

Fern Ridge School District Board of Directors

Monday, May 19, 2025 The doors will open at 6:15pm

District Administration Office, 88834 Territorial Road, Elmira, Oregon 97437

1. Call to Order: Public - 6:30 pm

We have a shared vision in the Fern Ridge School District: Provide excellence for every student so that each will reach their greatest potential.

Thank you to the members of the public who have joined us. As a reminder, School Board meetings and work sessions are meetings of the Board held in public, providing an opportunity to observe the Board's discussion and actions.

In an effort to conduct official Board business, we ask that the audience be respectful and refrain from questions, comments, and unnecessary noise while the Board conducts the meeting.

There is an opportunity for citizen comment tonight, and the Board looks forward to hearing from those who signed up. I will share some reminders when we get to that portion of the meeting.

Also, please note that all Board meetings are live-streamed and posted on the School Board area of the website.

2. Citizenship Award - moved to June 16

3. Flag Salute

4. Public Comment: The Fern Ridge School Board encourages public input. A person wanting to provide public comment will need to complete and submit an Intent to Speak form to the Board secretary by 1:00 pm on the day of the board meeting.

Public comment is limited to this place on the agenda not to exceed a total of 30 minutes for all commenters. A person giving public comment is limited to an established time limit of (3) three minutes. While speakers may, during public meetings, offer objective criticism of school operations and programs, the Board will not hear personal complaints concerning district personnel nor against any person connected with the school system.

Please state your name and if you are a resident of the district. If speaking for an organization, state the name of the organization. The Board reserves the right to refer the matter to the administration.

5. **Monthly Items:**

5.A. Approval of Minutes - Board Action

6. **Business Office**

Presenter: Business
Manager, Quanah
Bennett

6.A. Enrollment Report

6.B. General Fund Revenue and Expenditure Report -
Board Action

7. **Reports:**

7.A. Fern Ridge Middle School Report

Presenter: Olivia
Johnson

7.B. Fern Ridge Education Association

Presenter: Jennifer
Snider-Prutzman

7.C. Student Representative(s) to the School Board
Report

Presenter: JT Myers
and Fern Valle Arvizu

7.D. Director of K-12 Programs

7.D.1. Fern Ridge Middle School Curriculum
Adoption - Anime Elective - Board Action

7.E. Superintendent's Report

8. **Discussion Items**

8.A. Second Reading of Proposed 2025-2026 Meeting
Schedule - Board Action

8.B. Resolution 24-25/12 - Transfer Students for
2025-2026 - Board Action

8.C. Alternative Education Programs - Board Action

8.D. First Reading of Proposed Policy Updates -

IIA delete - Instructional Materials

IIA replace - Instructional Materials

8.E. Second Reading of Proposed Policy Updates -
GBED G1 updated (Medical Examinations and Drug
Testing),

IGBAF G1 update Special Education-IEP,

IGBAG G1 update Special Education-Procedural
Safeguards.

9. **Personnel**

9.A. Licensed Employees Resignations/New
Hires/Transfers/Other - Board Action

9.A.1. Hiring of Tami Lux, 1.0 FTE Bridges
Special Education Teacher at Elmira Elementary,
effective August 20, 2025,
Hiring of Oliver Kaneft, 1.0 FTE Physical
Education Teacher at Fern Ridge Middle School,
effective August 20, 2025,
Hiring of Keely Green, 1.0 FTE Elementary Teacher
at Elmira Elementary, effective August 20, 2025.
Resignation of Bo Highburger, 1.0 Health Teacher
at Elmira High School, effective June 30, 2025.

9.B. Non-Licensed Personnel Report

10. Late Items/Closing Comments/Board Community Involvement

11. Upcoming Events:

May19- 22: Outdoor School
May 23: NO SCHOOL
May 26: Memorial Day NO SCHOOL
June 11: Full Day - No Early Release
June 12: Last Day - Early Release
June 13: NO SCHOOL

Elmira Elementary
May 20: PTA
May 28: Bottle Drop
June 10: Field Day
June 17: PTA 6pm

Veneta Elementary
June 6: PALS Kona Ice
June 10: PALS 5:30
June 11: Field Day

Fern Ridge Middle School
June 9: 8th Grade Promotion 6:30pm
June 12: Field Day 6th/7th

Elmira High School
May 20: V Baseball vs Amity
May 31 - June 1: Spring Play
June 2: Music Performance
June 4: Awards Night 6pm
June 6: Class of 2025 Graduation 7pm

12. Adjournment



FERN RIDGE SCHOOL DISTRICT 28J
School Board Meeting Minutes

REGULAR MEETING of the FERN RIDGE SCHOOL BOARD

April 21, 2025

Zoom Webinar & In-Person Meeting
88834 Territorial Rd.
Elmira, Or 97437

CALL TO ORDER (Agenda Item 1): The regular meeting was called to order at 6:30 pm.

In attendance were Directors Barbara Graham, Andrea Larson, Lisa McCann, Mark Boren and Superintendent Gary Carpenter. Kathleen Pizzola attended remotely via zoom.

We have a shared vision in the Fern Ridge School District: Provide excellence for every student so that each will reach their greatest potential.

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There is an opportunity for citizen comment tonight, and the Board looks forward to hearing from those who signed up. I will share some reminders when we get to that portion of the meeting.

Also, please note that all Board meetings are live streamed and posted on the School Board area of the website.

CITIZENSHIP AWARD (Agenda Item 2): The April Citizenship Award was presented to Options High School student, Bailey Estrella who was not present for the school board meeting, by Forrest Cooper.

FLAG SALUTE (Agenda Item 3): Board Chair Graham led the flag salute.

PUBLIC COMMENT (Agenda Item 4): The Fern Ridge School Board encourages public input. A person wanting to provide public comment will need to complete and submit an Intent to Speak form to the Board secretary by 1:00 pm on the day of the board meeting.

Public comment is limited to this place on the agenda not to exceed a total of 30 minutes for all commenters. A person giving public comment is limited to an established time limit of (3) three

minutes. While speakers may, during public meetings, offer objective criticism of school operations and programs, the Board will not hear personal complaints concerning district personnel nor against any person connected with the school system.

Community member Owen Booth voiced his support for students as a student and outdoor school counselor. Director McCann asked Owen to read back the first two sentences, to which he repeated his public comment until Director McCann stopped Owen. She then asked Owen to clarify the purpose of his public comment. Owen Booth stated he was voicing his support of the high school student and outdoor school counselor to be allowed to participate like anyone else.

Community member Jessica Colwell spoke out of order as her public comment form was not submitted by the 1pm deadline. Board Chair Graham offered her public comment to be submitted and heard at the May 19 board meeting. Board Chair Graham requested that community member, Colwell refrain from disrupting the meeting further. Jessica submitted each board member with a copy of a parent email pertaining to her intended public comment. Director McCann apologized to community member Jessica Colwell.

MONTHLY ITEMS (Agenda Item 5):

5. A. Approval of Minutes: The minutes from the work session and regular meeting on March 17, 2025, were presented for approval.

Director Boren moved to approve the March 17, 2025 work session and regular session minutes, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

BUSINESS OFFICE (Agenda Item 6):

6. A. Enrollment Report: Business Manager Quanah Bennett reviewed the enrollment report as of April 1, 2025. District Enrollment is 1,286, which is 2 over our budgeted enrollment. The elementary level is down by 2, the middle school is up by 27, and the high school is down by 23. There are six more out of district placements than what was projected in the budget.

6. B. General Fund Revenue and Expenditure Report: Business Manager Quanah Bennett reviewed the general fund revenue and expenditure report as of March 31, 2025. The district has received 87% of our budgeted revenue. We were at 93% last year. The district's operating expenditures are at 60%, we were at 60% last year as well. This is the triple pay month for licensed staff which means the expenses are higher than prior months.

Director Larson moved to accept the general fund revenue and expenditure report for the period ending with March 31st, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

REPORTS (Agenda Item 7):

7. A. Bond Mechanical Improvements-Contractor Award: Scott Rose presented the Bond Mechanical Improvements Contractor Award for board approval.

Director Boren moved to approve the recommendation of the Alliant Systems contract for \$924,629.00, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

7. B. Bond Interior Renovations- Contractor Award: Scott Rose presented the Bond Interior Improvements Contractor Award for board approval.

Director Boren moved to award 2G Construction the bid as presented for \$1,202,000.00, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

7. C. FRSD Family Resource Coordinator: Family Resource Coordinator, Amy Hand presented via zoom the accomplishments, funding, and community involvement that the Family Resource Department has accomplished throughout the year.

7. D. Veneta Elementary School Report: Principal Dawn Dean presented the Veneta Elementary School slides to highlight the school's programs and initiatives.

7. E. Fern Ridge Education Association: Mari Jones presented the Elementary level updates. Debra Lloyd presented the Middle School updates. Jennifer Prutzman presented the High School updates. Mari Jones talked about the OEA RA which is the largest democratic deliberating body in the state of Oregon representing 43,000 educators.

7. F. Student Representatives(s) to the School Board: Student Representative JT Myers began the presentation with a statement addressing the anticipated public comment and the online comments from the community, from a transgender student who will be a counselor at Outdoor School. Representative JT Myers and Fern Arvizu presented the Elmira High School events and updates. JT and Fern were announced as the Valedictorian and Salutatorian. A sophomore won the 'If I were Mayor' contest and will be honored at the City Council Meeting on April 28. The Distinguished Service Awards were announced on April 17. JT gave the sports updates and current records for baseball, softball and track and field. State testing and Advanced Placement testing begin this week. Leadership will be participating in a field trip to Seaside to attend an Oregon Association of Student Council Spring Conference. Rotary Citizens of the month will be honored on May 1. Fern Arvizu announced that Prom will be at the University of Oregon Ford Alumni Center on May 10. Prom tickets are on sale April 28-May 7. National Honor Society Banquet will be on May 12 at Elmira High School for new members. Drama Class will be performing Sense and Sensibility on May 31 and June 1.

7. G. Director of K-12 Programs: Director Michelle Marshall presented the slides for the FRSD Integrated Plan.

7. G.1: Integrated Plan Application: Director Michelle Marshall presented the FRSD Integrated Plan Application for approval.

There was a time of discussion with a member of the audience around the supports and interventions for the students coming up that were impacted by Covid school conditions.

Director Larson moved to approve the 25-27 Integrated Plan Application, seconded by Director

McCann. There was no further discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes 5-0.

7. H. Superintendent's Report: Superintendent Carpenter congratulated JT and Fern for their Salutatorian and Valedictorian achievement. The Bond Projects were presented as on track and the schedule is posted on the wall in the board room. The Board will be presented the appraisal and purchase price for the house property south of Veneta Elementary for approval in August of this year. Superintendent Carpenter discussed the topic of Outdoor School and how Fern Ridge School district is following state law. He informed the board of the requests of around 14 families that have expressed the desire to have specific arrangements for their students at outdoor school and will be informed of those needs met in May.

Director Larson asked a clarifying question regarding the reason for the rhetoric surrounding the language to families regarding making accommodations to their request not as a guarantee. Superintendent Carpenter explained that requests for accommodations will be fulfilled with the notion that if there were some unforeseen circumstance that caused that need to not be met there would be problem solving involved.

Director McCann wanted to discuss the Outdoor School matter more with questions and answers of the public with the board and superintendent during the Closing Comments agenda item. Chair Graham explained the board policy and that it is not the process for this discussion. Director McCann expressed strong disapproval of Chair Graham's explanation of the board process. After further restatement of the policy and process, Director McCann concluded and proposed a work session to be held to have this public discussion. Chair Graham allowed that motion to be made during the Closing Comments at the end of the meeting agenda.

DISCUSSION ITEMS (Agenda Item 8):

8. A. First Reading of Proposed 2025-2026 Meeting Schedule: A first reading was held on the proposed School Board Meeting schedule for the 2025-2026 school year.

8. B. 2025-2026 Public Calendar Revision: Revision to move the October 10 Work Sample day to November 10.

Director Boren moved to approve the proposed public Calendar Revision for 2025-2026, seconded by Director Larson.

Director McCann asked a clarifying question on the dates.

The motion carried with Directors Boren, Larson, Graham, and Pizzola, and McCann voting yes. 5-0.

8. C. First Reading of Proposed Policy Updates: The following policies and administrative rules were presented to the board for a first reading: GBED G1 updated (Medical Examinations and Drug Testing), IGBAF G1 update Special Education-IEP, IGBAF R G1 update Special Education-IEP, and IGBAG G1 update Special Education-Procedural Safeguards.

8. D. Second Reading of Proposed Policy Updates: A second reading was held on the following

proposed administrative rule and policy updates for approval: AC G1update (Nondiscrimination and Civil Rights 11/24), GBN_JBA G1update (Sexual Harassment 4/24), JBA_GBN G1update (Sexual Harassment 4/24), and JFE G1update (Pregnant and/or Parenting Students 4/21).

Director Larson moved to approve the second reading of the proposed policy updates, seconded by Director Boren.

Director McCann made a clarifying statement as to why she would be voting 'no' for Policy AC.

The motion carried with Directors Boren, Larson, Graham, voting yes, and Director Pizzola and McCann voting no. 3-2.

There was a time of discussion to revisit the policy updates as individual motions.

Director Larson made a motion to restate the previous motion and vote on the policies individually, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham, and Pizzola, and McCann voting yes. 5-0.

Director Boren made a motion to approve AC G1update, seconded by Director Larson.

Student Representative JT Myers directed a series of clarifying questions to Director McCann in regards to her previous comment about voting 'no' to the Nondiscrimination and Civil Rights policy. There was a time of discussion about discrimination standards and qualification standards for hiring in reference to the policy AC G1.

The motion carried with Directors Boren, Larson, Graham, and Pizzola, voting yes and McCann voting no. 4-1.

Director Boren made a motion to approve GBN JBA G1update, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

Director Larson made a motion to approve JBA GBN G1update, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

Director Boren made a motion to approve JFE G1update, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

8. E. Fern Ridge Education Association 2025-2028 Contract: The Fern Ridge Education Association teacher contract was presented for approval.

Director Boren made a motion to approve 2025-2028 Contract with Fern Ridge Education Association, seconded by Director McCann.

Director McCann expressed her appreciation and thanks for the process of negotiations.

The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

PERSONNEL (Agenda Item 9):

9. A. Licensed Employees Resignations/New Hires/Transfers/Other:

9. B: Resignation of Elizabeth Booth, 1.0 FTE Elementary Teacher at Veneta Elementary School, effective June 30, 2025.

Director Larson moved to accept the licensed resignations, new hires, transfers, other as proposed, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham, and Pizzola, Director McCann voting yes. 5-0.

9. C. Non-Licensed Personnel Report: The non-licensed personnel report was presented for review:

Resignations/Retirements

1. Resignation of Jessica Cooper, 4.4 Options Instructional Assistant at Elmira High School, effective June 12, 2025.

New Hires/Transfers

1. None at this time.

Other

2. None at this time.

Coaches

1. Resignation of Donald Harris, Junior Varsity Volleyball Coach at Elmira High School, effective March 19, 2025.
2. Hiring of Donald Harris, Varsity Volleyball Coach at Elmira High School, effective August 18, 2025.
3. Resignation of Kobe Bechtel, Varsity Assistant Football Coach at Elmira High School, effective March 18, 2025.

9. C.1. Renew District Office Group for 2025-2026: Quanah Bennett, Leiisa Boytz, Amy Hand, Paul Lambert, Dan Prutzman, and Brie Scriber.

Director Larson made a motion to renew the District Office Group for 2025-2026, seconded by Director McCann. There was no discussion. The motion carried with Directors Boren, Larson, Graham, Pizzola, and McCann voting yes. 5-0.

LATE ITEMS/CLOSING COMMENTS/BOARD COMMUNITY INVOLVEMENT (Agenda Item 10):

- Director McCann wanted to make a motion to establish a work session to address the outdoor school topic.

Director McCann made a motion to hold a work session on April 30, 2025, seconded by Director Pizzola.

Director Larson expressed a conflict in the schedule for herself.

The motion failed with Directors Boren, Larson, and Graham, voting no, and Pizzola, and McCann voting yes. 3-2.

- Director McCann wanted to make a motion to set another date for a work session. Chair Graham emphasized the need to follow policy and submit the request via email at a later time. Chair Graham and Director McCann agreed to discuss this after the meeting is adjourned.

UPCOMING EVENTS (Agenda Item 11):

11. A. Upcoming Events:

April 21-25: Volunteer Recognition Week

April 23: Secretary Day

May 1: School Principal Day

May 2: Lunch Hero Day

May 5-9: Teacher Appreciation Week

May 23: No School

Elmira Elementary

April 29: Talent Show

May 7-10: Spring Book Fair

May 9: Chalk the Walk 5-7:30

May 20: PTA Meeting 6:00

Veneta Elementary

April 22: Planned Parenthood Preview Presentation 5:30-6:30

April 22: Earth Day Celebration

May 7: Walk & Roll to School

May 13: PALS Meeting 5:30

Fern Ridge Middle

April 29: 7th Grade Field Trip

May 16, 19-22: 8th Grade Flyups

May 21: Fly-up Parent Meeting

Elmira High

April 22: JV Track and Field @ Marist

V Baseball @ Sisters

V Softball @ Sisters

April 25: V Baseball @ Harrisburg Doubleheader

V Softball @ Harrisburg Doubleheader

April 29: JV Track and Field @ Cottage Grove

V Baseball @ Creswell

V Softball @ Creswell

May 2: JV Baseball @ Pleasant Hill Doubleheader

JV Softball @ Pleasant Hill Doubleheader
V Baseball @ Pleasant Hill Doubleheader
V Softball @ Pleasant Hill Doubleheader

May 3: Track and Field @ Junction City

May 6: JV Baseball @ La Pine
V Baseball @ La Pine
V Softball @ La Pine

May 7: Track and Field @ Thurston

May 8: JV Baseball @ Crow
JV Softball @ Crow

May 9: V Baseball @ Sisters Doubleheader
V Softball @ Sisters Doubleheader

May 13: JV Softball @ Harrisburg
V Softball @ Harrisburg

May 16: Track and Field @ Regis St Mary Catholic School
V Baseball @ Creswell Doubleheader
V Softball @ Creswell Doubleheader

ADJOURNMENT (Agenda Item 12): Chair Graham adjourned the meeting at 8:36 pm.

Attest: _____
School Board Representative

Gary E. Carpenter, Jr., Superintendent

Avg.
Class
Size

	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
EES Teacher 1	16													16
EES Teacher 2	16													16
EES Teacher 3		17												17
EES Teacher 4		18												18
EES Teacher 5			31											31
EES Teacher 6				31										31
EES Teacher 7				31										31
EES Teacher 8					21									21
EES Teacher 9					21									21
EES Teacher 10						24								24
EES Teacher 11						25								25
Elmira Elementary	32	35	31	62	42	49								251
VES Teacher 1	17													17
VES Teacher 2	18													18
VES Teacher 3	20													20
VES Teacher 4		22												22
VES Teacher 5		23												23
VES Teacher 6			23											23
VES Teacher 7			23											23
VES Teacher 8			23											23
VES Teacher 9				26										26
VES Teacher 10				25										25
VES Teacher 11					27									27
VES Teacher 12					30									30
VES Teacher 13						25								25
VES Teacher 14						23								23
Veneta Elementary	55	45	69	51	57	48								325
Total Elementary	87	80	100	113	99	97								576
Fern Ridge Middle School							103	108	96					307
FRMS Options							1		5					6
Elmira High School										83	96	89	78	346
EHS Options											9	10		19
EE Bridges (K-2)	3		5											8
EE Bridges (3-5)			1	3	1	2								7
VES (Structured Learning)		1	1	2	1	1								6
Home Tutor														-
FRMS Bridges (6-8)							2	3	3					8
Total In-District Enrollment	90	81	107	118	101	100	106	111	104	83	96	98	88	1,283
<i>Change from Adopted Budget (based on ADMr of 1,284)</i>														(1)
Out of District Placements		2	3		2	1	3	1	2	2	-	3	5	24
<i>Change from Adopted Budget (based on ADMr of 18)</i>														6
Total WLTL Charter School										29	39	27	23	118
FRSD Attending WLTL										10	16	13	12	51
<i>Change from Adopted Budget (based on ADMr of 65)</i>														53
Total District/ Out of District /Charter School Enrollment														1,425
<i>Change from Adopted Budget (based on ADMr of 1,367)</i>														58

22.82

23.21

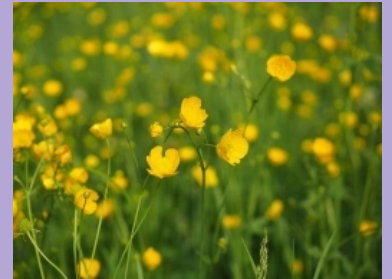
FR FERN RIDGE SCHOOL DISTRICT 28J

General Fund Revenue and Expenditures

April 30, 2025	ADOPTED 24-25 BUDGET	2024-2025										TOTAL YTD	REMAINING BALANCE	
		JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR			
Beginning Fund Balance	3,527,994	-	-	-	-	-	-	4,556,477	-	-	-	-	4,556,477	(1,028,483)
OPERATING REVENUE:														
PROPERTY TAXES	5,562,447	7,802	13,870	10,581	6,118	4,237,020	928,249	55,409	43,049	119,824	19,538	5,441,461	120,986	
TRANSPORTATION FEES	2,100	-	-	-	-	-	-	-	-	-	-	-	2,100	
EARNINGS ON INVESTMENTS	250,000	37,683	34,880	32,691	29,232	19,440	43,167	43,287	37,072	37,740	34,392	349,583	-	
EXTRACURRICULAR ACTIVITIES	4,626	-	-	-	-	-	-	-	-	-	-	-	-	
RENTALS/DONATIONS/LEASES / PY REV / GRANT FEES / MISC	161,445	4,491	24,688	7,378	19,758	12,701	11,896	10,000	22,830	13,102	11,840	138,686	-	
COUNTY SCHOOL FUND / ESD	159,158	-	-	-	-	-	-	41,679	-	-	-	41,679	117,479	
OTHER INTERMEDIATE SOURCES	5,500	-	7	1,853	-	7	2,455	-	5	1,927	-	6,253	-	
STATE SCHOOL FUND	11,880,479	2,056,928	999,784	962,504	981,199	965,042	982,768	983,776	863,838	1,101,369	986,093	10,883,303	997,176	
COMMON SCHOOL FUND	210,000	-	-	-	-	-	-	114,725	-	-	-	114,725	95,275	
STATE MANAGED COUNTY TIMBER	-	-	-	-	-	26,394	-	-	-	-	-	26,394	(26,394)	
RESTRICTED GRANTS-IN-AID	-	-	-	-	-	7,225	-	-	-	-	-	7,225	-	
RESTRICTED FR FED/GOV ST	-	-	-	-	-	12,240	3,780	-	-	-	-	16,020	(16,020)	
FEDERAL FOREST FEES	58,620	-	-	-	-	-	-	-	-	-	-	-	58,620	
SALE OF FIXED ASSETS	-	-	550	(300)	-	-	-	-	-	-	-	250	(250)	
TOTAL OPERATING REVENUE	18,294,375	2,106,904	1,073,778	1,014,708	1,036,307	5,280,069	1,972,316	1,248,877	966,794	1,273,962	1,051,863	17,025,578	1,268,797	
												93%		
TOTAL BUDGETED REVENUE (INCLUDES BEGINNING FUND BALANCE)	21,822,369											21,582,055		
OPERATING EXPENDITURES:														
SALARIES	8,286,866	160,615	188,940	658,462	666,590	665,873	654,904	658,665	662,632	762,360	654,325	5,733,367	2,553,499	
BENEFITS	6,214,859	98,375	124,819	475,886	453,348	447,951	440,900	447,291	446,568	516,744	451,821	3,903,703	2,311,156	
PURCHASED SERVICES	3,875,536	89,684	89,787	148,449	372,884	330,922	332,261	380,111	309,420	353,478	369,427	2,776,424	1,099,112	
SUPPLIES & MATERIALS	472,048	33,620	28,968	50,904	20,318	43,043	51,641	22,827	56,540	32,798	15,352	356,011	116,037	
CAPITAL OUTLAY	-	-	-	-	-	-	-	-	-	-	-	-	-	
OTHER	297,805	244,737	6,970	1,474	2,589	1,223	321	475	939	216	519	259,462	38,343	
TOTAL OPERATING EXPENDITURES	19,147,114	627,031	439,484	1,335,175	1,515,729	1,489,010	1,480,027	1,509,370	1,476,099	1,665,597	1,491,445	13,028,966	6,118,148	
												68%		
NON-OPERATING EXPENDITURES														
INTERFUND TRANSFERS	868,500	-	-	-	-	-	-	-	860,000	-	-	860,000	8,500	
CONTINGENCY	1,806,755	-	-	-	-	-	-	-	-	-	-	-	1,806,755	
TOTAL NON-OPERATING EXPENDITURES	2,675,255	-	-	-	-	-	-	-	860,000	-	-	860,000	1,815,255	
TOTAL BUDGETED EXPENDITURES	21,822,369											13,888,966		

Fern Ridge Education Association (FREA)

School Board Meeting
May 19, 2025



Elmira Elementary

Our annual chalk the walk was a fun-filled family and community event. The auction, face painting, chalk drawing competitions, Scholastic book fair, bouncy house obstacle course, student art, music performances in choir and drumming, and more made it a great evening.



Elmira Elementary



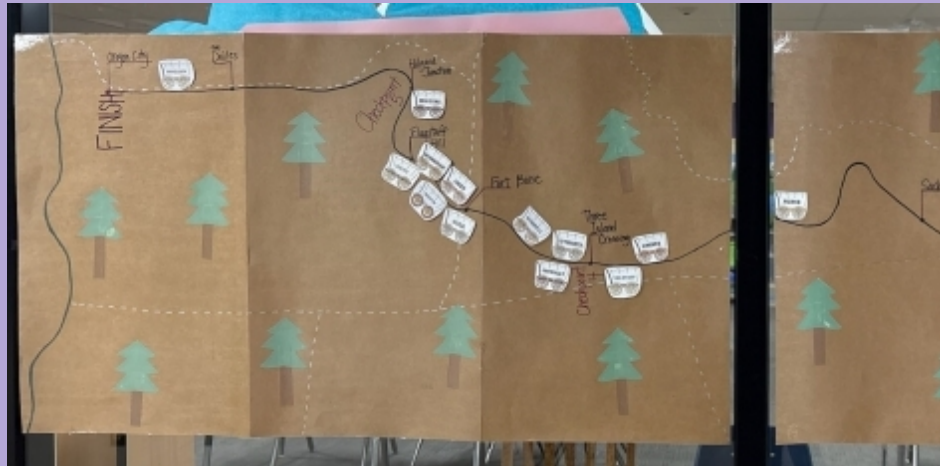
Many classrooms have enjoyed learning out in nature with field trips to Mount Pisgah and the Oregon Zoo.



Students and their families exercising and having fun on Family P.E. Day.

Veneta Elementary

We are counting down the days till summer! Only 17 left as of 5/16/25!
Today was Country/Western spirit day and the students did not disappoint!
We are just finishing up our Oregon Trail reading competition and all the wagons are close to the finish line. Each student has 10 days to read at home including reading themselves, being read to or listening to books on tape. Students get very competitive and so many reading minutes get logged. Staff participate too!



Fern Ridge Middle School

Spring Fling Dance

Fern Ridge Middle School leadership students and leadership teacher Cassie Babcock planned and put on this year's Spring Fling Dance! The dance was a huge success. Thank you to FRMS staff and parents who chaperoned, helped with set up and clean up.



Fern Ridge Middle School



7th grade science students took a trip to Bauman tree farm

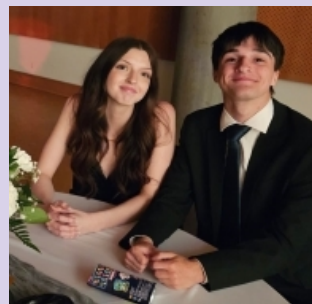
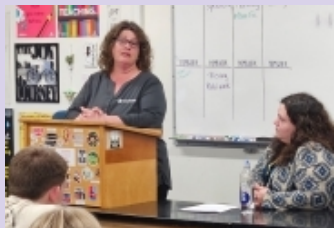
7th Grade Field Trip

“Today’s field trip was an incredible experience! Everything went smoothly, and our students made us proud—they were respectful, kind, and engaged throughout the day. Several staff at the site even commented on what a wonderful group they were!” said Garren Piccolo, 7th Grade Science teacher.

Elmira High School

Students Spend "A Night in Greece" for Prom

Hiring managers for Bimart and Kaminski Construction visit Mrs. Nelson's English 3 classes to discuss career opportunities and the do's and don'ts for job applications, résumés, and interviews as part of a Real World Writing unit.



Elmira High School

Club Spotlight: National Honor Society

Requirements:

- Maintain at least a 3.5 GPA
- 40 hours of community service each school year

** NHS members this year logged more than 1,200 volunteer hours!

Benefits:

- Academic excellence
- Community involvement
- Leadership skills



President Araya Price and Vice President JT Myers speak at the NHS end-of-the-year celebration.

FREA CBA—How we got there?

- Surveys to members and the planning process
- Many hours, emails, meetings, and hard work!
- Good communication
- Transparency
- Respect
- Strong partnership

Thanks to the District Team!

Thanks to the School Board for reviewing and unanimously approving our three-year contract at the April meeting!



*Fern Ridge
Education
Association*

FORM 400

CURRICULUM PROPOSAL

Fern Ridge School District 28J

1. Name of Course or Activity Anime
 School Fern Ridge Middle Department Elective
2. Check One: Change in old course New Course
3. Implementation Dates: Begin Fall 2025 End _____
(if short term)
4. Target Group: 7th and 8th grade students
5. Course Description: Attach the completed "Planned Course Statement".
6. Rationale: (What problem or need will this proposal resolve? How will this goals be accomplished? Use additional pages if necessary.)

This class will provide students with a new and engaging elective class. We will use the structure/format of Anime to teach students how to create characters and craft a story around that character. Additionally the class will focus on the history of Anime and its impact on Japanese and American culture.

7. Budget Estimate:

	Amount	Explanation
Personnel	_____	_____
Supplies	<u>\$100</u>	<u>Out of middle school budget for supplies is needed.</u>
Equipment	_____	_____
Travel	_____	_____
Other	_____	_____
Total:	_____	_____

Initiator(s) Marth Fuchter Position Teacher
 School Fern Ridge Middle Date 4-14-25

FORM 401

SIGNATURES REQUIRED FOR A PROPOSED CHANGE IN THE CURRICULUM

Fern Ridge School District

PROPOSAL IDENTIFICATION: _____

INITIATOR: _____

1. Submitted to: _____ Date: _____
(Curriculum Associate)

Signature: _____ Date: _____

2. Submitted to: Olivia Johnson Date: 4-14-25
(Supervising Administrator)

Signature: [Signature] Date: 4-14-25

3. Submitted to: Michelle Marshall Date: 5/12/25
(Curriculum Council Chairperson) Michelle Marshall

Recommendations of the Curriculum Council: Approved pending
Supt. approval & School Board approval

Signature: Michelle Marshall Date: 5/12/25

4. Submitted to: _____
(Superintendent)

Final action taken: _____ Implementation as submitted is authorized

_____ Implementation with specified modification is authorized

_____ Implementation is not authorized

Explanation: _____

Signature: _____ Date: _____

Fern Ridge Middle School

Teacher and Room Number: 28

E-Mail: mfuentez@fernridge.k12.or.us

Phone:

Course Name: Studio Ghibli Storytelling and Anime

Course Description:

In this creative and hands-on course, students will watch and discuss iconic Ghibli films like *Spirited Away*, *My Neighbor Totoro*, and *Ponyo* while exploring themes such as nature, identity, and fantasy. Alongside film analysis, students will bring their own imaginations to life through guided drawing sessions and themed crafts inspired by the characters, settings, and stories.

Content Covered:

Throughout the course, students will explore core themes found in Studio Ghibli films, including relation to the environment, coming-of-age, identity, loss, and fantasy. They will analyze world-building techniques, character development, and visual symbolism unique to Ghibli's storytelling. Students will also learn how visual elements like color, scale, and movement contribute to emotional tone and narrative. These insights will directly inform craft and other writing projects. By combining film analysis with hands-on creativity, students will gain a deeper appreciation for animation as an art form while developing their own artistic voice.

Prioritized Content Standards:

- **6-8.W.3** – Write narratives using effective structure and descriptive details.
- **6-8.L.3** – Use language intentionally for meaning, style, and audience.
- **6-8.VA.CR1.1** – Apply methods to generate and conceptualize artistic ideas and work.
- **6-8.VA.CR2.1** – Organize and develop artistic ideas and work using various media and techniques.
- **6-8.VA.RE7.1** – Analyze how visual components contribute to meaning.
- **6-8.VA.RE8.1** – Interpret art through context, subject matter, and themes.

Curriculum Materials:

- Kiki's Delivery Service (G)
- My Neighbor Totoro (G)
- Castle in the Sky (PG)
- Spirited Away (PG)
- Howl's Moving Castle (PG)
- The Tale of Princess Kaguya (PG)
- The Secret World of Arrietty (G)
- Ponyo (G)
- Pom Poko (PG)
- The Boy and The Heron (upon permission slip approval) PG-13
 - While beautifully animated and imaginative, the film contains **mature themes** such as **grief, loss, and war**, as well as **some surreal scenes** that may be emotionally mature and confusing for younger viewers which contribute to its PG-13 rating. This film is more introspective and emotionally complex than many of Ghibli's PG-rated classics. If shown, we will provide context before viewing and offer space for discussion

afterward.

Course Goal(s):

- Develop an appreciation for Studio Ghibli films and storytelling.
- Engage in meaningful conversations about film themes, character development, and visual design.
- Express creativity through hands-on projects inspired by film elements.
- Learn basic crafting skills: sculpting, painting, collage, needle felting, and mixed media.

September/February:

Weeks 1–4: Belonging & Independence

Films: *Kiki's Delivery Service* & *The Secret World of Arrietty*

Focus:

- Building empathy through character development
- Exploring independence, self-doubt, and home

Activities:

- Character journals (as Kiki or Arrietty)
- Design your own “delivery service” or Borrower room diorama
- Mood boards exploring what “home” means

Writing:

- Personal narrative: “A time I had to prove myself”
- Reflection on independence and identity

October/March:

Weeks 5–8: Dreams, Identity, and Transformation

Films: *Howl's Moving Castle* & *The Boy and the Heron*

Focus:

- Metaphor and symbolism in storytelling
- Physical vs. emotional transformation

Activities:

- Build a miniature moving castle from recyclables
- Self-portrait as a magical version of yourself
- Dream collage inspired by Herron's surreal imagery

Writing:

- Reflective piece: “What changes me?”
- Symbolic short story about transformation

November/ April:

Weeks 9–12: Adventure and Discovery

Films: *Castle in the Sky* & *Spirited Away*

Focus:

- World-building in storytelling
- Personal growth through adventure and transformation

Activities:

- Invent your own floating city / bathhouse
- Mixed-media maps of imaginary worlds
- Papercraft masks

Writing:

- “Through the Portal” fantasy story

December/May:

Weeks 13–16: Our Relationship to Nature

Films: *My Neighbor Totoro*, *Ponyo*, & *Pom Poko*

Focus:

- Storytelling through setting and non-human characters
- Environmental awareness and respect for nature

Activities:

- Craft your own fantasy forest creature
- Build a Totoro bus stop scene

Writing:

- Poem or short story from the perspective of a forest creature
- Nature-themed sensory writing

Writing:

- Poem or short story from the POV of a forest spirit
- Nature-themed sensory writing

January/June:

Weeks 17–20: Beauty, Sadness, and Japanese Folklore

Films: *The Tale of the Princess Kaguya*

Focus:

- Visual Storytelling and traditional art
- Folktale structure and emotional tone

Activities:

- Watercolor storytelling
- Retell a folklore using storyboards

Writing:

- Poetic retelling of a personal story
- Adapt a folktale in your own style

**Meeting Schedule – Board of Directors
2025-2026 School Year**



Regular Meeting – Third Monday of the month, unless otherwise noted.

Time: 6:30 p.m.

**School Board meeting agendas and documents can be reviewed at:
www.meetings.boardbook.org/Public/Organization/1535**

Date	Type of Meeting	Location
Monday, July 21, 2025	Regular Meeting	District Office Board Room/Zoom Webinar
Monday, July 28, 2025	Special: Board Retreat	District Office Board Room//Zoom Webinar
Monday, August 18, 2025	Regular Meeting	District Office Board Room//Zoom Webinar
Monday, September 15, 2025	Regular Meeting	District Office Board Room//Zoom Webinar
Monday, October 20, 2025	Regular Meeting	District Office Board Room//Zoom Webinar
Monday, November 17, 2025	Regular Meeting and Executive Session- Supt. Check-in	District Office Board Room//Zoom Webinar
Monday, December 15, 2025	Regular Meeting	District Office Board Room//Zoom Webinar
Monday, January 26, 2026 <i>4th Monday due to MLK holiday</i>	Regular Meeting	District Office Board Room//Zoom Webinar Elmira High School Report
Monday, February 23, 2026 <i>4th Monday due to President's Day</i>	Regular Meeting and Executive Session- Supt. Check-in	District Office Board Room//Zoom Webinar West Lane Charter Report
Monday, March 16, 2026	Regular Meeting	District Office Board Room//Zoom Webinar Elmira Elementary School Report
Monday, April 13, 2026	Regular Meeting Executive Session- Supt. Evaluation	District Office Board Room//Zoom Webinar
Monday, April 20, 2026	Regular Meeting	District Office Board Room//Zoom Webinar Veneta Elementary School Report
Monday, May 18, 2026	Regular Meeting	District Office Board Room//Zoom Webinar Fern Ridge Middle School Report
Monday, June 15, 2026	Regular Meeting	District Office Board Room//Zoom Webinar

SCHOOL BOARD MEETING LOCATION

District Office Board Room at 88834 Territorial Rd. Elmira, Or 97437
Virtual Information – visit meetings.boardbook.org/Public/Organization/1535 for details

The Fern Ridge School District is an equal-opportunity educator and employer.
In accordance with ORS 192.630, Fern Ridge School Board meeting facilities are accessible to persons with disabilities and with sufficient notice, to hearing-impaired individuals. Persons having questions about or requests for special needs and accommodation should contact the Superintendent's Office at 88834 Territorial Road, Elmira, OR or 541-935-2253 Ext. 1203.

Adopted May 19, 2025

May 19, 2025 - Resolution #24-25/12



FERN RIDGE SCHOOL DISTRICT 28J
88834 Territorial Road
Elmira, OR 97437

RESOLUTION NO. 24-25/12

BE IT RESOLVED, That Fern Ridge School District 28J will release any students requesting an interdistrict transfer and accept the following number of students listed below who request an inter-district transfer for the 2025-2026 school year as established by ORS 339.133(5)(a) and amended by House Bill 2747 (2014) and House Bill 4007 (2014).

Elmira Elementary School

Will accept any student in Kindergarten
Will accept any student in grade 1
Will accept any students in grade 2
Will accept up to 4 students in grade 3
Will accept up to 4 students in grade 4
Will accept any student in grade 5

Veneta Elementary School

Will accept any student in Kindergarten
Will accept up to 5+ students in grade 1
Will accept up to 10 students in grade 2
Will accept up to 10 students in grade 3
Will accept up to 10 students in grade 4
Will accept up to 3 students in grade 5

Fern Ridge Middle School

Will accept up to 14 students per grade level

Elmira High School

Will accept up to 25 students per grade level

ADOPTED by the Board this 19th day of May 2025, Lane County School District 28J.

Board of Directors, Chair

Superintendent

Date



FERN RIDGE SCHOOL DISTRICT 28J

Alternative Education Programs
2025-2026 School Year

In accordance with ORS 336.631(3) and Board Policy IGBHA, the Superintendent must annually approve each alternative education program the district sponsors or allows its students to participate in or contracts with to provide services to Fern Ridge School District (FRSD) students. During the 2025-2026 school year the FRSD offers for approval the following Alternative School Programs:

Out-of-District Contracted Service Providers:

- **Looking Glass/Riverfront School & Career Center** provides educational assessment, basic skills instruction, GED preparation and completion, completion of a high school diploma, completion of Adult Education Diploma, vocational assessment, career exploration, pre-employment training (paid and non-paid), work experience, hands-on training in electronics, manufacturing, culinary arts, health occupations, natural resources, teen parent program and special education program services. Full day and half day options are available. Target group is 14-21 year old students, particularly those who are not currently in school and would have a difficult time completing their diploma on schedule.
- **Martin Luther King Jr. Education Center (Court School)** serves youth that are involved with the juvenile justice system and not experiencing success in traditional school programs. They seek to help youth achieve academic success and gain social skills so they may return to their resident school or alternative school or move into vocational programs. The target group is 11-19 year old youth that are under supervision of the juvenile system and are not experiencing success in other academic systems. Sometimes students are assigned by the courts to Martin Luther King Jr. Education Center.
- **Bridgeway House** is a special education program for high intensity autism students.
- **Wellsprings Friends School** provides alternative learning approaches, supportive community, and a culture of individual affirmation, in which teenagers are mentored and assisted towards meeting the challenges of adolescence and adulthood.

The above Out-of-District programs will be evaluated on several criteria consistent with applicable Oregon Administrative Rules (OARs) and per a Lane ESD-School District and Alternative Schools Committee understanding as to the protocol for said yearly evaluation. The FRSD will either perform an evaluation based on the attached policies and administrative rules or accept another Lane County School Districts evaluation and in conjunction with specific FRSD required data determine whether or not the alternative program meets the established expectations.

How students are assigned: Voluntary and Assigned per expulsion hearing, building administration referral to Superintendent or by IEP team decision.

OSBA Model Sample Policy

Code: IIA
Adopted: D

Instructional Resources/Instructional Materials

(This policy is recommended for deletion.)

The Board believes that proper care and judgment should be exercised in selecting basic instructional materials. While the Board retains the authority to approve district instructional materials adoptions, it authorizes the superintendent to develop and implement administrative regulations governing how selections are determined. Such procedures will provide for administrator, staff, parent, student and community involvement and employ suitable selection criteria to ensure that the recommended instructional materials will meet the needs of the program, students, teachers and community.

The district will review instructional materials in accordance with the State Board of Education adoption cycle. Each instructional program and basic instructional materials will be reviewed on a seven-year cycle and recommendations for appropriate instructional materials will be made.

Recommended instructional resources and materials will be free of racial, color, national origin, religious, disability, age, marital status, gender identity, sexual orientation or sexual bias. The instructional materials will contain appropriate readability levels, support the district's adopted curriculum content, provide ease of teacher use, be attractive and durable and be purchased at a reasonable cost.

The district will establish a process and timeline for regularly determining and considering whether the textbooks and other instructional materials are available through online resources that enable students with print disabilities to receive textbooks and instructional materials free of charge.

All basic instructional materials recommended for adoption need to be approved for use by the Board. Prior to Board approval, parents[, students] and interested district patrons will have the opportunity to review the recommended instructional materials and be encouraged to provide opinions about them and their use in the classrooms.

All supplementary materials and library [media] resources will be selected cooperatively by teachers, principals, librarians and sometimes with the assistance of students and parents. Recommended supplementary materials and library [media] resources will also be free of racial, color, national origin, religious, disability, age, marital status, gender identity, sexual orientation or sexual bias. The instructional materials will contain appropriate readability levels, support the district's adopted curriculum content, provide for ease of teacher use, be attractive and durable and be purchased at a reasonable cost.

To be in compliance with the requirements of federal law, the Board directs the superintendent to distribute curriculum materials and instructional supplies to district schools in such a manner that ensures all schools receive equivalent materials.

END OF POLICY

Legal Reference(s):

[ORS 336.035](#)

[ORS 336.840](#)

[ORS 337.120](#)

HR10/05/21 | LF

Instructional Resources/Instructional Materials – IIA

[ORS 337.141](#)
[ORS 337.150](#)
[ORS 337.260](#)
[ORS 337.511](#)
[ORS 339.155](#)

[OAR 581-011-0050 - 0117](#)
[OAR 581-021-0045](#)
[OAR 581-021-0046](#)
[OAR 581-022-2310](#)

[OAR 581-022-2340](#)
[OAR 581-022-2350](#)
[OAR 581-022-2355](#)

Every Student Succeeds Act, 20 U.S.C. §§ 6311-6322 (2018).
House Bill 3041 (2021).

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OSBA Model Sample Policy

Code: IIA
Adopted:

Instructional Materials**

The Board believes proper care and judgment should be exercised in selecting core and supplemental instructional materials and school and classroom library materials, and that those materials should be inclusive of populations represented in a global society. The process to select materials will reflect respect for all people, regardless of race, color, creed, national origin, age, sex, sexual orientation, gender identity, or disability.

A material involved with a reconsideration will remain available throughout the reconsideration process. Materials will not be removed for discriminatory reasons. A request for reconsideration of materials may be processed through established procedures found in accompanying administrative regulations. Meetings of reconsideration committees may be subject to Public Meetings Law. Records regarding reconsideration procedures are subject to Public Records Law.

This policy is not intended to cover classroom activities. Complaints regarding classroom activities unrelated to materials can be filed using other established district complaint procedures.

The term “instructional material” includes core instructional materials, supplemental materials, school library materials, and classroom library materials.

Some materials may fall into more than one of the following categories. If there is a question regarding selection or reconsideration, the district administration may select which procedure to use.

Definitions

“Core instructional material,”¹ sometimes referred to as basal, means any organized system, which constitutes the major instructional vehicle for a given course of study, or any part thereof. Core instructional materials may include adaptive or personalized learning programs, digital textbooks, and print textbooks and are adopted and paid for by the district. Core instructional materials may include such instructional materials as a hardbound or a softbound book or books, or sets or kits of print and non-print materials, including electronic and internet or web-based materials or media.

“Supplemental instructional materials” means instructional materials used as part of the course of study, which are not part of the core instructional materials. They contain materials to supplement and/or differentiate core instruction and are generally teacher selected. These materials are not adopted by the Board. Materials required or assigned to be used as part of a class may be considered supplemental instructional materials, regardless of the source or location of the material.

“School library materials” means materials which are kept in the school library for student selection and use. The use of these materials may not be required for a particular class, but they may be selected by

¹ This comes from OAR 581-011-0050(1), referring to instructional materials which must be adopted by local school boards.

students to use. These may include books, media, newspapers, magazines, videos, websites, or databases, including in digital or print, etc. These materials are not adopted by the Board.

“Classroom library materials” means materials which are kept in the classroom for student selection and use. The use of these materials is not required for the class, but they may be selected by students to use. These may include books, media, newspapers, magazines, videos, etc. These materials are not adopted by the Board.

Core Instructional Materials

The Board retains the authority to approve core instructional materials used in district schools and authorizes the superintendent or designee to develop and implement administrative regulations governing selection and adoption of such materials. Procedures will provide for involvement of administrators, staff, parents, students, and community members; will use established selection criteria to contribute to the attainment of district, program, and course or grade-level goals; and will reflect recent knowledge, trends, and technology in the field.

The district will review core instructional materials in accordance with the State Board of Education adoption cycle. Each core instructional program and its instructional materials will be reviewed on a seven-year cycle, and any resulting recommendations will be issued by district administration to the Board for approval. All recommended core instructional materials shall be approved by the Board prior to use. The adoption of textbooks for American history and government by the Board and any committee shall be done in a manner in accordance with ORS 337.260. The district will establish a process and timeline for regularly determining and considering whether core instructional materials are available through online resources that enable students with print disabilities to receive textbooks and instructional materials free of charge. All requests for reconsideration of core instructional materials may be considered under administrative regulation IIA-AR - Instructional Materials Selection.

Supplemental Instructional Materials

All supplemental instructional materials will be selected by teachers, principals, librarians, and/or others, as determined appropriate which may not be through any formal selection procedure. Such materials will contain suitable readability levels and support the district’s adopted curriculum content. Materials will be used for their intended audience. All requests for reconsideration of supplemental instructional materials may be considered under administrative regulation IIA-AR- Instructional Materials Selection.

School Library Materials

All school library materials will be selected by a librarian using established selection criteria. Such materials will contain suitable readability levels. All requests for reconsideration of school library materials may be considered under administrative regulation IIA-AR- Instructional Materials Selection.

Classroom Library Materials

All classroom library materials will be selected by a classroom teacher and/or others, with no formal selection procedure. Such materials will contain suitable readability levels. Teachers are responsible for knowing the available materials in their classroom library. All requests for reconsideration of classroom library materials may be considered under administrative regulation IIA-AR- Instructional Materials Selection.

END OF POLICY

Legal Reference(s):

[ORS 174.100](#)
[ORS 332.107](#)
[ORS 336.035](#)
[ORS 336.082](#)
[ORS 336.840](#)
[ORS 337.120](#)
[ORS 337.141](#)

[ORS 337.150](#)
[ORS 337.260](#)
[ORS 337.511](#)
[ORS 339.155](#)
[ORS 659.850](#)

[OAR 581-011-0050 - 0117](#)

[OAR 581-021-0045](#)
[OAR 581-021-0046](#)
[OAR 581-022-2310](#)
[OAR 581-022-2340](#)
[OAR 581-022-2350](#)
[OAR 581-022-2355](#)

Every Student Succeeds Act, 20 U.S.C. §§ 6311-6322 (2018).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2024).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).

OSBA Model Sample Policy

Code: GBED
Adopted:

Medical Examinations and Drug Testing *

Medical Examinations

The district may require medical examinations after an employment offer has been made to a job applicant and before the applicant begins employment duties. Any such requirement will ensure that all entering employees in the same job category will complete a medical examination regardless of disability.

All offers of employment may be made contingent on medical examination results.

Medical examinations will be conducted by a health care professional selected by the district. District-required medical examination expenses will be paid by the district.

The successful applicant must be qualified and must be able to perform the essential functions of a position with or without reasonable accommodations. The district may withdraw an offer of employment should the medical examination reveal that the individual does not satisfy certain employment criteria under the following conditions:

1. The exclusionary criteria are job related and consistent with business necessity;
2. There is no reasonable accommodation that will enable the individual with a disability to perform the essential functions of the job;
3. The medical condition poses a direct threat to the health or safety of others in the workplace and cannot be eliminated or reduced to an acceptable level by a reasonable modification of policies, practices, procedures or by the provision of auxiliary aids or services;
4. The requested or necessary accommodation would impose an undue hardship on the district, unless funding is available through other sources. Individuals with a disability may be offered an opportunity of paying for a portion of the costs that constitutes an undue hardship or of personally providing the accommodation.

Drug Testing

Offers of employment for certain positions shall be contingent upon successful passage of a district-required drug test. The district will require drug tests for safety-sensitive positions (e.g., bus drivers, heavy machinery operators) and positions in which the person is responsible for students' safety and security.¹ The district will designate when and where such testing will be conducted. The cost of the drug test shall be paid by the candidate and reimbursed by the district upon receipt of negative drug test results. The district will not reimburse individuals who test positive for drugs. The offer of employment will be withdrawn from candidates who test positive for drugs.

¹ Based on Lanier v. City of Woodburn – “Safety sensitive” may also include positions that have heavy student contact and in loco parentis responsibility (e.g., teachers, administrators, paraprofessionals).

Information the district receives regarding medical examinations and drug testing will be collected and maintained on separate forms and in separate files apart from personnel files. All such records will be kept confidential, maintained for a minimum of one year and released only in accordance with provisions of the Americans with Disabilities Act or other applicable laws.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 657.176](#)

[ORS 659A.133](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2016); 28 C.F.R. Part 35 (2016).
Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§ 31301-31317; 49 C.F.R. Parts 40, 382, 391-395 (2016).
Lanier v. City of Woodburn, 518 F3d. 1147 (9th Cir. 2008).
Americans with Disabilities Act Amendments Act of 2008.

OSBA Model Sample Policy

Code: IGBAF
Adopted:

Special Education - Individualized Education Program (IEP)**

An individualized education program (IEP) shall be developed and implemented for each student with disabilities in the district, kindergarten through 21 years of age, including those who attend a public charter school located in the district, are placed in or referred to a private school or facility by the district; or receive related services from the district. The district is responsible for initiating and conducting the meetings to develop, review and revise the IEP of a student with disabilities. The district will ensure that one or both parents are present at each meeting or are afforded the opportunity to participate and are given a copy of the IEP. A meeting to develop an IEP shall be held within 30 calendar days of a determination that the student needs special education and related services, once every 365 days thereafter and when considering a change in the IEP or placement.

If a student is to be placed or referred to a private school or facility or attends a private or parochial school, the district will ensure that a representative of the private school or facility attends the IEP meeting. If the representative of the private school or facility is unable to attend the IEP meeting, the district shall use other methods to ensure participation including but not limited to, individual or conference telephone calls or individual meetings.

END OF POLICY

Legal Reference(s):

[ORS 343.068](#)
[ORS 343.151](#)
[ORS 343.155](#)
[ORS 343.321 - 343.333](#)

[OAR 581-015-2000](#)
[OAR 581-015-2190](#)

[OAR 581-015-2195](#)
[OAR 581-015-2200](#)
[OAR 581-015-2205](#)
[OAR 581-015-2210](#)
[OAR 581-015-2215](#)
[OAR 581-015-2220](#)
[OAR 581-015-2225](#)

[OAR 581-015-2229](#)
[OAR 581-015-2230](#)
[OAR 581-015-2235](#)
[OAR 581-015-2055](#)
[OAR 581-015-2600](#)
[OAR 581-015-2065](#)
[OAR 581-015-2265](#)

Assistance to States for the Education of Children with Disabilities, 34 C.F.R. §§ 300.5 - 300.6, 300.22 - 300.24, 300.34, 300.43, 300.105 - 106, 300.112, 320.325, 300.328, 300.501 (2012).

OSBA Model Sample Policy

Code: IGBAG
Adopted:

Special Education - Procedural Safeguards**

Procedural Safeguards – General

A district ensures that students with disabilities and their families are afforded their procedural safeguards related to:

1. Access to students' educational records;
2. Parent and adult student participation in special education decisions;
3. Transfer of rights to students who have reached the age of majority;
4. Prior written notice of proposed district actions;
5. Consent for evaluation and for initial placement in special education¹;
6. Independent educational evaluation;
7. Dispute resolution through mediation, state complaint investigation, resolution sessions and due process hearings;
8. Discipline procedures and protections for students with disabilities, including placements related to discipline;
9. Placement of students during the pendency of due process hearings;
10. Placement of students by their parents in private schools;
11. Civil actions; and
12. Attorney's fees.

Procedural Safeguards Notice

The district provides to parents a copy of the *Procedural Safeguards Notice*, published by the Oregon Department of Education, at least once per year and upon initial referral or parent request for special

¹ If, at any time subsequent to the initial provision of special and related services, the parent of a child revokes consent in writing for the continued provision of special education and related services, the district: 1) may not continue to provide special education and related services to the child, but must provide prior written notice before ceasing the provision of special education and related services; 2) may not use mediation or due process procedures to obtain an agreement or ruling that the services may be provided to the child; 3) the district will not be considered to be in violation of the requirement to make a free appropriate public education (FAPE) available to the child because of the failure to provide the child with further special education and related services; and 4) the district is not required to convene an individualized education program (IEP) team meeting or develop an IEP for the child for further provision of special education or related services.

education evaluation and when the parent requests a copy. The district also gives a copy to the student at least a year before the student's 18th birthday or upon learning that the student is considered emancipated.

The district provides the *Procedural Safeguards Notice* in the parent's native language or other mode of communication unless it is clearly not feasible to do so. If the native language or other mode of communication of the parent is not a written language, the district takes steps to ensure that the notice is translated orally or by other means understandable to the parent and that the parent understands the content of the notice. The district maintains written evidence that it meets these requirements.

Parent or Adult Student Meeting Participation

1. The district provides parents or adult students an opportunity to participate in meetings with respect to the identification, evaluation, IEP and educational placement of the student, and the provision of a **free appropriate public education (FAPE)** to the student.
2. The district provides parents or adult students written notice of any meeting sufficiently in advance to ensure an opportunity to attend. The written notice:
 - a. States the purpose, time and place of the meeting and who is invited to attend;
 - b. Advises that parents or adult students may invite other individuals who they believe have knowledge or special expertise regarding the student;
 - c. Advises that the team may proceed with the meeting even if the parents are not in attendance;
 - d. Advises the parents or adult students who to contact before the meeting to provide information if they are unable to attend; and
 - e. Indicates if one of the meeting's purposes is to consider transition services or transition services needs. If so:
 - (1) Indicates that the student will be invited; and
 - (2) If considering transition services, identifies any agencies invited to send a representative (with parent or adult student consent).
3. The district takes steps to ensure that one or both parents of a child with a disability are present at each IEP or placement meeting or are afforded the opportunity to participate, including:
 - a. Notifying parents of the meeting early enough to ensure that they will have an opportunity to attend; and
 - b. Scheduling the meeting at a mutually agreed upon time and place.
4. If neither parent can attend, the district will use other methods to ensure an opportunity to participate, including, but not limited to, individual or conference phone calls or home visits.
5. The district may conduct an evaluation planning or eligibility meeting without the parent or adult student if the district provided meeting notice to the parent or adult student sufficiently in advance to ensure an opportunity to attend.

Access to Records

A parent is entitled at any reasonable time to examine all of the records of the district pertaining to the identification, evaluation and educational placement of their child and the provision of FAPE to their child. Records must be provided without undue delay, which may not exceed 10 business days, as defined

in ORS 192.311, from the date of the request for the records. Records may be redacted only to the extent necessary to protect personally identifiable information of other children unless disclosure is authorized by law or court order.

END OF POLICY

Legal Reference(s):

[ORS 343.155](#)

[ORS 343.165](#)

[ORS 343.173](#)

[ORS 343.177](#)

[ORS 343.181](#)

[OAR 581-001-0005](#)

[OAR 581-015-2000](#)

[OAR 581-015-2030](#)

[OAR 581-015-2090](#)

[OAR 581-015-2095](#)

[OAR 581-015-2190](#)

[OAR 581-015-2195](#)

[OAR 581-015-2305](#)

[OAR 581-015-2310](#)

[OAR 581-015-2325](#)

[OAR 581-015-2330](#)

[OAR 581-015-2345](#)

[OAR 581-015-2360](#)

[OAR 581-015-2385](#)

Assistance to States for the Education of Children with Disabilities, 34 C.F.R. §§ 300.300, 300.500 - 300.505, 300.515, 300.517.



Fern Ridge School District 28J

Gary E. Carpenter Jr.
Superintendent

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Classified/Confidential/Manager/Coach Employees Resignations/New Hires/Transfers/Other Report May 19, 2025

Resignations/Retirements

1. Resignation of Kiffany Oxnam, 3.0 Instructional Assistant at Veneta Elementary School, effective May 2, 2025.
2. Resignation of Nikie Brink, 7.0 Instructional Assistant (Title IA) at Veneta Elementary School, effective June 12, 2025.
3. Resignation of Callie Johnson, 1.0 FTE Secretary II at Elmira Elementary School, effective June 19, 2025.
4. Resignation of Sherry Cooper, 6.5 SPED Instructional Assistant at Fern Ridge Middle School, effective June 12, 2025.

New Hires/Transfers

1. None at this time.

Other

1. None at this time.

Coaches

1. Resignation of Bo Highburger, Head Varsity Football Coach at Elmira High School, effective May 6, 2025.
2. Hiring of Jeannie Core, JV Volleyball Coach at Elmira High School, effective May 19, 2025.