Step Shift, 1% Reduction in Longevity

Step	BA	BA+60	MA	MA+45/ PhD
1	56,258	58,201		
2	58,396	60,383		
3	60,615	62,647	62,647	63,281
4	62,918	64,997	64,997	65,622
5	65,309	67,434	67,434	68,050
6	67,791	69,963	69,963	70,568
7	70,367	72,586	72,587	73,179
8	73,041	75,308	75,309	75,887
9	75,816	78,132	78,133	78,694
10	78,697	81,062	81,063	81,606
11	81,688	84,102	84,102	84,626
12	84,792	87,256	87,256	87,757
13	88,014	90,528	90,528	91,004
14	91,358	93,923	93,923	94,371
15	94,830	97,445	97,445	97,863
16	98,434	101,099	101,100	101,483
17	102,174	104,891	104,891	105,238
L	105,035	107,775	107,775	108,080

3% COLA, Step Advancement, 3.3% Longevity

Step	BA	BA+60	MA	MA+45/ PhD
1	57,946	59,947		
2	60,148	62,195		
3	62,433	64,527	64,527	65,179
4	64,806	66,947	66,947	67,591
5	67,268	69,457	69,457	70,092
6	69,824	72,062	72,062	72,685
7	72,478	74,764	74,764	75,374
8	75,232	77,568	77,568	78,163
9	78,091	80,476	80,476	81,055
10	81,058	83,494	83,494	84,054
11	84,138	86,625	86,625	87,164
12	87,336	89,874	89,874	90,389
13	90,654	93,244	93,244	93,734
14	94,099	96,741	96,741	97,202
15	97,675	100,369	100,369	100,798
16	101,387	104,132	104,132	104,528
17	105,239	108,037	108,037	108,396
L	108,712	111,603	111,603	111,973

Appendix B - Athletic and Extra-Duty Schedule

Effective 2026-28 the extra-duty schedule will reflect the following:

- Column I (0-3 years experience) will be based on the certified salary schedule at 14.5% of the BA column, step 1.
- Column II (4+ years of experience) will be an increase of 1.5% of column I.

Section I. General Provisions

A. Experience Credit

1. Experience will be granted for previous assignments in the activity in question.
2. Experience granted for placement as a head coach or head advisor will be granted to assistants in that activity at the rate of one year for each two years of experience.

B. The following Extra-Duty assignments will be paid at an hourly rate: scorekeeping, timekeeping, judging, etc. at athletic events; chaperoning dances; concessions; video recording at athletic events.

C. Appeal of Extra-Duty Pay

D. Criteria for Performing Arts Stipends

1. Elementary Specialists (art, music, PE, STEAM) – To receive the elementary specialist stipend, the elementary specialist will provide 2 events per year that are not during the regular school day. This includes arranging for volunteers to support the event before, during, and after the event, as needed. If staff is split between 2 or more buildings, the requirement remains the same: two events total to receive the stipend.

Licensed staff required to attend an event for which other Elementary Specialists are earning a stipend, will receive the Unit Pay rate for their time at the event.

2. Junior High Choir – To receive the Junior High choir stipend, the choir director will provide 4 concerts/year (about 1/quarter), facilitate honor ensemble auditions & student preparation (e.g. All State, All NW, NW ACDA, etc.), facilitate Solo/Ensemble preparation & participation for students, and conduct other performance obligations as necessary (e.g. competitions, festivals, assemblies, graduations, fundraising, etc.). They will also carry out elementary recruitment and outreach.
3. HS Choir – To receive the HS choir stipend, the choir director will provide 4 concerts/year (about 1/quarter), facilitate honor ensemble auditions & student preparation (e.g. All State, All NW, NW ACDA, etc.), facilitate Solo/Ensemble preparation & participation for students, and conduct other performance obligations as necessary (e.g. competitions, festivals, assemblies, graduations, fundraising, etc.). They will also carry out Junior High recruitment and outreach.
4. Junior High Band – To receive the Junior High band stipend, the band director will provide 4 concerts

per year, prepare for and participate in competitions/contests (All State, etc.), and other performances, and facilitate ensembles/festivals. They will also carry out Junior High recruitment and outreach.

5. HS Band – To receive the HS band stipend, the band director will provide 4 concerts per year, prepare for and participate in competitions/contests (All State, etc.) and other performances, and facilitate ensembles/festivals. They will also carry out Junior High recruitment and outreach.
6. HS Marching/Pep Band - To receive the HS marching/pep band stipend, the band director will direct the marching band at home football games and the pep band at home basketball games. In addition, they will prepare for and participate in appropriate competitions/contests. They will also carry out Junior High recruitment and outreach.
7. Junior High Mariachi – To receive the Junior High mariachi stipend, the mariachi director will provide 4 concerts per year, prepare for and participate in competitions/contests and other performances, and facilitate ensembles/festivals. They will also carry out elementary school recruitment.
8. Elementary Mariachi – To receive the Elementary mariachi stipend, the mariachi director will provide 2 events per year that are not during the regular school day and conduct other performance obligations as necessary (e.g., assemblies, graduations, etc.). This includes arranging for volunteers to support the event before, during, and after the event, as needed. If staff is split between 2 or more buildings, the requirement remains the same with 2 events total to receive the stipend.
9. Junior High Orchestra – To receive the Junior High orchestra stipend, the orchestra director will provide 4 concerts per year, prepare for and participate in competitions/contests (All State, etc.) and other performances, and facilitate ensembles/festivals. They will also carry out elementary school recruitment.
10. HS Orchestra – To receive the HS orchestra stipend, the orchestra director will provide 4 concerts per year, prepare for and participate in competitions/contests and other performances, and facilitate ensembles/festivals. They will also carry out Junior High recruitment and outreach.
11. Drama (category A) – To receive the drama stipend, the high school drama licensed staff member will provide a minimum of two productions per year. Half the stipend will be paid for one production.
12. Junior High Drama - To receive the drama stipend, the junior high drama licensed staff member will provide a minimum of two productions per year. This includes arranging for volunteers to support the event before, during, and after the event, as needed. Half the stipend will be paid for one production.

If for some reason the in-person events listed above are not allowed, choir, band, and orchestra licensed staff will modify their existing schedule to accommodate remote activities. They will still receive their full stipend.

Section II. Athletic and Extra Duty Pay Schedule

2026 - 2027

		Column I (1-3 years)	Playoff Amount per Week	Column II (4+ years)	Playoff Amount per Week
A	Band/Orchestra/Choir Director (HS) Baseball Coach Basketball Coach (HS) Cheer/Dance Coach (competition)* Drama (HS) Football Coach Robotics Coach (HS) Soccer Coach (HS) Softball Coach Track Coach (HS) Volleyball Coach Wrestling Coach	\$8157	\$680	\$8279	\$690
	<i>Assistants at 75%</i>	<i>\$6117</i>	<i>\$510</i>	<i>\$6209</i>	<i>\$517</i>

		Column I (1-3 years)	Playoff Amount per Week	Column II (4+ years)	Playoff Amount per Week
B	Cross Country Coach (HS) Cheer/Dance Coach (no competition)* Golf Coach Marching/Pep Band Director Speech & Debate Coach* Swimming Coach Tennis Coach Track Coach (Jr. High)	\$6117	\$510	\$6209	\$517
	<i>Assistants at 75%</i>	<i>\$4588</i>	<i>\$382</i>	<i>\$4657</i>	<i>\$388</i>

*Stipend is paid for each season of participation

If a team makes it into playoffs an additional stipend is paid to the coaches participating in the playoffs, pro-rated at a weekly amount of the stipend. A week is considered Sunday-Saturday. The additional playoff stipend will be paid at a weekly amount, regardless of how many days during the week is played.

		Column I (1-3 years)	Column II (4+ years)
C	Band/Orchestra/Choir (Jr. High) Basketball (Jr. High) Cross Country Coach (Jr. High) Drama (Jr. High) Mariachi (Jr. High) Newspaper Advisor (HS) Soccer (Jr. High) Unified Athletics (HS) Yearbook Advisor (HS)	\$4588	\$4657
	<i>Assistants at 75%</i>	<i>\$3441</i>	<i>\$3493</i>

		Column I (1-3 years)	Column II (4+ years)
D	Class Advisors (HS) Elementary Specialist Mariachi (Elementary) National Honor Art Society National Honor Society PLC Lead - Elementary Specialists PRIDE Advisor SAFE Advisor Sustainability Leader TAG Liaison Unified Athletics (Jr. High)	\$3441	\$3493

Unit Pay	Extra-duty pay for concessions, chaperone duty, scorekeeping, timekeeping, judging, etc.	\$27.61 (75% of BA, Step 1 Hourly Rate)
Medical training	Employees will be paid their pro-rated per diem rate for required medical trainings (e.g., First Aid, CPR, epinephrine, glucagon, glucometer, diastat, and tube feeding). Payment will be tracked by sign in sheets at each training and will occur in a timely manner.	Per Diem
Outdoor School	For overnight stay	\$245 (3.00% of Category A, Column I)
Staff Trainer	Per Day	\$306 (3.75% of Category A, Column I)
Training (attendee)	Per Day	\$184 (2.25% of Category A, Column I)

		Column I (1-3 years)	Playoff Amount per Week	Column II (4+ years)	Playoff Amount per Week
A	Band/Orchestra/Choir Director (HS) Baseball Coach Basketball Coach (HS) Cheer/Dance Coach (competition)* Drama (HS) Football Coach Robotics Coach (HS) Soccer Coach (HS) Softball Coach Track Coach (HS) Volleyball Coach Wrestling Coach	\$8402	\$700	\$8528	\$711
	<i>Assistants at 75%</i>	<i>\$6302</i>	<i>\$525</i>	<i>\$6396</i>	<i>\$533</i>

		Column I (1-3 years)	Playoff Amount per Week	Column II (4+ years)	Playoff Amount per Week
B	Cross Country Coach (HS) Cheer/Dance Coach (no competition)* Golf Coach Marching/Pep Band Director Speech & Debate Coach* Swimming Coach Tennis Coach Track Coach (Jr. High)	\$6302	\$525	\$6396	\$533
	<i>Assistants at 75%</i>	<i>\$4726</i>	<i>\$394</i>	<i>\$4797</i>	<i>\$400</i>

*Stipend is paid for each season of participation

If a team makes it into playoffs an additional stipend is paid to the coaches participating in the playoffs, pro-rated at a weekly amount of the stipend. A week is considered Sunday-Saturday. The additional playoff stipend will be paid at a weekly amount, regardless of how many days during the week is played.

		Column I (1-3 years)	Column II (4+ years)
C	Band/Orchestra/Choir (Jr. High) Basketball (Jr. High) Cross Country Coach (Jr. High) Drama (Jr. High) Mariachi (Jr. High) Newspaper Advisor (HS) Soccer (Jr. High) Unified Athletics (HS) Yearbook Advisor (HS)	\$4726	\$4797
	<i>Assistants at 75%</i>	<i>\$3545</i>	<i>\$3598</i>

		Column I (1-3 years)	Column II (4+ years)
D	Class Advisors (HS) Elementary Specialist Mariachi (Elementary) National Honor Art Society National Honor Society PLC Lead - Elementary Specialists PRIDE Advisor SAFE Advisor Sustainability Leader TAG Liaison Unified Athletics (Jr. High)	\$3545	\$3598

Unit Pay	Extra-duty pay for concessions, chaperone duty, scorekeeping, timekeeping, judging, etc.	\$28.44 (75% of BA, Step 1 Hourly Rate)
Medical training	Employees will be paid their pro-rated per diem rate for required medical trainings (e.g., First Aid, CPR, epinephrine, glucagon, glucometer, diastat, and tube feeding). Payment will be tracked by sign in sheets at each training and will occur in a timely manner.	Per Diem
Outdoor School	For overnight stay	\$252 (3.00% of Category A, Column I)
Staff Trainer	Per Day	\$315 (3.75% of Category A, Column I)
Training (attendee)	Per Day	\$189 (2.25% of Category A, Column I)

Appendix C - Corvallis District Nurses

- A. Nurses hired by the District are required to hold applicable license(s) for their position.
- B. Nurses shall be placed on the licensed staff salary schedule and receive salary advancement in the same manner as prescribed for licensed staff in Article 19.
- C. Nurses' work calendar will be a 200-day calendar to ensure District's needs are met, and the calendar will be collaboratively developed. The pay for these additional work days, beyond the licensed staff member's work calendar, will be at the individual nurse's regular daily rate. The work calendar will be shared by the last day of school each year.
- D. Nurses will be evaluated following the same timeline and process as probationary and contract licensed staff noted in Article 7.
- E. A school or District administrator will meet with a District nurse as a part of a process for deviating from the District nursing judgement on student medical issues. This meeting will be followed up with an email summarizing the discussion.
- F. Exclusions from the Agreement

The following contract provisions shall not apply to nurses:

- Article 14 Transfers and Vacancies
- Article 18.F. Working Conditions, Instructional Planning Time

Appendix D - Mental Health Therapists

- A. Mental Health Therapists hired by the District are required to hold applicable license(s) for their position.
- B. Mental Health Therapists shall be placed on the licensed staff salary schedule and receive salary advancement in the same manner as prescribed for licensed staff in Article 19.
- C. Mental Health Therapists' work calendar will be a 200-day calendar to ensure District's needs are met, and the calendar will be collaboratively developed. The pay for these additional work days, beyond the licensed staff member's work calendar, will be at the individual Mental Health Therapist's regular daily rate. The work calendar will be shared by the last day of school each year.
- D. Mental Health Therapists will be evaluated following the same timeline and process as probationary and contract licensed staff noted in Article 7.
- E. Mental Health Therapists will be provided a designated work space in which to have private and confidential conversations and meetings with students. Every site that receives mental health services will make such a space available for therapeutic purposes.
- F. Mental Health Therapists who bill Medicaid will have their annual license renewal paid for by the District. The Mental Health Therapist will be responsible for renewing this license and will be reimbursed by the District.
- G. Exclusions from the Agreement

The following contract provisions shall not apply to Mental Health Therapists:

- Article 18.F. Working Conditions, Instructional Planning Time

Appendix E - Corvallis School District Grievance Form

Grievant: _____ School: _____

Home Address: _____ Home Phone: _____

Immediate Supervisor: _____

Type (check one): ☐ Contract Grievance ☐ Policy Grievance ☐ Administrative Grievance

Level One – Supervisor

A. Grievance statement (Include facts upon which claim is made, contract article, Board policy or administrative regulation violated, and why informal decision is unacceptable):

Date of occurrence of act or condition giving rise to this grievance: _____

Date of informal discussion with Supervisor: _____

Remedy sought: _____

Grievant signature: _____ Date: _____

B. Date received by immediate Supervisor: _____

C. Decision by immediate Supervisor: _____

Immediate Supervisor signature: _____ Date: _____

D. Date received by Grievant: _____

E. Appeal to Level Two (include reasons for appeal): _____

Grievant signature: _____ Date: _____

Level Two – Superintendent

A. Date received by Superintendent: _____

B. Date of hearing: _____

C. Decision by superintendent or their designee (including supporting reasons): _____

Superintendent signature: _____ Date: _____

D. Date received by Grievant: _____

E. Appeal to Superintendent for Level Three (include reasons for appeal): _____

Grievant signature: _____ Date: _____

Level Three – Board (contract or policy grievances)

A. Date received by Superintendent: _____

B. Date of hearing: _____

C. Decision by School Board: _____

School Board signature: _____ Date: _____

Level Three – Arbitration (contract grievances)

A. Date received by Superintendent: _____

B. Appeal to Arbitration

Signature of Grievant: _____ Date: _____

Signature of Association: _____ Date: _____

Appendix F - Other Coverage

CORVALLIS SCHOOL DISTRICT 509J
LIFE / AD&D / LONG-TERM DISABILITY
Summary of Benefits 2026-2027*
**(Plans are reviewed each year)*

Licensed staff: Full plan details are available on the District website.

LIFE / AD&D / LONG-TERM DISABILITY	\$50,000 Term \$37,000 Accidental Death & Disability \$ 2,000 Dependent Life <u>Long Term Disability:</u> 66-2/3% of an insured person's monthly salary not to exceed a maximum monthly benefit of \$4,000. Maximum benefit period is generally to age sixty-five.
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Appendix G - Bereavement/Sick Leave

For the purpose of bereavement and sick leave, the following chart outlines the family member and type of leave that can be used.

Family Member* Type	Bereavement	Sick Leave
Spouse/Domestic Partner	X	X
Child (includes foster child, child of domestic partner)	X	X
Anyone you are in loco parentis for (in the place of a parent)	X	X
Unborn Child	X	
Parent (Mother/Father, includes parent of domestic partner)	X	X
In-Law (Mother/Father)	X	X
Brother/Sister	X	X
Brother-in-Law/Sister-in-Law	X	
Grandparent	X	X
Grandchild	X	X
Aunt	X	
Uncle	X	
Niece/Nephew	X	
Cousin	X	
Current student of licensed staff member	X	

*Definition of family member may be updated following any changes to OFLA and FMLA.

The Superintendent or designee may grant use of leave to other individuals not listed above. The request can be made directly to the District Human Resources Department or through the building office to the District Human Resources Department.

X. BIAS REPORTING UPDATE
Presenter: Melissa Harder



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder, Kristin Mahoney
Meeting Date: June 18, 2026

Bias Incident Response Data Report September 3, 2025 - March 20, 2026

NO ACTION REQUIRED

Background

This Bias Response Data Report provides data collected from September 3, 2025, through March 20, 2026. A complete report for the 2025-2026 school year, including analysis, will be presented in the fall.

Data Report

293 total reports were received, with 10 reports flagged as duplicates or spam, between September 3, 2025, and March 20, 2026. 283 reports were sent to the schools, and 217 of those were deemed bias-related.

Reporters

	CSD Staff	CSD Students	Parent/Community
2024 - 2025 362 Reports	65%	31%	3.0%
Sept. 3, 2025 - March 20, 2026 217 Reports	70% (43% of these were reported on behalf of students)	29%	1%

Types of Bias Reported

	Race	LGBTQ+	Disability	Religion
2024 - 2025	47%	25%	14%	4%
Sept. 3, 2025 - March 20, 2026 *	52.5%	31.3%	12%	7.3%

*These percentages exceed 100% because some bias reports contain multiple bias types.

Impact by Level

	Elementary Schools	Middle Schools	High Schools
2024 - 2025	38%	48%	12%
Sept. 3, 2025 - March 20, 2026	34%	55%	11%

Involvement

District staff: Melissa Harder, Kristin Mahoney

Cost Impact

None

Function

Review and discussion.

XI. WATER TESTING UPDATE
Presenter: Kim Patten



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Kim Patten, Director of Operations
Meeting Date: June 18, 2026

Water Quality Update

Information

The Oregon Department of Education's Healthy and Safe Schools (HASS) Plan promotes transparency around lead in water testing by school districts, ESDs, and charter schools. Lead in water testing is required by Division 22 Rules (OAR 581-022-2223). All school districts, ESDs, and charter schools must test all eligible fixtures for elevated levels of lead every 6 years per OAR 333-061-0400. This proactive testing allows districts to identify fixtures with lead concentrations exceeding safety limits and implement necessary remediation strategies, such as replacing fixtures or installing lead filters, to ensure a safe environment for students and staff.

Mountain View Elementary School:

In December 2025, we tested 76 locations within the building. Nine locations tested above the ODE limit of 15 parts per billion. Eight locations tested above 10 parts per billion. Based on the testing results, we made an aggressive response by replacing all of the drinking fountains in the primary and intermediate wing of the building, and three additional classroom faucets, addressing any fixtures that tested above our District action limit of 10 parts per billion. Testing results showed that we still had elevated lead levels.

To address immediate drinking water safety within the building, lead filters were installed throughout the primary and intermediate wings of the school at locations where piping had not been replaced in the recent bond construction. In classrooms, the filters were installed in the supply line that serves both the sink and drinking fountains to ensure that both distribution points were filtered. The district hired a third party to retest all locations where filters were installed; results of these retests were at or below 2.65 parts per billion, which is a normal testing range for other buildings in our district. These filters are a permanent installation and will be maintained per manufacturer recommendations.

The elevated lead levels are presumed to be a result of corrosion in our pipes because our source water tests at our well distribution point did not exceed safety limits. District staff consulted with Civil West Engineering, a firm approved by the Oregon Health Authority, to evaluate the Mountain View water system for corrosion control measures that could be implemented to improve the drinking water quality at Mountain View. Civil West Engineering recommended the installation of a Calcite Contactor. The Calcite Contractor will remineralize the water, correcting alkalinity and pH, reducing corrosivity. Plans for installing the Calcite Contractor have been submitted to the Oregon Health Authority for final approval. Upon approval from the Oregon Health Authority, we will install

the system as quickly as possible. The Oregon Health Authority will require ongoing testing to review the efficacy of the installation once it has been installed.

At Mountain View, in addition to the Lead in Drinking Water program, we comply with all testing required by the Oregon Health Authority for our Non-Transient Non-Community Small Public Water System. Testing information for Mountain View can be found on the [Oregon Health Authority website](#).

Adams Elementary School:

In February of 2026, we tested 104 locations within the building. Zero fixtures exceeded 10 parts per billion. No remediation was necessary.

Kathryn Jones Harrison Elementary School:

In March of 2026, we tested 95 locations within the building. One fixture tested above 15 parts per billion, one fixture tested above 10 parts per billion but below 15 parts per billion. Both of these fixtures were not being used as they were temporarily disabled. To ensure no occupants used the fixtures, they were permanently removed.

Future Lead in Drinking Water Testing:

The Oregon Department of Education requires school districts to test every eligible fixture every six years. As a district, we committed to test fixtures once every five years. Based on testing history at Mountain View Elementary School, we have decided to increase testing frequency to every three years. Our testing schedule follows:

25/26: Adams, Harrison, Mt. View

26/27: Garfield, Lincoln, CJH, CVHS, Carson

27/28: Coleman, Franklin, CHS, Bridges, DO

28/29: Mt. View, CHHS, Cheldelin

29/30: CVHS (*we are testing again this year to balance our testing needs in future years*)

30/31: Adams, Harrison

XII. CONSOLIDATED ACTION (8:25 p.m.)*

XII.A. 2027-28 School Calendar - Second Read



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Nikki McFarland, High School Coordinator
Meeting Date: June 18, 2026

2027-2028 School Year Calendar - Second Read

Action Requested

Background

School Board Policy IC/ICA—School Year/School Calendar directs the Superintendent to establish a school calendar giving due consideration to input from staff, parents, and the community.

Providing calendars for upcoming school years allows parents, staff, and the community to plan with key calendar dates.

The 27-28 school year calendar was built based on feedback we have received this year and in previous years from staff and families, including requests that we:

- Align the K-12 school and non-school days
- Spread non-school days throughout the year (rather than cluster in 1 month)
- Have full non-school days (v. partial school days) for professional development & collaboration
- Align the calendar to OSU and the surrounding district calendars

The recommended key dates for the 2027-2028 school year are listed in the table below.

Day Type	Key Date
School & classroom orientation for k-6, Grade 7, Grade 9, and new students	Tuesday, August 31, 2027
First Day of School	Wednesday, September 1, 2027
Holidays and Breaks	Labor Day: September 6, 2027 Veterans Day: November 11, 2027 Thanksgiving Break: November 24-26, 2027 Winter Break: December 20, 2027-January 3, 2028 Martin Luther King Jr. Day: January 17, 2028 Presidents' Day: February 21, 2028 Spring Break: March 20-24, 2028 Memorial Day: May 29, 2028
Non-School days	October 27-29, 2027 January 27-28, 2028 February 17-18, 2028* April 12-14, 2028
Last Day of School	Wednesday, June 12, 2028
Weather make-up days	*February 17-18, 2028

This calendar follows the practice of beginning school on the first Wednesday of the month, which is before Labor Day. In the 2028-2029 school year, the first Wednesday in September is after Labor Day.



Corvallis
SCHOOL DISTRICT

MOTION REQUESTED:

"I move to approve the 2027-2028 School Year Calendar."

XII.B. Resolution No. 26-0606: Designation of District Officer, Clerks, Agents,
and Depositories of Funds (2026-27) Organizational Resolution



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: June 18, 2025

Resolution No. 26-0606: Designation of District Officers, Clerks, Agents and Depositories of Funds (2026-27 Organizational Resolution)

ACTION REQUESTED

Background

Oregon Revised Statutes requires school boards to annually hold an organizational meeting to designate appointees and authorize actions. The board is required to approve the designation of district officers, agents, and depositories of funds. Other designations and appointments are made as a matter of practice. This resolution is renewed annually to allow for the continued operation of district business.

ACTION REQUESTED:

Adopt the attached resolution authorizing the designation of district officers, agents, depositories of funds, and other designations and appointments for the 2026-27 fiscal year.

ATTACHED:

Resolution No. 26-0606

MOTION REQUESTED:

"I move that Resolution No. 26-0606 be adopted to authorize the designation of district officers, agents, depositories of funds, and other designations and appointments for the 2026-27 fiscal year."

Corvallis School District 509J
Designation of District Officers, Clerks, Agents, and Depositories of Funds
(2026-27 Organizational Resolution)
Resolution No. 26-0606

Designate Clerk and Deputy Clerk *(ORS 332.515, Policy BC/BCA)*

Be It Resolved, that Ryan Noss, Superintendent of Corvallis School District 509J, is hereby designated as Clerk, and Lauren Wolfe, Director of Finance, is hereby designated as Deputy Clerk for the 2026-27 fiscal year.

Designate Budget Officer *(ORS 294.331)*

Be It Resolved, that Lauren Wolfe, Director of Finance, is hereby designated to serve as Budget Officer of the Corvallis School District 509J for the 2026-27 fiscal year.

Designate Custodian of Funds *(ORS 328.441)*

Be It Resolved, that Lauren Wolfe, Director of Finance, is hereby designated to serve as Custodian of Funds of the Corvallis School District 509J for the 2026-27 fiscal year.

Designate Depositories & Signature Authority *(ORS 328.441, 328.445, Policy DG, DGA/DGB)*

Be It Resolved, that the following depositories are hereby approved as official depositories of Corvallis School District 509J funds for the 2026-27 fiscal year: Oregon State Treasury Local Government Investment Pool and all “Qualified Depositories for Public Funds” as approved by the Office of the State Treasurer.

Be It Further Resolved, that the Deputy Clerk, as Custodian of Funds, is hereby authorized to establish accounts and to issue checks against such accounts bearing the signature of the Deputy Clerk.

Designate Financial Auditors

Be It Resolved, that Sensiba, LLC, is hereby designated to serve as the independent financial audit firm for the Corvallis School District 509J for the 2026-27 fiscal year.

Designate Legal Counsel

Be It Resolved, that attorney Eric DeFreest and the firm of Luvaas Cobb is hereby designated as the attorney of record for the district.

Be It Further Resolved, that the executive staff of the Corvallis School District 509J is authorized to use the Hungerford Law Firm, based on their special expertise in the area of law being considered, at the discretion of the Superintendent, for the 2026-27 fiscal year.

Designate Insurance Agent of Record

Be It Resolved, that Geoff Sinclair of Brown & Brown is hereby designated to serve as agent of record for the Corvallis School District 509J for property, liability, and workers' compensation insurance for the 2026-27 fiscal year.

Designate Newspaper for Legal Notices

Be It Resolved, that the Corvallis Gazette-Times is hereby designated as the newspaper in which legal notices will be published.

Designate Authority to Negotiate and Execute Real Property Transactions

Be It Resolved, that the Board Chair and Clerk are hereby authorized to negotiate and execute real property transactions on behalf of the Corvallis School District 509J for the 2026-27 fiscal year, after obtaining official Board approval within legal regulations and district guidelines.

Designate Authority to Sign Documents and Agreements for Funded Programs

Be It Resolved, that Ryan Noss, Superintendent, and Lauren Wolfe, Director of Finance,, are hereby authorized to file applications and sign documents and agreements related to funded programs on behalf of the Corvallis School District 509J for the 2026-27 fiscal year.

Disposal of Surplus Property (Board Policy DN)

Be It Resolved, that the Clerk, Deputy Clerk, or designee of the Clerk or Deputy Clerk, are hereby authorized to dispose of surplus property in accordance with Board Policy DN.

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 12th day of June, 2025.

ATTEST:

Luhui Whitebear, Board Chair

Lauren Wolfe, Deputy Clerk

XII.C. Resolution No. 26-0601: Annual Self-Certification to Increase Federal
Micro-Purchase Threshold



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: June 18, 2026

ACTION REQUESTED

Resolution No. 26-0601: Annual Self-Certification to Increase Federal Micro-Purchase Threshold

Background

Corvallis School District is the recipient (or subrecipient) of Federal awards, which it may use to purchase goods and services. When using Federal funds, the District must comply with the procurement requirements of the Uniform Guidance, including the use of approved procurement methods found in 2 CFR § 200.320.

2 C.F.R. § 200.320(a)(1)(iii) and (iv) allow the District to self-certify a micro-purchase threshold up to \$50,000 (from \$10,000) on an annual basis. The self-certification must include a justification, clear identification of the threshold, and supporting documentation of any of the following: (A) A qualification as a low-risk auditee, in accordance with the criteria in § 200.520 for the most recent audit; (B) An annual internal institutional risk assessment to identify, mitigate, and manage financial risks; or, (C) For public institutions, a higher threshold consistent with State law.

In order to align the Federal “micro-purchase” threshold with Oregon’s “small procurement” threshold of \$25,000, the District submits this resolution as self-certification. As recognized by 2 CFR § 200.320(a)(1)(iv) (C), this self-certification is based on the following justification: a federal micro-purchase threshold consistent with ORS 279B.065 will ensure compliance and efficiency in procurement administration.

ACTION REQUESTED:

Adopt the attached resolution authorizing the increase of the federal micro-purchase threshold to \$25,000 for the 2026-27 fiscal year.

ATTACHED:

Resolution No. 26-0601

MOTION REQUESTED:

“I move that Resolution No. 26-0601 be adopted to authorize the increase of the federal micro-purchase threshold to \$25,000 for the 2026-27 fiscal year.”

Corvallis School District 509J
Annual Self-Certification to Increase Federal Micro-Purchase Threshold
Resolution No. 26-0601

Whereas, Non-Federal entities may self-certify a micro-purchase threshold up to \$50,000 on an annual basis and must maintain documentation to be made available to the Federal awarding agency and auditors in accordance with § 200.334.

Be It Resolved, Corvallis School District 509J self-certifies that effective July 1, 2026, for the fiscal year 2026-267 the federal micro-purchase threshold, as defined in 2 C.F.R. § 200.320, is hereby increased to \$25,000.

Be It Further Resolved, As recognized by 2 CFR § 200.320(a)(1)(iv)(C), this self-certification is based on the following justification: a federal micro-purchase threshold consistent with ORS 279B.065 will ensure compliance and efficiency in procurement administration.

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 18th day of June, 2026.

ATTEST:

Luhui Whitebear, Board Chair

Lauren Wolfe, Deputy Clerk

XII.D. Resolution No. 26-0602: Authorize Public Notice of Bids or Proposals to Be Published Electronically



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: June 18, 2026

ACTION REQUESTED

Resolution No. 26-0602: Authorize Public Notice of Bids or Proposals to Be Published Electronically

Background

The Board is the Local Contract Review Board (LCRB) for the district. The LCRB may make the written findings required by law for exemptions from competitive bidding requirements.

ORS 279B.055 Competitive sealed bidding, purchases exceeding \$250,000, require that a public notice must be published in at least one newspaper of general circulation in the area where the contract is to be performed. The LCRB may, by rule or order, authorize public notice of bids or proposals to be published electronically instead of in a newspaper of general circulation if the board determines that electronically providing public notice of bids or proposals is likely to be cost-effective.

ORS 279C.360 Requirement for public improvement advertisements requires that a public notice must be published in at least one newspaper of general circulation in the area where the contract is to be performed. The LCRB may, by rule or order, authorize public notice of bids or proposals to be published electronically instead of in a newspaper of general circulation if the board determines that electronically providing public notice of bids or proposals is likely to be cost-effective. If the public improvement contract has an estimated cost in excess of \$125,000, an advertisement must be published in at least one trade newspaper of general statewide circulation.

For Competitive sealed bids and public improvement, the District shall publish a public notice electronically instead of in a newspaper of general circulation in the Corvallis area. The District shall publish Competitive sealed bids and public improvement advertisements on the District website and/or OregonBuys. OregonBuys is a web-based e-procurement system hosted by the State of Oregon. OregonBuys provides access to procurement and contracting information issued by the State of Oregon, local governments, and political subdivisions. This strategy saves the District money on advertising while simultaneously making bid and proposal information more accessible to a larger and potentially more relevant pool of vendors, ultimately promoting better competition and potentially better value for the District. The District shall continue to advertise in at least one trade newspaper for public improvement projects exceeding \$125,000, or whenever additional advertising is deemed advantageous to increasing competitive bidding for the District.

ACTION REQUESTED:

Adopt the attached resolution authorizing public notice of bids or proposals to be published electronically for the 2026-27 fiscal year.

ATTACHED:

Resolution No. 26-0602

MOTION REQUESTED:

"I move that Resolution No. 26-0602 be adopted to authorize public notice of bids or proposals to be published electronically for the 2026-27 fiscal year."

Corvallis School District 509J
Authorize Public Notice of Bids or Proposals to Be Published Electronically
Resolution No. 26-0602

Whereas, ORS 279B.055 Competitive sealed bidding and ORS 279C.360 Requirement for public improvement advertisements, allows a LRCB, by rule or order, to authorize public notice of bids or proposals to be published electronically instead of in a newspaper of general circulation if the board determines that electronically providing public notice of bids or proposals is likely to be cost-effective; and

Whereas, The District has determined electronic publication of bid and proposal information is a cost-effective method that enhances accessibility for a larger and potentially more relevant pool of vendors, leading to better competition and potentially greater value for the District.

Be It Resolved, The Local Contract Review Board (LCRB) authorizes public notice of bids or proposals to be published electronically.

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 18th day of June, 2026.

ATTEST:

Luhui Whitebear, Board Chair

Lauren Wolfe, Deputy Clerk

XII.E. Resolution No. 26-0603: Personal Services Contracts Designation and
Exemption



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: June 18, 2026

ACTION REQUESTED

Resolution No. 26-0603: Personal Services Contracts Designation and Exemption

Background

The Board is the Local Contract Review Board (LCRB) for the district. The LCRB may designate certain service contracts or classes of service contracts as personal services contracts and exempt them from competitive procurement.

OAR 137-045-0010(18) "Personal Services Contract" means a contract whose primary purpose is to acquire specialized skills, knowledge and resources in the application of technical or scientific expertise, or the exercise of professional, artistic or management discretion or judgment, including, without limitation, a contract for the services of an accountant, physician or dentist, educator, consultant (including a provider under an Architectural and Engineering Services Contract), broadcaster, or artist (including a photographer, filmmaker, painter, weaver or sculptor).

"Personal services contract," as used in Policy DJC Bidding Requirements, means a contract whose primary purpose is to acquire specialized skills, knowledge and resources in the application of technical or scientific expertise, or the exercise of professional, artistic or management discretion or judgment.

In addition to the personal services and related professional services described in ORS 279C.100, the LCRB shall designate the following classes of service contracts as personal service contracts:

- Analytical Studies and Surveys
- Educational Research Services
- Fundraising, Philanthropic, and Grant-Writing Consulting Services
- Community Engagement Consulting
- Education and Training Consulting
- Medical Care, Nursing, Speech-Language Pathology, Therapy and Rehabilitation Services
- Mental Health Services: Vocational, Residential, Etc.
- Language Interpretation, Translation, and Sign Language Services
- Technology Planning and Consulting Services
- Data Analytics Consulting, Performance Metrics Services
- Website Design, and Managed Services
- Benefits Consulting, Risk Management, and Insurance Advisory Services

- Auditing Services
- Legal Services, Attorneys, Arbitration, Mediation, and Alternative Dispute Resolution Services

This designation fosters the development of long-standing partnerships with professionals and organizations that truly understand our District's specific needs, student demographics, and evolving challenges. These ongoing relationships allow us to cultivate a profound understanding of our District's unique operational complexities, historical context, and future aspirations.

All personal services contracts shall be based on demonstrated qualifications and competence to perform the required services, encourage competition, discourage favoritism and obtain services at a fair and reasonable price while promoting the public interest. Personal service contractors may be required to qualify as independent contractors in accordance with applicable laws.

This designation does not prevent the District from utilizing small, intermediate, or formal procurement strategies to procure these types of personal service contracts or classes. The District shall implement competitive bidding when doing so would ultimately promote better competition and potentially better value for the District. Procurements for services estimated to be in excess of \$250,000 shall go through the cost analysis and feasibility process in accordance with ORS 279B.030 or through formal competitive bidding.

ACTION REQUESTED:

Adopt the attached resolution designating certain classes of service contracts as personal services contracts and exempt them from competitive bidding for the 2026-27 fiscal year.

ATTACHED:

Resolution No. 26-0603

MOTION REQUESTED:

"I move that Resolution No. 26-0603 be adopted to designate certain classes of service contracts as personal services contracts and exempt them from competitive procurement for the 2026-27 fiscal year."

Corvallis School District 509J
Personal Services Contracts Designation and Exemption
Resolution No. 26-0603

- Whereas, The Corvallis School District 509J Board of Directors acts as the Local Contract Review Board (LCRB) for the District and pursuant to ORS 279A.065, the LCRB is authorized to adopt local rules and provisions that supplement the Attorney General's Model Public Contracting Rules to meet the operational efficiency needs of the District; and
- Whereas, The Corvallis School District 509J Board of Directors acts as the Local Contract Review Board (LCRB) for the District and may, by rule or order, designate certain service contracts or classes of service contracts as personal services contracts and exempt them from competitive procurement; and
- Whereas, OAR 137-045-0010(18) and District Policy DJC define a "Personal Services Contract" as a contract whose primary purpose is to acquire specialized skills, knowledge, and resources in the application of technical or scientific expertise, or the exercise of professional, artistic, or management discretion or judgment; and
- Whereas, The District has determined that designating specific classes of services as personal services contracts fosters long-standing, qualified partnerships with professionals who understand the District's specific operational complexities, student demographics, and evolving challenges; and
- Whereas, This designation allows the District to efficiently direct-award contracts up to \$250,000 based on demonstrated qualifications, competence, and fair and reasonable pricing, while still retaining the discretion to utilize competitive procurement strategies whenever doing so promotes better competition and value for the District; and
- Whereas, Any such procurement estimated to exceed \$250,000 shall remain subject to a formal cost analysis and feasibility process under ORS 279B.030 or standard competitive bidding;
- Be It Resolved, The Local Contract Review Board (LCRB) hereby designates, in addition to the personal services and related professional services described in ORS 279C.100, the following specific classes of service contracts as Personal Services Contracts and exempts them from standard competitive bidding requirements up to an amount of \$250,000 for the 2026-27 fiscal year:
- Analytical Studies and Surveys
 - Educational Research Services

- Fundraising, Philanthropic, and Grant-Writing Consulting Services
- Community Engagement Consulting
- Education and Training Consulting
- Medical Care, Nursing, Speech-Language Pathology, Therapy and Rehabilitation Services
- Mental Health Services: Vocational, Residential, Etc.
- Language Interpretation, Translation, and Sign Language Services
- Technology Planning and Consulting Services
- Data Analytics Consulting, Performance Metrics Services
- Website Design, and Managed Services
- Benefits Consulting, Risk Management, and Insurance Advisory Services
- Auditing Services
- Legal Services, Attorneys, Arbitration, Mediation, and Alternative Dispute Resolution Services

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 18th day of June, 2026.

ATTEST:

Luhui Whitebear, Board Chair

Lauren Wolfe, Deputy Clerk

XII.F. Resolution No. 26-0604: Increase School Construction Excise Tax Rates



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: June 18, 2026

Resolution No. 26-0604: Increase School Construction Excise Tax Rates

ACTION REQUESTED

Background

In 2007, the Oregon Legislature passed a law ([Senate Bill 1036](#)) that allows school boards, in cooperation with cities and counties, to tax new residential and non-residential construction to help school districts pay for a portion of the cost of new or expanded school facilities.

Construction taxes imposed by a school district must be collected by a local government, local service district, special government body, state agency or state official that issues a permit for structural improvements regulated by the state building code. An intergovernmental agreement with local governments collecting the tax is required and collection expenses are limited to 4.00% of tax revenue.

Senate Bill 1036 set tax rate limits of \$1.00 per square foot for residential use and \$0.50 for nonresidential use, along with a \$25,000 tax limit on nonresidential properties. Beginning in 2009, construction excise tax rates were indexed to inflation using the Engineering News-Record Construction Cost Index. As prescribed in statute ([ORS 320.170](#)), the Oregon Department of Revenue is responsible for updating tax rate limits and notifying affected school districts. [Per the Oregon Department of Revenue](#), tax rate limits for fiscal year 2026-27 are as follows:

Fiscal Year	2026-27
Residential*	\$1.70
Non-residential*	\$0.85
Non-residential Max	42,400
* Dollars per square foot	

In 2009, the school board adopted Resolution No. 08-1001 imposing construction excise taxes at the rate limits outlined in Senate Bill 1036 and entered into agreements with the City of Corvallis, Benton County and Linn County to collect construction excise taxes as imposed. Resolution No. 08-1001 states that the tax rates shall be adjusted for changes in

construction costs as determined by the Oregon Department of Revenue; however, the district's agreement with the City of Corvallis requires a resolution to be provided if the district increases the tax (the district's agreements with Benton County and Linn County do not include this requirement).

The attached resolution increases the rate of construction excise taxes imposed by the district in alignment with the tax rates limits for 2026-27 as published by the Oregon Department of Revenue.

ATTACHED:

Resolution No. 26-0604

MOTION REQUESTED:

"I move that Resolution No. 26-0604 be adopted to increase school construction excise tax rates."

Corvallis School District 509J
Resolution No. 26-0604

INCREASE SCHOOL CONSTRUCTION EXCISE TAX RATES

WHEREAS, ORS 320.170 authorizes school districts, as defined in ORS 330.005, to impose a construction taxes to fund capital improvements to school facilities; and

WHEREAS, on October 6, 2008, the district adopted a resolution imposing a construction excise tax on improvements to real property that result in a new structure or additional square footage in an existing structure; and

WHEREAS, construction taxes imposed by a school district must be collected, subject to ORS 320.179, by a local government, local service district, special government body, state agency or state official that issues a permit for structural improvements regulated by the state building code; and

WHEREAS, the district has entered into intergovernmental agreements with Benton County, Linn County, and the City of Corvallis to collect construction taxes imposed by the district.

NOW, THEREFORE, BE IT RESOLVED, that the rates of tax imposed on improvements to real property that result in a new structure or additional square footage in an existing structure shall be increased as follows:

	Current Rates	New Rates Effective 7-1-2026
Residential*	\$1.67	\$1.70
Non-residential*	\$0.84	\$0.85
Non-residential maximum	\$41,800	\$42,400
* <i>Dollars per square foot</i>		

Exemptions: *all improvements, structures and facilities listed in ORS 320.173 and the following improvements as determined by the district: Remodeling projects adding up to 200 square feet of additional space to an existing structure.*

NOW, THEREFORE, BE IT RESOLVED, that for years beginning on or after July 1, 2027, per ORS 320.176(3), the tax rates stated in this resolution shall be indexed to inflation as determined by the Department of Revenue and reported to the district.

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 18th day of June, 2026.

ATTEST:

Luhui Whitebear, Board Chair

Lauren Wolfe, Deputy Clerk

XII.G. 2026-27 Insurance Renewals



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Director of Finance
Meeting Date: June 18, 2026

Insurance Renewals for 2026-27 (Property, Liability and Workers' Compensation)

ACTION REQUESTED

Background

Each fiscal year, the district must bind insurance coverage in the following areas: property, liability, and workers' compensation. Additional coverage has historically been secured to cover potential losses in the areas of medical malpractice (for the mental health program and nursing), underground tank pollution liability, equipment breakdown, flood, cyber security, and excess sexual assault and molestation (SAM) liability.

The district's agent of record, Geoff Sinclair with Brown and Brown, has secured quotes for the 2026-27 fiscal year.

Property and Liability Insurance Renewals

In 2025-26, the district purchased property, general liability, and business auto insurance from PACE at a cost of approximately \$1,246,000. At this time, total property insurance premiums for 2026-27, including additional flood, medical malpractice, cyber and excess (SAM) insurance, are expected not to exceed \$1,311,000 (an increase of 5%).

Workers' Compensation Insurance Renewal

SAIF premiums for the 2025-26 year were just under \$271,000. The premium for 2026-27 is \$288,000 (an increase of 4%).

ACTION REQUESTED:

Authorize Director of Finance Lauren Wolfe to bind district insurance coverage at an expense to the district not to exceed a total of **\$1,600,000** for the 2026-27 fiscal year.

MOTION REQUESTED:

"I move that Director Lauren Wolfe be authorized by the board to bind insurance coverage at an expense to the district not to exceed a total of **\$1,600,000** for the 2026-27 fiscal year."

XII.H. Minutes - May 7, 2026



MINUTES
Regular Meeting of the
BOARD OF DIRECTORS
Corvallis School District 509J

I. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 6:32 p.m. in the Corvallis School District Board Room, 1555 SW 35th Street, Corvallis, OR 97333. The secretary recorded those present as listed below. A quorum was present, and due notice had been published.

<u>BOARD MEMBERS PRESENT</u> Luhui Whitebear, Ph.D., Chair Terese Jones, Ph.D., Co-Vice Chair Shauna Tominey, Ph.D., Co-Vice Chair Sami Al-Abdrabbuh, Ph.D. Chris Hawkins Bernie Wang Judah Largent	<u>EXECUTIVE STAFF PRESENT</u> Melissa Harder, Assistant Superintendent Kim Patten, Operations Director Lauren Wolfe, Finance Director Byron Bethards, Ed.D., SG&E Director <u>STUDENT REPRESENTATIVES PRESENT</u> Thomas Sherry, CHS Leo Schwartz, CVHS Laura Chen, CVHS Jack Martin, CHHS
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II. ACKNOWLEDGMENT OF ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

Board members and student representatives read aloud Resolution No. 22-0401 Acknowledgment of Asian American and Pacific Islander Heritage Month, celebrated annually in May, to highlight the contributions of all Asian American and Pacific Islander peoples. (The document is posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

III. ACKNOWLEDGMENT OF JEWISH AMERICAN MONTH

Board members and student representatives read aloud Resolution No. 22-0501, Acknowledgment of Jewish American Heritage Month, celebrated annually in May, to highlight the broad and diverse societal contributions of all Jewish American peoples. (The document is posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)



IV. BOARD MEMBER REPORTS

Co-Vice Chair Tominey reported attending the Boys & Girls Club of Corvallis "Celebrate Kids Breakfast," and highlighted the organization's strong partnership with the district to support early literacy. She recognized the keynote speaker, JaMarcus Shephard (OSU Head Football Coach), youth speakers Trael Lopez (2025 Corvallis and Oregon Youth of the Year), and Luis Oseguera Pena (2026 Boys & Girls Club of Corvallis Youth of the Year) for their inspiring remarks. Additionally, she expressed appreciation to the students and staff at Bridges for sharing their latest school publication.

Director Hawkins thanked staff for coordinating a follow-up listening session with Crescent Valley High School students to address ongoing school safety concerns. She also reported meeting with City of Corvallis representative Brigitta Olson to discuss municipal presentations and regional efforts surrounding family housing development.

Director Wang commended the Crescent Valley High School theater team for their student-directed production of "Night of the Stars" and encouraged community members to attend. He also noted his continued attendance at collective bargaining sessions, reporting steady progress.

Director Al-Abdrabbuh shared information regarding the newly launched National School Board Association (NSBA) Policy Leadership Cohort, a six-month professional learning opportunity focused on special education governance and educator recruitment. He also noted his attendance at the joint union May Day gathering and relayed ongoing constituent inquiries regarding targeted class sizes and K-5 instructional screen time.

Co-Vice Chair Jones shared reflections from her recent attendance at Corvallis High School conferences, noting productive dialogues with music and mathematics faculty regarding student-centered curriculum transitions. She also commended the intentionality behind the high school advisor period curriculum, specifically praising the long-term cohort model for students' future planning and social-emotional growth.

Director Largent reported on recent individual constituent outreach meetings within the community. He echoed concerns raised by Director Al-Abdrabbuh regarding instructional screen time and student device security, suggesting a closer evaluation of current age-group management practices.

Chair Whitebear reported on her attendance at the Corvallis Public Schools Foundation meeting, emphasizing the ongoing alignment between district strategic goals and the foundation's specialized fundraising and programming support.



V. SUPERINTENDENT'S REPORT

Assistant Superintendent Melissa Harder presented the Superintendent's report on behalf of Dr. Noss, opening with recognition of Certified Teacher Appreciation Week and an acknowledgment of the district's upcoming high school and specialized graduation ceremonies. (The document and slides are posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

A. Farewell to Student Representatives

Assistant Superintendent Harder extended a formal thank you to the student board representatives on behalf of the district for their dedication, advocacy, and regular updates from their respective school buildings. To honor their service, certificates of appreciation were presented to the representatives, with special congratulations and well-wishes extended to those graduating and moving on to new endeavors in the fall.

VI. STUDENT REPRESENTATIVE REPORTS

Corvallis High School (CHS) Report

Thomas Sherry highlighted the success of the spring blood drive, which collected over 40 units of blood for the local community. Recognition was given to sophomore Janice Russell for winning state titles in both freestyle and Greco wrestling—marking a historic first for CHS athletics in over 50 years. Additional updates included the student-organized "senior assassin" game currently underway town-wide and anticipation for the upcoming "Enchanted Forest" themed prom. He concluded by thanking the Board for the opportunity to serve and represent CHS.

Crescent Valley High School (CVHS) Report

Laura Chen and Leo Schwartz highlighted national achievements, noting that the robotics teams reached the division quarterfinals at the World Championship—the furthest in the program's 25-year history—and the Science Bowl team qualified for the National Championship in Washington, D.C., for the first time. In school leadership, student representative Leo Schwartz was recognized for his election as Vice President of the Secretariat for the Oregon Model United Nations program. The report concluded with a comprehensive athletics update highlighting record-breaking track performances, an undefeated boys tennis league record, and a league championship for girls golf, alongside updates on the upcoming "Secret Garden" themed prom, sophomore movie night, core council elections, and a statement of appreciation for Teacher Appreciation Week.

The Board took a break and then resumed the meeting.



VII. CORVALLIS JUNIOR HIGH MASCOT PRESENTATION

Stephanie Seals, incoming Principal of Corvallis Junior High School, introduced a collaborative, student-driven presentation outlining the selection process for the new school's mascot, aimed at uniting the incoming student bodies from Cheldelin and Linus Pauling middle schools. Supported by a staff facilitation team composed of site deans and school counselors, student leaders Olive Beavers, Bennett Williams, Leandro Nitzsche, and Alder Jackson presented the "Mascot Madness" campaign. The multi-step, inclusive selection process took place during school advisory periods and allowed the student body to submit individual proposals evaluating community traits, slogans, and color schemes.

The student panel shared a campaign video that narrowed the initial proposals down to the top six mascot finalists: Banana Slugs, Cobras, Panthers, Unicorns, Crows, and Sasquatches. The presentation concluded with the students distributing formal invitations to the Board for the official mascot-and-color reveal assembly, scheduled for June 3, 2026. (The slide presentation is posted online in the meeting information packet and will be archived with the official 2025-26 board records.)

VIII. PUBLIC COMMENT

Naomi Hartman, CSD staff member, advocated for restoring elementary music and visual arts minutes. (Ms. Hartman's full statement is posted in the meeting information packet and will be archived in the 2025-26 board records.)

IX. TITLE VI INDIAN EDUCATION GRANT APPLICATION

Marcianne Rivero Koetje, Multilingual Programs and Equity Coordinator, and Michelle Cordova, HR & Payroll Technician and Grant Liaison, presented on the Title VI Indian Education Grant Application. Ms. Rivero Koetje presented a slide deck, and both presenters highlighted the work underway in the district through the grant. (The board report and slide presentation are posted online with the informational packet of this meeting and will be filed with the official 2025-26 Board records.)

X. PUBLIC COMMENT REGARDING TITLE VI GRANT APPLICATION

There was no public comment.

XI. 2027/2028 SCHOOL CALENDAR - FIRST READ

Secondary Coordinator Nikki McFarland presented the 2027-28 academic calendar report, which was shared with the Board in advance of the meeting. Following a brief overview of key calendar dates, she answered questions and provided clarification on items raised by the



Board. (The board report is posted online with the informational packet of this meeting and will be filed with the official 2025-26 Board records.)

XII. CONSOLIDATED ACTION

MOTION:

It was moved by Director Al-Abdrabbuh and seconded by Director Largent to adopt the Consolidated Action items as submitted.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Yea
Judah Largent:	Yea
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 7, Nay: 0

- A. Board of Directors Schedule 2026-27 - Second Read**
- B. Copier/MDF Hardware and Service, and Printer/MFP Hardware and Service RFP Award**
- C. Minutes - April 16, 2026**
- D. Licensed Personnel Action**
- E. Board Policies**
 - 1. Policy DN - Disposal of District Property**

XIII. CONSOLIDATED INFORMATION

There was no discussion.

- A. Financials - Unaudited (March)**

XIV. BOARD MEMBER COMMENTS

Director Wang encouraged continued community support for district arts programs, highlighting the concluding run of Crescent Valley High School's theatrical production and the upcoming opening of Corvallis High School's production of *Clue*. He also noted his anticipation for the upcoming district Equity Committee meeting.



Director Largent shared a community announcement regarding Oregon State University's Native American Students Association, encouraging the public to attend their upcoming annual Pow Wow on May 16, with special emphasis on viewing the grand entries.

Co-Vice Chair Jones reported on recent constituent outreach conversations conducted alongside Chair Whitebear. She noted that discussions regarding Mountain View Elementary expanded into broader community dialogue about regional health and wellness, generating several actionable follow-up items that she plans to compile and share via email.

Co-Vice Chair Tominey expressed deep gratitude for district educators and staff in honor of Teacher Appreciation Week, emphasizing the importance of continually supporting and improving staff well-being. She also commended the dedication and labor of staff managing the transitions and site adjustments related to the district's ongoing family and community information nights.

Director Al-Abdrabbuh echoed appreciation for the district's licensed and classified staff, emphasizing the importance of identifying and meeting educator needs during the current budget season. He commended staff and principals for their informative transition presentations and noted that the proposed district budget is now publicly available on the district website. He invited community members to connect with him over the weekend to discuss budget inquiries.

Chair Whitebear welcomed public questions regarding the newly released budget and acknowledged community feedback regarding student screen time and the "Corvallis Promise" transition materials. She confirmed that long-term planning for district high schools remains ongoing. Regarding the constituent feedback noted by Co-Vice Chair Jones, Chair Whitebear requested that staff provide an update on Mountain View's water quality improvements and future mitigation plans, add a direct informational link on the school's webpage, and develop a more accessible online schedule detailing past and future water testing records across all district school sites.

XV. ADJOURNMENT

With no further business, the meeting was adjourned at 8:37 PM.

Luhui Whitebear, Ph.D., Board Chair

Ryan Noss, Ed.D., Superintendent

Prepared By: Kim Nelson

XII.I. Licensed Personnel Action



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder, Human Resources Director
Meeting Date: June 2026

Licensed Personnel Action

ACTION REQUESTED

Recommendation to Hire

Name	Position	FTE	Building	Start Date	Contract Status
Abbott, Keli	TOSA/Grad Coach	1.0	Crescent Valley High	8/26/2026	Contract Teacher
Arredondo, Maria	Fourth Grade-Bilingual Teacher	1.0	Lincoln Elementary	8/26/2026	Temporary Teacher/Rehire
Becerra, Erika	Kindergarten-Bilingual	1.0	Garfield Elementary	8/26/2026	Temporary Teacher/Rehire
Blackwelder, Katherine	Speech/Language Pathologist	1.0	Corvallis Jr. High	8/26/2026	Probationary Teacher, 1 st Year
Canfield, Bethany	School Counselor	1.0	Lincoln Elementary	8/26/2026	Probationary Teacher, 3 rd Year/Rehire
Crateau, Sarah	Second Grade Teacher	1.0	Bessie Coleman Elementary	8/26/2026	Probationary Teacher, 1 st Year
Herrera, Alyse	Fourth Grade Teacher	1.0	Franklin K-8 School	8/26/2026	Probationary Teacher, 1 st Year
Jimenez, Alyssa	Second Grade Teacher	1.0	Adams Elementary	8/26/2026	Probationary Teacher, 1 st Year
Larsen, Patrick	Alternative Education Teacher	1.0	Bridges K-12	8/26/2026	Temporary Teacher/Rehire
Luna, Rose	First Grade- Bilingual Teacher	1.0	Lincoln Elementary	8/26/2026	Probationary Teacher, 1 st Year
McManus, Mara	French Teacher	.17	Corvallis High	8/26/2026	Temporary Teacher/Rehire
Mendonca, Aubrey	Health Occupation Teacher	.67	Crescent Valley High	8/26/2026	Temporary Teacher/Rehire
Niedermeyer, Vanessa	Mental Health Therapist	.5	Corvallis High	8/26/2026	Temporary Teacher/Rehire



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Parker, Trevor	Alternative Education Teacher	1.0	Bridges K-12	8/26/2026	Temporary Teacher/Rehire
Pointer, Jen	Special Education Teacher	1.0	Bessie Coleman Elementary	8/26/2026	Contract Teacher/Rehire
Ramsey, Emma	Alternative Education Teacher	1.0	Bridges K-12	8/26/2026	Probationary Teacher, 3 rd Year/Rehire
Riverstone, Mike	Special Education Teacher	1.0	Corvallis Jr. High	8/26/2026	Probationary Teacher, 3 rd Year/Rehire
Rua Rico, Alejandra	Sixth Grade Teacher	1.0	Lincoln Elementary	8/26/2026	Probationary Teacher, 2nd Year/Rehire
Samuels, Brie	Special Education-Lifeskills Teacher	1.0	Corvallis Jr. High	8/26/2026	Probationary Teacher, 2nd Year/Rehire
Schwartzman, Marisa	Music/Elementary Specialist	.4	Franklin K-8 School	8/26/2026	Temporary Teacher/Rehire
Stone-Amandi, Taylor	Third Grade-Dual English	1.0	Lincoln Elementary	8/26/2026	Temporary Teacher/Rehire
Wiger, Sara	Special Education Teacher	1.0	Corvallis High and Lincoln Elementary	8/26/2026	Probationary Teacher, 2nd Year/Rehire
Wolf, Rachel	Fifth Grade Teacher	1.0	Adams Elementary	8/26/2026	Probationary Teacher, 1 st Year
Young, Jessica	First Grade Teacher	1.0	Mt. View K-8 School	8/26/2026	Probationary Teacher, 1 st Year

Resignation/Retirement

Name	Position	FTE	Building	Effective	Notes
Bender, Heather	Second/Third Grade Teacher	1.0	Adams Elementary	6/30/2026	Temporary position ended
Buchanan, Kelli	Kindergarten Teacher	1.0	Adams Elementary	6/30/2026	Temporary position ended
Carroll, Ivory	Social Studies Teacher	1.0	Cheldelin Middle	6/30/2026	Temporary position ended
Elizarraga, Alex	School Counselor	1.0	Garfield Elementary	6/30/2026	Temporary position ended
Freiberger, Genevieve	TOSA/Teacher on Special Assignment	.5	Garfield Elementary	6/30/2026	Temporary position ended



Corvallis

SCHOOL DISTRICT

Hanson, Mark	Science Teacher	1.0	Linus Pauling Middle	6/30/2026	Resignation
Haugen, Kazden	Third Grade Teacher	1.0	Kathryn Jones Harrison Elementary	6/30/2026	Temporary position ended
Hiebert, Annalee	Music/Elementary Specialist	.5	Adams Elementary	6/30/2026	Temporary position ended
Jarrett, Harrison	School Counselor	1.0	Crescent Valley High	6/30/2026	Temporary position ended
Larson, Amanda	Title 1 Reading Teacher	.2	District Office	6/30/2026	Temporary position ended
Luco, Joe	Alternative Education Teacher	1.0	Bridges K-12	6/30/2026	Temporary position ended
Mil, Madison	Second Grade Teacher	1.0	Letitia Carson Elementary	6/30/2026	Temporary position ended
Pogue, Nicholas	Mathematics Teacher	1.0	Cheldelin Middle	6/30/2026	Temporary position ended
Schuster Provaznikova, Ludmila	German Teacher	.17	Crescent Valley High	6/30/2026	Temporary position ended
Snell, Jillian	TOSA/Dean of Students and Special Education Teacher	1.0	Bridges K-12	6/30/2026	Temporary position ended
Spicuzza, Madison	Third Grade Teacher	1.0	Bessie Coleman Elementary	6/30/2026	Resignation
Villa, Jesus	DLI Teacher	1.0	Linus Pauling Middle	6/30/2026	Resignation
Wight, Lars	Language Arts Teacher	1.0	Crescent Valley High	6/30/2026	Resignation
Zaremba, Peter	Alternative Education Teacher	1.0	Linus Pauling Middle	6/30/2026	Resignation
Zilar, Andrew	Layoff	.5	District Office	6/30/2026	Resignation-declined recall offer

MOTION REQUESTED:

"I move to approve the Licensed Personnel action as submitted."

XIII. CONSOLIDATED INFORMATION
XIII.A. Financials - unaudited (April)



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Director of Finance
Meeting Date: June 18, 2026

April Financial Summary (Unaudited)

NO ACTION REQUIRED

Background

The Financial Summary for the General Fund for the period ending April 30, 2025 and April 28, 2026 follows this report. Year-to-date operating revenues through the end of April 2026 total \$91.8 million or 93.41% of total budgeted operating revenues as compared to \$88.9 million or 91.57% through the end of April 2025.

Year-to-date operating expenditures through the end of April 2026 total \$72.3 million or 70.03% of total budgeted operating expenditures as compared to \$67.0 million or 67.84% through the end of April 2025.

Currently, the projected general fund ending balance is \$14,556,775 or 14.67% of total resources net of the beginning fund balance.

If you have any questions or request for additional information, please do not hesitate to contact me.

Supplementary Materials

1. General Fund Financial Summary as of April 30, 2026
2. Schedule of Investments as of April 30, 2026



CORVALLIS SCHOOL DISTRICT 509J

General Fund | 2025 - 2026 Financial Summary

For the Period Ending April 30, 2026

	2024 - 2025 YTD Actuals	Prior Year % of Actual	2025 - 2026 Amended Budget	2025 - 2026 YTD Actuals	% of Budget	Annual Forecast	Variance Favorable/ (Unfavorable)
RESOURCES							
Operating Revenues							
Local Property Tax Revenue	\$ 34,502,486	97.22%	\$ 36,632,983	\$ 35,797,255	97.72%	\$ 37,018,718	\$ 385,735
Local Option Levy	\$ 10,225,542	97.23%	10,853,047	10,578,466	97.47%	10,879,046	25,999
Other Local Sources	\$ 2,869,654	76.80%	3,232,500	2,717,642	84.07%	3,135,262	(97,238)
Intermediate Sources	\$ 181,657	17.31%	875,000	340,899	38.96%	1,012,668	137,668
State School Fund	\$ 40,150,579	92.23%	44,944,068	41,133,328	91.52%	45,225,651	281,583
Other State Resources	\$ 680,237	28.93%	1,385,023	781,813	56.45%	1,456,813	71,790
Federal Sources	\$ 262,858	70.38%	327,000	409,590	125.26%	446,962	119,962
Other Sources	\$ 3,100	100.00%	5,000	18,452	-%	20,000	15,000
Total Operating Revenues	\$ 88,876,113	91.57%	\$ 98,254,621	\$ 91,777,444	93.41%	\$ 99,195,120	\$ 940,499
Beginning Fund Balance	\$ 19,386,615	100.00%	17,330,395	17,916,300	103.38%	17,916,300	585,905
TOTAL RESOURCES	\$ 108,262,728	92.98%	\$ 115,585,016	\$ 109,693,744	94.90%	\$ 117,111,420	\$ 1,526,404
REQUIREMENTS							
Operating Expenditures							
Salaries	\$ 33,860,220	70.15%	\$ 50,804,776	\$ 35,144,851	69.18%	\$ 49,593,195	\$ 1,211,581
Associated Payroll Costs	19,251,816	69.40%	27,784,726	21,659,145	77.95%	30,822,575	(3,037,849)
Purchased Services	10,640,129	72.31%	15,678,551	11,464,230	73.12%	14,810,430	868,121
Supplies and Materials	1,977,103	69.30%	3,676,748	3,096,967	84.23%	3,711,511	(34,763)
Capital Outlay	95,217	43.07%	82,000	33,148	40.42%	68,120	13,880
Other Objects	1,170,508	56.53%	2,687,847	946,747	35.22%	960,274	1,727,573
Transfers	\$ -	-%	2,588,540	-	-%	2,588,540	-
Total Operating Expenditures	\$ 66,994,993	67.84%	\$ 103,303,188	\$ 72,345,087	70.03%	\$ 102,554,645	\$ 748,543
Contingencies	-	-	7,369,097	-	-%	-	-
Unappropriated Ending Fund Balance	-	-	4,912,731	-	-%	-	-
TOTAL REQUIREMENTS	\$ 66,994,993	67.84%	\$ 115,585,016	\$ 72,345,087	62.59%	\$ 102,554,645	\$ 748,543

**District Policy requires an ending fund balance of no less than 12.5%

****PROJECTED ENDING FUND BALANCE \$ 14,556,775**
14.67%

Corvallis School District 509J
Schedule of Investments
April 30, 2026

<u>Type of Investment</u>	<u>Investment</u>	<u>Maturity/</u>	<u>No. of</u>	<u>Bond</u>	<u>Purchase</u>	<u>Par (Maturity)</u>
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U.S. Treasury Obligations:

Commercial Paper:

Total Investments Outside of Local Government Investment Pool:	\$ -
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Local Government Investment Pool:	<u>Monthly</u> <u>Distribution Yield</u>	
General Account	4.00%	51,859,187
Total Investments Inside of Local Government Investment Pool 1		\$ 51,859,187

1 The maximum amount (in any combination of accounts) that the Local Government Investment Pool (LGIP) allows is \$63,387,000. Local governments must remove pass-through funds that result in an account balance in the pool in excess of \$30 million within 10 business days.

Total Investments	\$ 51,859,187
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Compliance with Investment Policy

<u>Type of Investment</u>	<u>Maximum % of</u> <u>Portfolio per Policy</u>	<u>Current Percent</u>
	<u>DFA</u>	
U.S. Treasury Obligations	100.0%	0.0%
U.S. Government Agency Securities and Instrumentalities of Government-Sponsored Corporations	90.0%	0.0%
State of Oregon Local Government Investment Pool (LGIP)	100.0%	100.0%
Bankers Acceptances	25.0%	0.0%
Repurchase Agreements	25.0%	0.0%
Certificates of Deposits	50.0%	0.0%
Commercial Paper	10.0%	0.0%
State of Oregon and Oregon Local Government Securities	25.0%	0.0%
TOTAL		100.00%

Benchmarks:

3 Month U.S. Treasury Yield Curve Rate	3.68%
3 Month Jumbo Certificate of Deposit Rate	3.90%

XIII.B. Virtual Charter School Enrollment



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Kristin Mahoney & Melissa Harder
Meeting Date: June 18, 2026

Virtual Charter School Enrollment

NO ACTION REQUIRED

Background

Board Policy LBEA requires district staff to semiannually calculate the percentage of the number of students residing in the district who are enrolled in a virtual public charter school not sponsored by the district. Calculations are to be conducted utilizing data collected for state reporting purposes in the Fall and Spring of each year. Please note, these numbers do not include students who are on an Interdistrict Transfer to another district, such as Nyssa or Scappoose, which host online programs in which students attend remotely.

When the established percentage is more than three percent, the district will request direction from the Board as to its intent to approve or deny additional resident students' enrollment in a virtual public charter school outside of the district boundary, subject to the requirements in Oregon Administrative Rule (OAR) 581-026-0305(2). Such direction will be in effect until the next semiannual review date for the upcoming academic term.

OAR 581-026-0305 allows for school districts to deny approval to a student requesting a transfer to a virtual public charter when the established percentage exceeds three percent. However, the district must provide the student with a list of two or more other online options available within the district as part of the denial.

As no suitable alternative is available within the Corvallis School District, no denials shall be permitted, and no further action is requested from the Board.

This virtual charter calculation is nearly 0.75% greater than the calculation from the Fall 2025 report:

- District enrollment has decreased by 100 students since October.
- 33 more students have enrolled in virtual public charter schools since October.
- The number of Corvallis district students enrolled in private schools has been adjusted since October by 654 students. Before this most recent calculation, private schools were sending the district their total enrollment (1127 in October). The district requested and received specific enrollment data of students who reside in the Corvallis School District and attend private schools. That number was 473 in February.

The decline in enrollment in Corvallis schools, combined with the decline in the number of Corvallis students attending private schools, results in a smaller total number of students. In October, the total was 7397, and in this calculation, it is 6679. If the district had more accurate private school numbers in October, this calculation would not seem like such a large increase.

Spring 2026 Calculation

Virtual Charter 3% Calculation
Per LBEA/OAR 581-026-0305

Data	Number	% of Total	Reference
Students enrolled within the district	5,683	85.09%	District Enrollment as of 6/5/26
Students enrolled in public charter schools located in the district	113	1.69%	MCCS Enrollment as of 6/5/26
Students residing in the district enrolled in virtual public charter schools not located in the boundary	207	3.1%	Most recent individual enrollment reports voluntarily shared by virtual charter schools (May/June)
Home-schooled students who reside in the district who are registered with the educational service district	203	3.04%	Active Home School Enrollments with LBL ESD as of 9/15/25
Students enrolled in private schools located within the school district	473	7.08%	As surveyed- requested CSD students only (Feb 2025)
TOTAL	6,679		

For Reference, Fall 2025 Calculation

Virtual Charter 3% Calculation
Per LBEA/OAR 581-026-0305

Data	Number	% of Total	Reference
Students enrolled within the district	5,783	78.1%	District Enrollment as of 10/28/25
Students enrolled in public charter schools located in the district	110	1.49%	MCCS Enrollment as of 10/28/25
Students residing in the district enrolled in virtual public charter schools not located in the boundary	174	2.35%	Most recent individual enrollment reports voluntarily shared by virtual charter schools (September)
Home-schooled students who reside in the district who are registered with the educational service district	203	2.74%	Active Home School Enrollments with LBL ESD as of 9/15/25
Students enrolled in private schools located within the school district	1,127	15.23%	As surveyed (enrollment from end of 2025) (not specifically CSD students)
TOTAL	7,397		

Involvement

District staff: Melissa Harder, Kristin Mahoney

Cost Impact

None

Function

Review and discussion.

XIV. ELECTION OF 2026-27 SCHOOL BOARD OFFICERS (EFFECTIVE JULY 1, 2026)

Presenter: Lu Whitebear

XV. BOARD MEMBER COMMENTS (9:00 p.m.)*

XVI. ADJOURNMENT (9:10 p.m.)*