

Fern Ridge School District Board of Directors

Monday, August 18, 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. Flag Salute

3. Public Comment: None at this time.

4. Monthly Items:

4.A. Approval of Minutes - Board Action

5. Business Office

Presenter: Business Manager, Quanah Bennett

5.A. General Fund Revenue and Expenditure Report - Board Action

6. Reports:

6.A. Director of K-12 Programs

6.A.1. 24-25 Integrated Plan Annual Report

6.B. Superintendent's Report

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

Presenter: Rylee Rice and Jake VanDamme

7. Discussion Items

7.A. Recommendation for budget transfer for Site Work Package #4 (EHS and FRMS) - Board Action

Presenter: Scott Rose

7.B. Board Operating Agreement - Board Action

7.C. Board Meeting Schedule - Board Action

7.D. Board Stipends - Board Action

7.E. Electronic Devices Building Practices -
Possible Board Action

7.F. First Reading of Proposed Policy Updates -
Possible Board Action

7.F.1. Policies: KK - Visitors to District
Facilities, GCDA, GDDA - Criminal Records Check
and Fingerprinting.

7.G. Board Goals - Board Action

8. **Personnel**

8.A. Licensed Employees Resignations/New
Hires/Transfers/Other

8.A.1. Hiring of David Kashuba, Temporary One
Year 1.0 FTE Special Education Teacher at Fern
Ridge Middle School, effective August 20, 2025.
Hiring of Tiffany Forsman, Temporary One Year 1.0
FTE Elementary Teacher at Veneta Elementary
School, effective August 20, 2025.

8.B. Non-Licensed Personnel Report

9. **Late Items/Closing Comments/Board Community Involvement**

10. **Upcoming Events**

August 27: Papa's Pizza Fundraiser-FREA/OSEA

Elmira Elementary:

August 19: 7am - 7pm Registration

August 20: 8am - 3pm Registration

August 21: 8am - 12pm Registration

September 2: First day for 1st-5th Graders

September 8: First day for Kindergartners

September 16: 6pm PTA Meeting

September 18: 6-7pm Open House

Veneta Elementary:

August 19: 7am - 7pm Registration

August 20: 8am - 3pm Registration

August 21: 8am - 12pm Registration

September 2: First day for 1st-5th Graders

September 8: First day for Kindergartners

September 9: 5:30pm PALS

September 18: 6-7pm Meet the Teacher

Fern Ridge Middle School:

August 19: 7am - 7pm Student Registration

August 20: 8am - 3pm Student Registration

August 21: 8am - 12pm Student Registration

September 2: First day for 6th Graders Only

September 3: First Day for 7th & 8th Graders Only

September 4: All Students attend

Elmira High School:

August 20: 8am - 4pm Seniors/Sophomores

Registration/Picture Day

August 21: 10am - 6pm Junior/Freshman

Registration/Picture Day

September 2: First Day for 9th Graders Only

September 3: All Students back to school

11. Adjournment



FERN RIDGE SCHOOL DISTRICT 28J
School Board Meeting Minutes

REGULAR MEETING of the FERN RIDGE SCHOOL BOARD

July 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 6:29 pm by Director Kathleen Pizzola.

In attendance were Directors Lisa McCann, Kathleen Pizzola, Mark Gent, WC Grover, Brian Kirkpatrick and Superintendent Gary Carpenter.

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.

FLAG SALUTE (Agenda Item 2): Director Kathleen Pizzola led the flag salute.

OATH OF OFFICE (Agenda Item 3): WC Grover, Position 2, Mark Gent, Position 3, and Brian Kirkpatrick, Position 4 stated their names as Director Pizzola read their School Board Member Oath of Office aloud and were officially sworn into duty.

ELECTION OF BOARD CHAIR AND VICE CHAIR (Agenda Item 4):

Director Pizzola moved to elect WC Grover as Board Chair, seconded by Director McCann. There was no discussion. The motion carried with Directors Gent, Kirkpatrick, Pizzola, McCann and Grover voting yes. 5-0.

Director Grover moved to elect Kathleen Pizzola as Vice Chair, seconded by Director McCann. There was no discussion. The motion carried with Directors Gent, Kirkpatrick, Pizzola, McCann and Grover voting yes. 5-0.

PUBLIC COMMENT (Agenda Item 5): 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 Mike Mazzei spoke to welcome the new board members and congratulate them on their election success.

MONTHLY ITEMS (Agenda Item 6):

5. A. Approval of Minutes: The minutes from the regular meeting on June 19, 2025, were presented for approval.

Director Pizzola moved to approve the minutes from last meeting, seconded by Director McCann. Director McCann discussed a change to the wording in item 9A from “move to discuss” to “move to table”. Director Pizzola moved to approve that correction, seconded by Director McCann. The motion carried with Directors Gent, Kirkpatrick, Pizzola, Grover and McCann voting yes. 5-0. It was presented that there was a first and second on the motion to approve the minutes with that correction. The motion carried with Directors Gent, Kirkpatrick, Pizzola, Grover and McCann voting yes. 5-0.

The minutes from the regular meeting on June 26, 2025, were presented for approval.

Director Pizzola moved to approve the minutes from the June 26th meeting, seconded by Director McCann. There was no discussion. The motion carried with Directors Gent, Kirkpatrick, Pizzola, Grover and McCann voting yes. 5-0.

REPORTS (Agenda Item 7):

7. A. Superintendent’s Report: Superintendent Carpenter welcomed the new board members and thanked Directors Grover and Pizzola for taking on the chair and vice chair roles. He welcomed questions to himself or Administrative Assistant Brie anytime in the coming weeks. Superintendent Carpenter updated the board on the status of the purchase of the property south of Veneta elementary. He then informed them the appraisal will be done before the July 28 meeting and will require action to approve the purchase then. He summarized the bond projects and how they are still on schedule, and what athletic facility work is still waiting on the permit approvals from the county. He explained that the September 5th game could be in jeopardy and may be an away game. Superintendent Carpenter presented the upcoming planning and events

that are happening as we approach the new school year.

7. B. Elmira High School New Curriculum: Principal Cydney Vandercar presented the three new curricula, Statistics, Robotics, and Computer Science for Elmira High School as no cost additions to be scheduled during study hall time slots.

There was a time of discussion around student interest and the value of study hall depending on the student needs.

Director Pizzola moved to accept all three curricula presented, seconded by Director Kirkpatrick. There was no further discussion. The motion carried with Directors Gent, Kirkpatrick, Pizzola, Grover and McCann voting yes. 5-0.

DISCUSSION ITEMS (Agenda Item 8):

8. A. Retreat Agenda: Superintendent Carpenter welcomed suggestions for agenda items to be submitted to Board Chair Grover for discussion and approval.

8. B. Oregon School Board Association Summer and Fall Conferences: Assistant Brie Scriber informed the board that the three members who are attending have been booked for the event and their hotels reserved. Their confirmations have been emailed to each of them for reference upon arrival.

8. C. West Lane Charter Annual Review: Superintendent Carpenter reviewed his sight visit and report of West Lane Charter with the board.

8. D. Fern Ridge School District Parent/Student Handbook: Superintendent Carpenter summarized the updates that have been made to the handbook. A discussion was had about attendance notifications and volunteers vs. visitors and changing that language in the handbook with the review of the building processes and email clarification. The approval of the handbook was set to be moved to the July 28th meeting.

ANNUAL ORGANIZATION APPOINTMENTS FOR SCHOOL YEAR 2025-2026 – RESOLUTION #25-26/01 (Agenda Item 9):

Director Pizzola moved to accept Resolution #25-26/01, seconded by Director Gent. There was no discussion. The motion carried with Directors Gent, Kirkpatrick, Pizzola, Grover and McCann voting yes. 5-0.

PERSONNEL (Agenda Item 10):

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

10. A.1. None at this time.

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

Resignations/Retirements

1. Resignation of Deanna Alldridge, 5.2 Speech and Language Pathologist, District wide, effective June 23, 2025.
2. Retirement of Kelly Keller, 7.0 Instructional Assistant at Elmira High School, effective July 18, 2025.

New Hires/Transfers

1. Hiring of Katie Howe, 6.5 Instructional Assistant at Fern Ridge Middle School, effective August 25, 2025.

Other

1. None at this time.

Coaches

1. Hiring of Conrad Davis, 2025-2026 Varsity Football Coach at Elmira High School, effective August 18, 2025.
2. Hiring of Jeannie Core, 2025-2026 JV Volleyball Coach at Elmira High School, effective August 18, 2025.

LATE ITEMS/CLOSING COMMENTS/BOARD COMMUNITY INVOLVEMENT (Agenda Item 11):

None at this time.

UPCOMING EVENTS (Agenda Item 12):

12. A. Upcoming Events:

Elmira and Veneta Elementary:

August 13: 7am - 7pm Kindergarten and New Student Registration

August 19: 7am - 7pm Registration

August 20: 8am - 3pm Registration

August 21: 8am - 12pm Registration

September 2: First day for 1st-5th Graders

September 8: First day for Kindergartners

Fern Ridge Middle School:

August 11: Office Re-Opens

August 13: 12pm - 8pm New Student and Incoming 6th Graders Registration

August 15 & 18: Office Closed

August 19: 7am - 7pm Student Registration

August 20: 8am - 3pm Student Registration

August 21: 8am - 12pm Student Registration

September 2: First day for 6th Graders Only

September 3: First Day for 7th & 8th Graders Only

September 4: All Students attend

Elmira High School:

August 13: 9am - 7pm NEW to District Pre-Registration

August 20: 8am - 4pm Seniors/Sophomores Registration/Picture Day

August 21: 10am - 6pm Junior/Freshman Registration/Picture Day

September 2: First Day for students

ADJOURNMENT (Agenda Item 13): Chair Grover adjourned the meeting at 7:20 pm.

Attest: _____
School Board Representative

Gary E. Carpenter, Jr., Superintendent



FERN RIDGE SCHOOL DISTRICT 28J
School Board Meeting Minutes

WORKSESSION of the FERN RIDGE SCHOOL BOARD

July 28th, 2025

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

CALL TO ORDER (Agenda Item 1): 8:00 am The special work session is a retreat for the Board of Directors and Superintendent.

In attendance were Directors Mark Gent, WC Grover, Kathleen Pizzola, Lisa McCann, and Superintendent Gary Carpenter. Brian Kirkpatrick was not present.

FLAG SALUTE: (Agenda Item 2): Led by Director Grover.

INTRODUCTIONS / ICE BREAKER: (Agenda Item 3): All of the board members introduced themselves and shared some brief facts about themselves. Lisa McCann lead icebreaker activities for everyone present to participate in.

OSBA SUMMER / FALL CONFERENCES: (Agenda Item 6): 8:22 am [skipped Item 4 & 5 until scheduled time for Item 4.] The schedule and reservation confirmations were discussed. The itinerary was passed out to the attendees. There was a brief discussion on the Fall Conference in November.

BOARD OPERATING AGREEMENT: (Agenda Item 7): The current Board Operating Agreement was presented along with OSBA sample agreement #2. Director Lisa McCann discussed item #16 on the current agreement and the interest of changing the wording referencing abstention. There was a time of discussion on the defining properties of abstention and alternative actions to serve the purpose of gaining more knowledge before a vote. [paused discussion to meet with Henry Wellington of UPBEAT – 8:40]

UPBEAT PRESENTATION – 8:40-8:55: (Agenda Item 4): Henry Wellington presented, via zoom, the staff survey system they provide to schools that manages the staff and exit survey information. There was a time of discussion around accepting this service that is funded by the Western Regional Educator Network (WREN) and Lane Education Service District (LESF).

ROLEWS AND RESPONSIBILITES, Q AND A – 9-10 am: (Agenda Item 5): Kristin Miles, Director of Board Development, Oregon School Board Association presented slides and spoke describing the roles and responsibilities of board members. There was a time for questions at the end.

After ending with Kristin Miles, Superintendent Carpenter explained policies and administrative

rules (AR), the Division 22 standards report, and OSBA's tools for collaboration. There was a time of discussion about how the group communicates and that it is all subject to records requests.

(10:03 am - Five-minute Break)

Superintendent Carpenter had a follow up discussion about the UPBEAT presentation and how it pertains to our current practice of managing the districts exit surveys. His recommendation is to move to this service. There was a time of discussion about what Western Regional Education Network (WREN) is, and that they are providing the funding for the UPBEAT program.

(Continued) BOARD OPERATING AGREEMENT: (Agenda Item 7): It was proposed that the board pick a model supplied by OSBA and develop from that.

Director Grover moved to adopt example Two of the School Board Operating Agreement, seconded by Director Pizzola. The motion carried with Directors Gent, Pizzola, Grover voting yes and McCann voting no. 3-1. Director Grover offered a moment of clarity to Director McCann. The vote was held again with Directors Gent, Pizzola, Grover, and McCann voting yes 4-0.

BOARD SCHEDULE AND PRE-MEETING: (Agenda Item 8): The Pre-Meeting Schedule was presented with a history of how it was held and what was discussed. The board members discussed briefly and decided to continue with holding these 30-minute meetings. The Regular Meeting Schedule was presented with a history of when each meeting was held and why. There was a discussion and decision about combining the executive session into the regular meeting in April. There was also a discussion and decision about holding work sessions before the regular meetings.

BOARD STIPEND DISCUSSION: (Agenda Item 9): Superintendent Carpenter gave a brief history on the Legislative decision to make stipends available to School Board Members. This topic will be an action item on the agenda to decide to have stipends or not to have stipends.

BOARD SELF-EVALUATION / BOARD GOALS: (Agenda Item 10): It was decided to have a Board Self-Evaluation in the following year. Past Board Goals were reviewed to help decide what the 25-26 Board Goals will be. There was a brief time of discussion on accepting the previous goals as the 25-26 goals and setting an action plan for those goals. The action plan would be decided and voted upon in the August meeting.

Director Grover moved to accept the three goals again for this year, to be worked on with a new action plan, seconded by Director McCann. There was no discussion. The motion carried with Directors Gent, Pizzola, Grover, and McCann voting yes. 4-0.

WEEKLY SUPERINTENDENT EMAILS AND MONTHLY BUILDING UPDATES: (Agenda Item 11): Superintendent Carpenter briefly explained the Friday Update emails that he sends to the board once a week. Administrative Assistant Brie Scriber briefly explained the monthly building updates that are sent out to the board starting in September. It was requested to have what things are not going well to be included in the Principals' report.

SUPERINTENDENT EVALUATION PROCESS 25-26 AND SUPERINTENDENT GOALS: (Agenda

Item 12): Superintendent Carpenter discussed his plan for his goals for the year. He discussed the schedule for check-in meetings and the that the action plan will be in place for the August meeting.

Director McCann requested enrollment numbers from the past. Superintendent Carpenter showed her how to access that information on the website and explained how those numbers trend and why. There was a time of discussion around the factors that can affect those numbers. Director McCann also requested the last 5 years of beginning and end fund balances and test score comparisons for state and national.

(11:37am - Lunch)

Superintendent Carpenter presented the state testing scores for the district to the board and offered the explanations behind the numbers for each year. There was a time of discussion on possible improvement strategies.

PARENT / STUDENT HANDBOOK: (Agenda Item 13): The Parent/Student Handbook was presented with corrections for the year. There was a time of discussion about the elementary school attendance protocols and visitor vs. volunteer language in district policy with regards to the handbook. It was decided to investigate into a contracted system that manages school visitors and volunteers.

EXECUTIVE ORDER 25-09 – ELECTRONIC DEVICE POLICY FOR SCHOOL DISTRICTS: (Agenda Item 14): The new law for schools enforcing no electronic devices during school for students is being developed and the district is discussing how this can be written in policy and applied. There will be more discussion on the development in the August meeting.

HB 3083 – ALYSSA’S LAW: (Agenda Item 15): The law requires that the district has a discussion with the board about having a live panic button that contacts law enforcement. It was decided to investigate further the cost for having this system in Fern Ridge School District. It also states that each school has 30 minutes of instruction each month on safety drills with students.

USING BOARD BOOK: (Agenda Item 16): Administrative Assistant Brie Scriber briefly discussed logging into and using Board Book as a board user.

HOW TO GET AN ITEM ON A BOARD MEETING AGENDA: (Agenda Item 17): The process for adding or removing items to the agenda was discussed.

AGENDA AND ITEM FORMATTING DISCUSSION: (Agenda Item 18): Administrative Assistant Brie Scriber handed out an agenda from the last meeting for reference when Director McCann discussed agenda item concerns. There was a discussion around Public Comment and FREA Presentation content.

ADDING LANGUAGE TO BDDH PUBLIC COMMENT WITH REGARD TO HAVING COMMENTS READ INTO RECORD: (Agenda Item 19): It was presented to the board that the policy on public comment have language around not allowing a comment read into record, during a meeting, if the commenter cannot be present at the meeting.

EHS ATHLETIC FACILITY USAGE - DRAFT: (Agenda Item 20): Superintendent Carpenter

presented a draft of the sign that will be posted outside the new facilities constructed at Elmira High School, listing the rules of public usage.

LATE ITEMS (Agenda Item 21):

21. A. 88115 Territorial Road Property Purchase: The property just south of Veneta Elementary School is presented for purchase from the excise tax savings account for \$280,000.

Director Grover moved to approve the purchase, seconded by Director Pizzola. There was no discussion. The motion carried with Directors Gent, Pizzola, Grover, and McCann voting yes. 4-0.

ADJOURNMENT (Agenda Item 22): The retreat was adjourned at 2:28 pm.

BOND CONSTRUCTION FIELD TRIP: (Agenda Item 23): All board members toured the construction sites at each location.

Attest: _____
School Board Representative

Gary E. Carpenter, Jr., Superintendent


FERN RIDGE SCHOOL DISTRICT 28J

General Fund Revenue and Expenditures

June 30, 2025 - UNAUDITED	ADOPTED 24-25 BUDGET	TOTAL YTD	REMAINING BALANCE
Beginning Fund Balance	3,527,994	4,556,477	(1,028,483)
OPERATING REVENUE:			
PROPERTY TAXES	5,562,447	5,581,437	(18,990)
TRANSPORTATION FEES	2,100	-	2,100
EARNINGS ON INVESTMENTS	250,000	411,169	
EXTRACURRICULAR ACTIVITIES	4,626	38	
RENTALS/DONATIONS/LEASES / PY REV / GRANT FEES / MISC	161,445	237,760	
COUNTY SCHOOL FUND / ESD	159,158	256,035	(96,877)
OTHER INTERMEDIATE SOURCES	5,500	7,634	
STATE SCHOOL FUND	11,880,479	12,733,850	(853,371)
COMMON SCHOOL FUND	210,000	229,450	(19,450)
STATE MANAGED COUNTY TIMBER	-	105,912	(105,912)
RESTRICTED GRANTS-IN-AID	-	7,225	
RESTRICTED FR FED/GOV ST	-	16,020	(16,020)
FEDERAL FOREST FEES	58,620	-	58,620
SALE OF FIXED ASSETS	-	250	(250)
TOTAL OPERATING REVENUE	18,294,375	19,586,779	(1,292,404)

**TOTAL BUDGETED REVENUE (INCLUDES
BEGINNING FUND BALANCE)**

107%
21,822,369 **24,143,256**

OPERATING EXPENDITURES:			
SALARIES	8,286,866	7,933,363	353,503
BENEFITS	6,214,859	5,401,422	813,437
PURCHASED SERVICES	3,875,536	3,700,047	175,489
SUPPLIES & MATERIALS	472,048	467,614	4,434
CAPITAL OUTLAY	-	-	-
OTHER	297,805	262,688	35,118
TOTAL OPERATING EXPENDITURES	19,147,114	17,765,134	1,381,980

93%

NON-OPERATING EXPENDITURES			
INTERFUND TRANSFERS	868,500	865,220	3,280
CONTINGENCY	1,806,755	-	1,806,755
TOTAL NON-OPERATING EXPENDITURES	2,675,255	865,220	1,810,035

TOTAL BUDGETED EXPENDITURES

21,822,369 **18,630,355**

Estimated End Fund Balance **5,512,901 28.15%**


FERN RIDGE SCHOOL DISTRICT 28J

General Fund Revenue and Expenditures

July 31, 2025	ADOPTED 25-26 BUDGET	2025-2026 JULY	TOTAL YTD	REMAINING BALANCE
Beginning Fund Balance	3,342,741	-	-	3,342,741
OPERATING REVENUE:				
PROPERTY TAXES	5,750,283	9,846	9,846	5,740,437
TRANSPORTATION FEES	2,100	-	-	2,100
EARNINGS ON INVESTMENTS	342,641	34,045	34,045	
EXTRACURRICULAR ACTIVITIES	4,626	-	-	
RENTALS/DONATIONS/LEASES / PY REV / GRANT FEES / MISC	147,154	6,348	6,348	
COUNTY SCHOOL FUND / ESD	188,000	-	-	188,000
OTHER INTERMEDIATE SOURCES	5,500	-	-	
STATE SCHOOL FUND	12,751,881	2,272,642	2,272,642	10,479,239
COMMON SCHOOL FUND	199,740	-	-	199,740
STATE MANAGED COUNTY TIMBER	-	-	-	-
RESTRICTED GRANTS-IN-AID	-	-	-	-
RESTRICTED FR FED/GOV ST	-	-	-	-
FEDERAL FOREST FEES	58,620	-	-	58,620
INTERFUND TRANSFERS	7,360	-	-	7,360
SALE OF FIXED ASSETS	-	-	-	-
TOTAL OPERATING REVENUE	19,457,905	2,322,880	2,322,880	17,135,025

**TOTAL BUDGETED REVENUE (INCLUDES
BEGINNING FUND BALANCE)**

22,800,646

12%

2,322,880

OPERATING EXPENDITURES:				
SALARIES	8,442,595	159,578	159,578	8,283,017
BENEFITS	6,558,782	107,516	107,516	6,451,266
PURCHASED SERVICES	4,343,999	151,940	151,940	4,192,059
SUPPLIES & MATERIALS	477,310	52,532	52,532	424,778
CAPITAL OUTLAY	-	-	-	-
OTHER	292,515	280,772	280,772	11,743
TOTAL OPERATING EXPENDITURES	20,115,201	752,338	752,338	19,362,863

4%

NON-OPERATING EXPENDITURES				
INTERFUND TRANSFERS	533,500	-	865,220	(331,720)
CONTINGENCY	2,151,945	-	-	2,151,945
TOTAL NON-OPERATING EXPENDITURES	2,685,445	-	865,220	1,820,225

TOTAL BUDGETED EXPENDITURES

22,800,646

1,617,559



24-25 Integrated Programs Annual Report Presentation

Fern Ridge School District
Michelle Marshall
Director of K-12 Programs
2025

Annual Reporting Requirements

- ODE's annual report consists of two narrative questions
- Throughout the year, grant recipients have been asked to report expenditures, three overall reflection narrative questions, and report on progress markers which will help inform overall progress and annual report.

Summary of Integrated Programs Performance Measures

LONGITUDINAL PERFORMANCE GROWTH TARGETS (LPGT) KEY

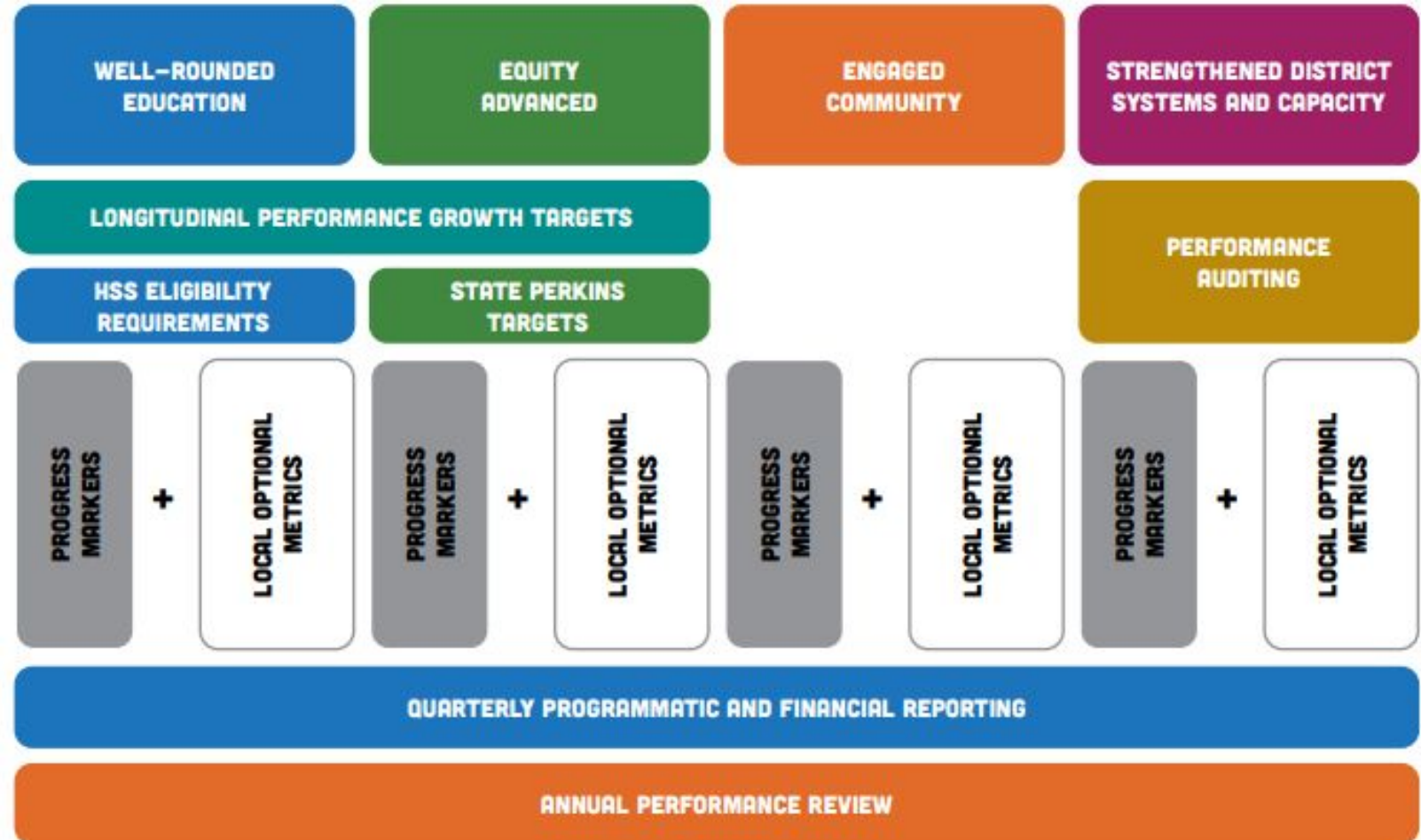
3GR: 3rd Grade Reading

9GOT: 9th Grade On Track

4YG: 4 Year Graduation

5YC: 5 Year Completion

RA: Regular Attenders



SIA Annual Report Requirements

- SIA recipients are required by statute to:
 - review their own progress on an annual basis through an annual progress report and financial audit
 - present their annual report to their governing board at an open meeting with opportunity for public comment,
 - and post the report to the district or charter school website.
- If grantee set LPGTs and LOM:
 - In Year 1 of biennium: Affirm progress has been reviewed towards meeting the LPGTs in the grant agreement (Assurance)
 - In Year 2 of biennium: Review actual metric rates compared to previously created LPGT and LOM and share reflection on progress. (Narrative Question)

Annual Report Narrative #1

As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?

Discuss at least one Outcome where you have seen progress in implementation.

FRSD is making steady progress toward a cohesive K–12 Multi-Tiered System of Supports (MTSS) framework, ensuring consistent, data-driven academic and behavioral supports for all students. Strong community partnerships continue to expand access to enrichment opportunities, mentoring, and essential services that address the whole child.

Communication among stakeholders has been strengthened through regular updates, accessible channels, and opportunities for feedback, fostering transparency, trust, and shared ownership in achieving district goals.

Examples in Practice

FRSD will maintain high expectations and promotes academic excellence through challenging curriculum, as well as instruction that builds critical thinking skills.

K-5

- LETRS Training
- Team of 10 participating in Oregon Response to Instruction & Intervention
- K-5 Data Teams
- High-Dosage Tutoring
- Afterschool Programs
- K-12 MTSS
- Updated website

6-8

- STAR Math & Reading
- New Health Curriculum
- Data Teams
- Afterschool Programs
- OSAS Interim Assessments
- Ongoing professional learning
- Intervention/Enrichment in master schedule
- K-12 MTSS
- Updated website

9-12

- 9th Grade on-track Committee
- Targeted supports for on time graduation
- College Now Courses
- AP Courses
- Test Day
- CTE classes
- Student Input Surveys
- K-12 MTSS
- Updated website

Annual Report Narrative #2

Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?

Discuss at least one Outcome where you have seen challenges or barriers to implementation.

One significant barrier to progress has been the lack of funding to fully support high-quality, ongoing professional learning for staff. Without consistent resources, it is challenging to provide the depth and frequency of training needed to sustain instructional improvements. Limited time within the school year for ongoing professional development further impacts our ability to build capacity across all grade levels.

We also continue to face challenges in closing the achievement gap for our focal student groups. Addressing these disparities requires both targeted interventions and long-term systemic change, which can take considerable time to design, implement, and refine. The pace of organizational change—while necessary for lasting improvement—can slow the ability to see immediate impact in student outcomes.

In addition, meeting the basic needs of students remains a foundational challenge. Factors such as food security, access to mental health supports, and stable housing directly affect attendance, engagement, and academic performance. Until these needs are consistently met, progress toward our academic outcomes and strategies will remain uneven. Targeted funding, increased time for training, and enhanced community partnerships would strengthen our ability to address these barriers.

Annual Report Narrative #3

2024-25 Only: Review actual metric rates compared to previously created LPGT and LOM and share reflection on progress. Describe how activities are supporting progress towards targets and if any shifts in strategy implementation are planned for the future based upon that current progress. Include specific metrics and target types in your reflection.

Progress:

- **Five-Year Cohort Completion** slightly exceeded the baseline (93.0% vs. 92.75%), with minimal gaps between groups, supported by credit recovery, counselor check-ins, and graduation planning.
- **9th Grade On-Track** exceeded targets (81.2% vs. 79.2%), reflecting effective transition supports and data-driven monitoring.
- **3rd Grade ELA Proficiency** surpassed the baseline (42.3% vs. 40.0%), indicating early literacy interventions and K–3 alignment are taking effect.

Challenges:

- **Four-Year Cohort Graduation** remains below all targets (77.6% vs. 84.0% baseline), especially for focal groups, highlighting attendance and engagement barriers.
- **Achievement Gaps** persist across multiple metrics, demonstrating ongoing disparities for focal students.
- **Regular Attenders** fell short (70.2% vs. 74.0%), showing the link between chronic absenteeism and lower performance.

Moving Forward 25-26 & Beyond

Supportive Activities & Future Shifts:

- Current strategies include expanding MTSS, targeted literacy/math interventions, OSAS assessments, and family engagement.
- Planned shifts focus on:
 - Expanding graduation supports for focal students and post-secondary connections.
 - Continue to strengthen community partnerships to address basic needs.
 - Enhancing teacher professional learning in instruction and engagement.
 - Refining early warning systems to intervene earlier, especially in middle-to-high school transitions.



Recommendation for budget transfer for Site Work Package #4 (EHS and FRMS)

Request:

To make a budget transfer from the unassigned bond program contingency to the Site Work Budget (Package #4 in the bond management plan) to cover unexpected underground conditions at Elmira High School and Fern Ridge Middle School.

Rationale:

Bond program contingency is set aside at the start of bond activity to address large unforeseen project conditions and requires Board approval to assign to individual projects.

Elmira High School: Site work related to parking and storm systems is being accomplished concurrently with the athletic project. During the course of this work, three issues were discovered:

- **Storm System:** The existing storm system had multiple breaks, full of debris as much as plugging an 18” pipe, and placed too shallow to get proper flow (causing the plugged lines and potentially even the breaks). These lines had to be pulled and replaced. A portion was in better condition but still had to be cleaned before re-use.
- **Soft Soils:** Multiple locations (13) were found to have saturated soils that did not hold up under compaction. These had to be removed and then backfilled with structural fill. While a couple are normally assumed in the project budget, there were far more discovered.
- **Inadequate Subgrade:** The east parking lot has been in deterioration for years, but only after potholing in multiple locations was it found that the existing pavement sections were less than 2” in most areas, which is not traffic rated. Rather than doing repairs and an overlay, the whole lot had to be milled down to gravel with a thicker 3” pavement section now needed.

Fern Ridge Middle School: While replacing the shelter and expanding the student recreation area behind the school, a septic system and field were encountered that were previously unrecorded but is still active. It was understood by the district that the septic system was limited to the soccer field, but this was discovered as not accurate. To accommodate the proposed work, a section has to be shortened, pump installed, and new pipe ran to tie into the system under the soccer field. Complicating this work, a large amount of debris was discovered buried under the old shelter.

Additional Information:

Site/ Impact	Cost	Notes
<u>Fern Ridge Middle School</u>		
Septic System Alterations	\$52,000	System behind school was not shown on district as-builts
<u>Elmira High School</u>		
Storm System Alterations	\$77,562	Existing storm system was broken in multiple locations, plugged, and too shallow
Soft Soil Mitigation	\$44,415	Thirteen areas of soft soils requiring removal and new fill
Added Pavement Milling	\$55,140	Existing east parking lot had sub-standard rock and paving section that did not allow for overlay
	\$229,117	TOTAL IMPACTS

Bond Program Contingency (unassigned): \$1,379,750
Amount to be moved to Site Work Budget: \$229,117
Remaining Bond Program Contingency: \$1,150,633



Funding:

Funding for this budget transfer would come from currently unassigned bond program contingency.

Recommendation:

The Board of Directors approves the budget transfer from bond program contingency at total of \$229,117 to the site work budget to cover unforeseen conditions at Elmira High School and Fern Ridge Middle School.

Board Meeting: August 18, 2025

Fern Ridge/School Board Operating Agreement

For the purpose of enhancing teamwork among members of the board and between the board and the administration, we, the members of the Fern Ridge School District Senior Leadership Team (board and superintendent) do hereby publicly commit ourselves collectively and individually to the following operating protocol:

BOARD ROLES & RESPONSIBILITIES

1. Focus on governance: policy-making, strategic planning and evaluation (curriculum, district performance and superintendent).
2. Uphold the legal, compliance and confidentiality requirements on all matters arising from board meetings and executive session.
3. Recognize the role of the chair to speak for and about the board to the press and public groups. Recognize the role of the chair to convene meetings, execute documents as appropriate, and develop the agenda with the vice chair and superintendent.
4. The board and superintendent will participate annually in establishing goals and objectives for themselves and the district.
5. The board will act as ambassadors to the schools, the community and the district.

HOW WE OPERATE & MAKE DECISIONS

6. Make decisions as a whole board only at properly called meetings.
7. Support decisions of the majority. Once a decision is made, members will support the decision of the majority.
8. Two (three, depending on policy) board members must agree before an item is placed on a meeting agenda.
9. Start and end meetings on time.
10. Notify the school administration before visiting a school in the role of school board member.

HOW WE COMMUNICATE

11. Communicate directly with the superintendent when information is needed or a question arises. Specific questions concerning information contained in the board packet may be addressed to the person providing the information.
12. The chair responds to group email sent to the board.

13. Be mindful that you represent the board in public and that no individual board member has the authority to speak for the board.

14. Board members will communicate with one another should an issue or problem develop between them.

Board Action Taken: 8/18/2025

Board Chair Signature/Date: _____

Superintendent Signature/Date: _____



FERN RIDGE SCHOOL DISTRICT 28J
Meeting Schedule – Board of Directors
2025-2026 School Year

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

Time: 5:30 p.m. Work Session and 6:30 p.m. Regular Meeting

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	Work Session/ Regular Meeting	District Office Board Room//Zoom Webinar
Monday, September 15, 2025	Work Session/ Regular Meeting	District Office Board Room//Zoom Webinar
Monday, October 20, 2025	Work Session/ 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	Work Session/ Regular Meeting	District Office Board Room//Zoom Webinar
Monday, January 26, 2026 <i>4th Monday due to MLK holiday</i>	Work Session/ 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	Work Session/ Regular Meeting	District Office Board Room//Zoom Webinar Elmira Elementary School Report
Monday, April 20, 2026	Regular Meeting Executive Session- Supt. Evaluation	District Office Board Room//Zoom Webinar Veneta Elementary School Report
Monday, May 18, 2026	Work Session/ Regular Meeting	District Office Board Room//Zoom Webinar Fern Ridge Middle School Report
Monday, June 15, 2026	Work Session/ 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 August 18, 2025



Fern Ridge School District 28J

Gary E. Carpenter Jr.
Superintendent

88834 Territorial Road, Elmira, OR 97437
Phone: (541) 935-2253
Fax: (541) 935-8222

Classified/Confidential/Manager/Coach Employees Resignations/New Hires/Transfers/Other Report July 21, 2025

Resignations/Retirements

1. Resignation of Diann Shuck, 7.0 Behavior Instructional Assistant 3-5 at Elmira Elementary School, effective July 29, 2025.
2. Resignation of Diann Shuck, 7.0 Instructional Assistant at Elmira High School, effective August 12, 2025.

New Hires/Transfers

1. Hiring of Diann Shuck, 7.0 Instructional Assistant at Elmira High School, effective August 25, 2025.
2. Hiring of Devin Blair, 6.0 Instructional Assistant at Veneta Elementary School, effective August 25, 2025.
3. Hiring of Alese Williams, 3.0 Instructional Assistant at Veneta Elementary School, effective August 25, 2025.

Other

1. None at this time.

Coaches

1. Resignation of Jamal Wilson, JV Assistant Basketball Coach at Elmira High School, effective July 23, 2025.
2. Hiring of Brycen Bechtel, Assistant Football Coach at Elmira High School, effective August 18, 2025.
3. Hiring of David Querubin, Assistant Football Coach at Elmira High School, effective August 18, 2025.