



2021-22 Board of Directors

Board Chair, Alisha Oliver Board Vice-Chair, Laura Wipper

Board Members: Mike Wagner, Erin Cramer, Mark Henderson, Coral Ford & Mackenzie Strawn

Student Representatives to the Board, Tayven Whieldon & Sarah Wolf

Superintendent, Andy Gardner

Assoc. Superintendent, Dave Bolin

Business Director, Jane Nofziger

Human Resources Director, Debi Brazelton

Superintendent/School Board Executive Assistant, Tonia Whisman

Regular Session - remotely via Zoom

Thursday, April 16, 2020 ~ 6:00 PM

Virtual Meeting

Remotely Via Zoom

Stayton, OR 97383

NSSD VISION

We change kids' lives through a commitment to excellence, integrity, equity, and community engagement

NSSD MISSION STATEMENT

Ensure students reach their highest academic and vocational potential and develop into productive citizens

NSSD GUIDING PRINCIPLE

Do what is best for all kids

BOARD GOALS

- 1) Offer the most comprehensive program possible for students and the appropriate staffing to support our commitment to doing what is best for all kids
- 2) Celebrate the successes of the District and community
- 3) Routinely monitor the effectiveness of District programs and services in order to better serve all kids
- 4) Build and sustain dynamic relationships with stakeholders of the District through proactive communication exchanges

1. CALL REGULAR SESSION TO ORDER

Description: *The Regular Session of the North Santiam School District’s Board of Directors is called to order at 6:00 pm. It is an open meeting of the Board and the public is allowed to observe. Due to the gathering restrictions placed by Governor Brown, this meeting is being held remotely via Zoom (link listed below) and the public will still be allowed to observe. Public comment may be submitted in advance at 1155 N 3rd Ave, Stayton, OR 97383 or via email to communications@nsantiam.k12.or.us.*

Join Zoom Meeting
<https://zoom.us/j/93907366582>

Meeting ID: 939 0736 6582
Password: 2XjgRP
(Please remember to mute your audio & video as you enter the meeting)

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: MIKE WAGNER

PLEDGE OF ALLEGIANCE: MIKE WAGNER

2. ADDED/DELETED AGENDA ITEMS

Description: Any changes to the board packet after the posting on April 10, 2020 will be noted below:

Added Agenda Items

- 5.3-Principals' Reports
- 8.2-Community Engagement Committee

Added Attachments

- 5.2- 2019-20 Board Financials & Budget Calendar 2020-21, Revised
- 6.1- 03.05.20 minutes-draft & 03.19.20 minutes-draft
- 6.2- April 2020 Licensed Report
- 8.1-NSSD SIA Financial & Outcomes and Strategies

3. APPROVAL OF THE AGENDA

Description: **MOTION- APPROVAL OF THE AGENDA**

Motion that the Board approve the agenda as modified.

Motion Made By:

Vote:

4. PUBLIC COMMENT

Description: *Public comment can be submitted in advance to 1155 N 3rd Ave, Stayton, Or 97383 or emailed to communications@nsantiam.k12.or.us. Audience contributions will not occur during the Zoom*

meeting.

5. COMMUNICATION

1. Superintendent's Report: Andy Gardner

Description: Andy will give the Board a report on the District's progress in responding to the school closure.

2. Business Director's Report: Jane Nofziger

Description: The March financial report will be included in the Board packet. Jane will be present to answer any questions. She will also discuss current plans for the Budget Committee meeting in May or early June.

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3. Principals' Reports

Description: Building principals will give brief updates on how their schools are functioning during the closure,.

6. CONSENT AGENDA ITEMS

Description: In order to make more efficient use of meeting time, items that are routine in nature are placed on the Consent Agenda when no debate is anticipated. Any item placed on the Consent Agenda may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent Agenda are then disposed of in a single motion.

1. Approval of Minutes

Description: The minutes from both the March board meetings will be included for the Board's review and approval.

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- March 5, 2020-Special Session
- March 19, 2020-Regular Session

2. Licensed Personnel Report

Description: School boards must approve the hiring and annual renewal and non-renewal of the Licensed staff contracts. Any changes in Licensed staff since the last board meeting are listed below. Only new hires require board approval; listings of building transfers, resignations and retirements are for information only.

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New Hires for the 20-21 School Year

Samuel Wilkerson - SHS/Counselor - new position

Thomas Smith - SMS/6th grade

DeLane Overton - SMS/Behavior Specialist - new

Mandi Elmer - SUB/Elementary grade to be determined

Position Changes for the 20-21 School Year

Ashley Farrens - SMS/Was in Temp position, rehired into permanent position
Megan Schiedler - SHS/Moving from SMS 8th gr to AVID Coordinator at SHS
Rebecca Mitchell - SUB/Moving from SMS 5th to SUB grade to be determined

Resignations effective at the end of 2019-20 school year

Nikita Noelcke -SMS/6th grade

3. Action on Consent Agenda

Description: MOTION- APPROVAL OF THE CONSENT AGENDA

Motion that the Board approve the items listed in the Consent Agenda which include 6.1 - minutes from the March 5, 2020 Special Session and March 19, 2020 Regular Session and 6.2- new hires- Samuel Wilkerson, Thomas Smith, DeLane Overton and Mandi Elmer.

Motion Made By:

Vote:

7. UNFINISHED BUSINESS

1. Proposed Equity Policy

21

Description: During the January 2020 Board of Directors meeting, revisions were recommended to existing policy IKAAA/GCCB/GDCB-District Equity Policy. This was, in part, to better demonstrate the Board's desire to be inclusive of ALL students. The edits have been made and have been reviewed by OSBA. The policy has been added to the agenda for further discussion and possible approval.

POSSIBLE MOTION-EQUITY POLICY IKAAA/GCCB/GDCB

Motion that the Board approves policy IKAAA/GCCB/GDCB-District Equity Policy as {submitted} {modified}.

Motion Made By:

Vote:

8. NEW BUSINESS

1. Student Success Act: Dave Bolin

23

Description: Assoc Supt Dave Bolin will review the Student Success Act budget and plan for strategies/outcomes for Board approval.

MOTION-STUDENT SUCCESS ACT

Motion that the Board approves the NSSD Student Success Act budget and

strategies/outcomes as submitted.

Motion Made By:

Vote:

2. Community Engagement Committee: Tass Morrison

Description: CE Committee Chair Tass Morrison will lead a discussion regarding the Board developing & implementing a public communication plan.

9. INFORMATION ONLY

1. Student Enrollment:

Description: Schools offices have been closed since the March Board meeting so enrollment remains the same.

School
Mari-Linn- 217
Sublimity- 368
Stayton Elementary- 355
Stayton Intermediate/Middle- 600
 SIS-244 SMS-356
Stayton High- 701
Total 2241

2. Upcoming Board Events & Activities:

Description: Community wide events, high school athletics, and district-wide information can be found through the following website links:

www.staytonevents.com
www.nisantiam.k12.or.us

Upcoming board activities and events include:

May 21, 2020 ~ Regular Session Board Meeting
6:00 pm @ Location TBA

June 4, 2020 ~ Budget Committee Meeting
7:00 pm @ Location TBA
7:00 pm @ Santiam Room at DO
(All board members should plan to participate)

Stayton Middle, Sublimity and Mari-Linn 8th Grade Promotions-postponed

SHS Graduation-postponed

July 10-12, 2020 OSBA Summer Board Conference
Riverhouse Conference Center in Bend

10. **BOARD ANNOUNCEMENTS**

Description: Announcements for the current month:

- Supt Annual Performance Evaluation
- OSBA Annual Summer Board Conference

11.

Board Greeter for next month:

Possible future agenda items:

12. **ADJOURN**

Description: Time:

EQUAL OPPORTUNITY EMPLOYER

Equal employment opportunity and treatment shall be practiced by the North Santiam School District regardless of an individual's perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or of any other persons with whom the individual associates is able to perform the essential functions of the position, with or without reasonable accommodation. This meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours prior to the meeting. If you require special accommodations, please contact Tonia Whisman at the North Santiam School District Office at 503-769-4928.

**2019-20 BOARD FINANCIALS - GENERAL FUND
REVENUE AND EXPENSE PROJECTIONS**

REVENUES:	ACTUALS											PROJECTED				Totals	Budget	% of Budget
	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June						
Local Sources																		
Property taxes -R1111:R1112	19,156	36,460	16,286	11,173	5,451,758	346,813	52,068	28,614	123,756	24,605	29,317	130,000	6,270,005	6,210,000	100.97%			
Tuition other districts in the state (R1312)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!			
Investment Earnings -R1510	56,968	17,964	17,799	16,888	18,950	25,882	26,420	21,025	20,193	15,200	12,500	12,500	262,289	189,915	138.11%			
Admissions, Fees, Rents, R1710:R1910 & R1330	0	23	161	13,356	8,050	166	4,111	2,916	59	0	0	0	28,841	52,500	54.93%			
Other local Sources R1940:R1990	503	625	3,664	175	35	1,031	89	10,196	30	2,500	0	25,000	43,848	35,000	125.28%			
0													0					
County School Funds R2101	0	0	0	0	0	0	0	0	54,544	0	0	0	54,544	45,000	121.21%			
Restricted Revenue - PTP R2200 & R3299	0	0	1,000	0	0	300	0	235	0	0	650	0	2,185	0				
WESD Regional Transit (2106)	0	0	0	0	0	0	0	0	0	0	0	0	0	10,000	0.00%			
WESD Transit Fund R2102	0	0	0	0	0	155,000	0	156,174	0	155,000	0	155,000	621,174	640,000	97.06%			
State Sources																		
School Support Fund R3101	2,657,691	1,328,048	1,328,048	1,328,048	1,328,048	1,328,048	1,328,048	1,330,731	1,330,731	1,386,680	1,386,680	0	16,060,801	15,940,335	100.76%			
School Support Fund High School Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	10,000				
St Sch Fd-Prior Year Adjustment R3101.5	0	0	0	0	0	0	0	0	0	0	(50,000)	0	(50,000)	(50,000)	100.00%			
Common School Fund R3103	0	0	0	0	0	0	0	0	0	108,803	0	0	108,803	214,950	50.62%			
State Timber R3104	0	0	0	0	0	508	0	0	0	0	0	0	508	250,000	0.20%			
Federal Sources																		
Restricted Revenue - Fed Gov. to State 4500	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Federal Forest Fees R4801	0	0	0	0	0	0	0	0	0	0	0	0	0	7,500				
Interfund Transfers																		
Beginning Fund Balance - est R5400	2,250,000	0	0	0	0	0	0	0	0	0	0	0	2,250,000	2,000,000	112.50%			
Total Monthly Revenue	2,734,318	1,383,120	1,366,959	1,369,639	6,806,841	1,857,748	1,410,736	1,549,890	1,529,314	1,692,787	1,379,147	322,500	25,652,999	25,652,999	100.38%			
Cumulative Revenue	4,984,318	6,367,438	7,734,397	9,104,036	15,910,877	17,768,624	19,179,360	20,729,251	22,258,565	23,951,352	25,330,499	25,652,999	25,652,999	25,555,200	101.79%			
EXPENDITURES BY OBJECTS																		
100 Salaries	221,913	259,975	1,005,668	978,791	971,407	967,733	946,221	941,984	972,319	980,865	989,865	2,292,293	11,529,033	11,771,481	97.94%			
200 Employee Benefits	120,466	159,697	701,052	621,400	598,483	605,229	608,897	617,559	622,955	620,000	620,000	1,696,340	7,592,079	8,123,841	93.45%			
300 Purchased Services	56,873	103,175	162,771	227,274	276,152	229,959	316,024	300,675	261,134	270,000	270,000	445,000	2,919,037	3,105,316	94.00%			
400 Supplies	34,135	53,917	82,340	102,268	47,929	23,675	86,629	44,063	33,802	85,000	45,000	94,900	733,659	802,182	91.46%			
500 Capital Outlay	0	0	0	0	0	0	0	0	0	5,748	10,000	54,000	69,748	84,650	0.00%			
600 Dues, Fees, Other	237,217	(24,213)	21,187	1,273	1,497	553	7,135	969	68,773	1,534	1,500	58,000	375,426	379,730	98.87%			
700 Transfers to other Funds	0	0	0	0	0	0	0	0	0	0	0	18,000	18,000	18,000	100.00%			
800 Contingency/Unappropriated		0	0	0	0	0	0	0					0	1,270,000	0.00%			
Total Monthly Expenditure	670,604	552,551	1,973,019	1,931,006	1,895,467	1,827,148	1,964,907	1,905,250	1,958,984	1,963,147	1,936,365	4,658,533	23,236,982	25,555,200				
Cumulative Expenditure	670,604	1,223,155	3,196,174	5,127,180	7,022,647	8,849,796	10,814,703	12,719,953	14,678,936	16,642,084	18,578,449	23,236,982	23,236,982	25,555,200	90.93%			
EXPENDITURES BY FUNCTION																		
1000 - Instruction	22,767	51,197	1,159,559	1,162,885	1,169,039	1,216,075	1,118,635	1,145,646	1,187,521	1,115,899	1,095,000	3,481,800	13,926,023	14,494,994	96.07%			
2000 - Support Services	599,523	501,355	813,310	768,129	726,429	610,953	841,728	759,604	702,812	839,066	833,365	1,134,833	9,131,106	9,639,340	94.73%			
3000 - Community Services	2,374	0	150	(7)	0	120	400	0	86	3,182	2,500	4,500	13,305	13,866	95.95%			
5000 - Debt Service / Transfers	45,940	0	0	0	0	0	4,144	0	68,564	5,000	5,500	37,400	166,548	137,000	121.57%			
6000 - Contingencies	0	0	0	0	0	0	0	0	0	0	0	0	0	800,000				
7000 - Unappropriated Balance	0	0	0	0	0	0	0	0	0	0	0	0	0	470,000	0.00%			
Total Monthly Expenditure	670,604	552,551	1,973,019	1,931,006	1,895,467	1,827,148	1,964,907	1,905,250	1,958,984	1,963,147	1,936,365	4,658,533	23,236,982	25,555,200				
Cumulative Expenditure	670,604	1,223,155	3,196,174	5,127,180	7,022,647	8,849,796	10,814,703	12,719,953	14,678,936	16,642,084	18,578,449	23,236,982	23,236,982	25,555,200	90.93%			
Month End Balance	4,313,714	5,144,283	4,538,223	3,976,856	8,888,229	8,918,829	8,364,658	8,009,298	7,579,628	7,309,268	6,752,050	2,416,017						



2020-21 DISTRICT BUDGET CALENDAR

February 20, 2020	<i>School Board Meeting 6:00 PM</i> Budget Calendar Discussion Location: SES Multi-Purpose Room
March 19, 2020	<i>School Board Meeting 6:00 PM</i> Approve Budget Calendar Budget Committee Member Discussion Approve Budget Committee Members Location: District Office
April 16, 2020	<i>School Board Meeting 6:00 PM</i> Review Revised Budget Calendar
May 13, 2020	<i>Publish First Notice of Budget Meeting in Local Newspaper and on the District Website</i>
June 4, 2020	<i>Budget Committee Meeting 7:00 PM</i> Elect Budget Committee Officers, Budget Assumptions, Revenue Update, Proposed Budget, Budget Message
June 5, 2020	<i>Publish Notice of Budget Hearing</i>
June 11, 2020	<i>Budget Committee Meeting 6:00 PM (if requested)</i> District presents information in response to questions Approval of Budget and Tax Levies
June 18, 2020	<i>Budget Hearing 5:30 District Office</i> <i>School Board Meeting 6:00 PM</i> Budget Hearing/Board Adopts Budget and Tax Levies



Board Chair, Mike Wagner
Board Vice-Chair, Alisha Oliver,
Board Members: Tass Morrison, Tod Nau, Erin Cramer, Laura Wipper, Garrett Trott

MINUTES-Draft
Thursday, March 5, 2020
Special Session - 6:00 PM

A Special Session was held by the North Santiam School District Board of Directors on March 5, 2020 at 6 pm in the Santiam Meeting Room located on the District Office site at 1155 N 3rd Avenue in Stayton. All board agendas and packets are available to the public online through District's website at www.nisantiam.k12.or.us or by calling the Board's Executive Assistant at 503-769-4928.

1. CALL SPECIAL SESSION TO ORDER

The Board Chair called the meeting to order at 6:15 pm with the following Board members present: Alisha Oliver, Garrett Trott and Erin Cramer. Laura Wipper, Tass Morrison and Tod Nau were absent with notice. NSSD staff members included Supt. Andy Gardner, HR Director, Debi Brazelton and Executive Assistant, Tonia Whisman. The Board Chair then led the Pledge of Attendance.

2. APPROVAL OF AGENDA

MOTION- AGENDA APPROVAL

Motion that the Board approves the meeting agenda as presented.

Motion Made By: Erin Cramer

Vote: 4-0

3. APPROVAL OF CONTRACTS

HR Director, Debi Brazelton, provided a list of all licensed staff, including administrators, to receive contract extensions and renewals. A list of those who would not be offered extensions or renewals was also provided. She explained the process of renewing/extending the contracts of licensed employees and the time for which each type of employee gets renewed or extended by law.

MOTION-APPROVAL OF CONTRACTS

Motion that the Board renew contracts for the individuals and time periods as proposed by the Superintendent. (see following list)

Motion Made By: Alisha Oliver

Vote: 4-0

4. **ADJOURN**

The Board Chair adjourned the meeting at 7:50 pm.

EQUAL OPPORTUNITY EMPLOYER

Equal employment opportunity and treatment shall be practiced by the North Santiam School District regardless of an individual's perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or of any other persons with whom the individual associates is able to perform the essential functions of the position, with or without reasonable accommodation. This meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours prior to the meeting. If you require special accommodations, please contact Tonia Whisman at the North Santiam School District Office at 503-769-4928.

North Santiam School District Contract Extension/Renewals For Board Approval - March 5, 2020

<i>Last Name</i>	<i>First Name</i>	<i>Pay Location</i>	<i>Moving to (Status)</i>	<i>Term / Type</i>	<i>Start</i>	<i>End</i>
ABLES	MARGARET	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ACKERMAN	DANIELLE	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ALDERSON	ERIKA	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ALLEN JACKSON	DIANE	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ANDERSON	STEPHANIE	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ANGUS	DANIELLE	SUBLIMITY SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
BADDELEY	ROCKELLE	SUBLIMITY SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
BOLIN	DAVID	DISTRICT OFFICE	Administrator	three-year admin	July 1, 2020	June 30, 2023
BREITLING	STEFANIE	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
BRITTON	NICOLE	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
CARL	EMERSON	STAYTON ELEMENTARY	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
CARLILE	HOLLIE	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
CARTER	TEAL	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
CONLEY	LES	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
COOPER	SHEALON	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
CORDRY	NEAL	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
DARK	ELIZABETH	SUBLIMITY SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
DAYTON	MICHELLE	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
DONALDSON	AMY	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
EMMERT	BRADLEY	STAYTON HIGH SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
ERWIN	AMY	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FARRIS	WHITNEY	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FIELDS	KELLY	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FINICLE	STEVEN	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FITZGERALD	JIM	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FLEMMING	KRISTI	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FOWLER	DANA	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FRANKLIN	CONNIE	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
FULKS	STEPHEN	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
GARDNER	AMBER	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
GOULTER-ALLEN	AMY	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HALLIN	KELSEY	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022

HARBISON	JERI	MARI LINN	Administrator	three-year administra	July 1, 2020	June 30, 2023
HARRIS	NAOMI	STAYTON HIGH SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
HAWKINS	CLIFTON	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HAWKINS	SCOTT	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HENDERSON	JOANNA	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HERNDON-DUBRA	ASHLEY	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HILL	ALLISON	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HILL	ERIN	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HOCKMAN	ANDREW	SUBLIMITY SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
HOLM	ERIN	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HUMPHREYS	HALEY	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HUNSAKER	KATRINA	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
HUTCHISON	SHAYLEE	MARI-LINN SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
ION	KATELYNN	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
JOHN	JAMES	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
JOHNSON	CAMERON	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
JONES	ROBERT	SUBLIMITY SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
KACZYNSKI	KATHY	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
KAUFMAN	LINDSEY	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
KING	JOHN	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
KISER	JOSEPH	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
KOEKKOEK	BRENT	STAYTON MIDDLE SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
KRIEGER	RACHEL	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
KUENZI	ALYSSA	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LAMOREAUX	KIM	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LARIMER	CHARLES	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LAUGLE	JULIE	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LEWIN	DAVID	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LIME	PAULIE	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LINDSEY	WAYNE	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
LUEBBERT	MARK	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
MANNIX	MICHAEL	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
MILLS	NICHOLAS	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
MINTURN	RACHEL	STAYTON MIDDLE SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021

MITCHELL	REBECCA	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
MOBERG	MARLA	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
MOORE	WENDY	STAYTON ELEMENTARY	Administrator	three-year administra	July 1, 2020	June 30, 2023
MUHIC	AARON	STAYTON HIGH SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
NEVES	ELIJAH	STAYTON HIGH SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
NEWQUIST	MEGAN	STAYTON HIGH SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
NOELCKE	NIKITA	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
NOLAN	MELODEE	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
NYQUIST	RANDALL	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
OLSON	MATTHEW	STAYTON MIDDLE SCHOOL	Administrator	three-year administra	July 1, 2020	June 30, 2023
PALFENIER	RUTH	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
PAVELEK	LARYSA	STAYTON ELEMENTARY	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
PEETZ	MEGAN	STAYTON ELEMENTARY	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
PETERSON	STUART	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
PETERSON	PHILIP	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
PROCTOR	DARCI	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
PROCTOR	MICHAEL	STAYTON MIDDLE SCHOOL	Administrator	three-year administra	July 1, 2020	June 30, 2023
PTACEK	MARIE	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
PURDY	EMILY	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
RASKA	SYDNEY	STAYTON MIDDLE SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
RASMUSSEN	ANDREW	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
REIFSCHNEIDER	CRYSTAL	MARI-LINN SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
RICHARDS	CAROL	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
RIESTERER	MISSY	SUBLIMITY SCHOOL	Administrator	three-year administra	July 1, 2020	June 30, 2023
ROBBINS	LARISSA	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ROBINETTE	ARDEN	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ROCHETTO	TAMRA	STAYTON HIGH SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
ROONEY	GINA	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
RORMAN	KIMBERLY	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
ROTH	JESSICA	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
RUIZ	DANNIE	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
RUTSCHMAN	AARON	STAYTON MIDDLE SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
SCHAFFER	RACHEL	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SCHIEDLER	MEGAN	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022

SCHINDLER	LARS	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SCHLIEVERT	CHRIS	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SCHMIDT	DARIN	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SCHUMACHER	KATHLEEN	STAYTON ELEMENTARY	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SEVERSON	KIMBERLY	STAYTON MIDDLE SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
SHAFER	NICOLE	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHELDON	RYAN	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHELTON	BRITNEY	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHEPPARD	SHANNON	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHERMAN	JEANETTE	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHIELDS	CHRISTOPHER	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHOEMAKER	LAURA	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SHRYOCK	DARREN	STAYTON HIGH SCHOOL	Administrator	three-year administra	July 1, 2020	June 30, 2023
SHRYOCK	JANET	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SMITH	BRENNA	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SMITH BROMLEY	MERYL	SUBLIMITY SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
STARK	CASSANDRA	STAYTON ELEMENTARY	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
STEFANI	SUSANNE	STAYTON HIGH SCHOOL	Admin - Probationary II	one-year administrati	July 1, 2020	June 30, 2021
STINNETT	SHANNON	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
STOREY	VICKY	STAYTON HIGH SCHOOL	Administrator	three-year administra	July 1, 2020	June 30, 2023
STUTZMAN	JENNIFER	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SULLIVAN	ADAIR	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SUNDERMAN	DALE	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
SZRAMEK	KATHRYN	STAYTON HIGH SCHOOL	Lic - Probationary II	one-year teaching	July 1, 2020	June 30, 2021
TAUSCH	BETHANY	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
THOMAS	SHANI	MARI-LINN SCHOOL	Lic - Probationary III	one-year teaching	July 1, 2020	June 30, 2021
THOMPSON	COURTNEY	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
TISLER	MELANIE	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
TUTER	LORI	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
USSELMAN	JOSEPH	STAYTON MIDDLE SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
VANDERLINDEN	ERICA	MARI-LINN SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
WARREN	LAURA	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
WEEKS	RODNEY	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022
WEIDMANN	DANIELLE	STAYTON HIGH SCHOOL	Contract Teacher	two-year teaching	July 1, 2020	June 30, 2022

WOLF

ELLIE

STAYTON MIDDLE SCHOOL

Contract Teacher

two-year teaching

July 1, 2020

June 30, 2022



North Santiam School District

Board Chair, Mike Wagner
Board Vice-Chair, Alisha Oliver,
Board Members: Tass Morrison, Tod Nau, Erin Cramer, Laura Wipper, Garrett Trott

MINUTES-Draft
Thursday, March 19, 2020
Regular Session - 6:00 PM

The North Santiam School District Board of Directors met in Regular Session on March 19, 2020 at 6:00 pm at the NSSD District Office located at 1155 N 3rd Ave, Stayton. All agenda explanations and board packets are available to the public through the District's website under nsantiam.k12.or.us >School Board>Agendas.

1. **CALL REGULAR SESSION TO ORDER**

The Board Chair called the meeting to order at 6 pm with all Board members present. It is noted that seating arrangements were made to allow everyone to remain at least 6 feet apart.

2. **ADDED/DELETED AGENDA ITEMS**

Any changes to the agenda after the posting on March 13, 2020 will be listed below:

Added Agenda Items:

- 7.2-NSSD 2020 School Bond

Tabled Agenda Items:

- 7.1 (formerly)-Equity Policy Revision
- 8.2 (formerly)-Supt Evaluation & Board Self-Evaluation

New Attachments:

- 5.2.1.-2020-21 NSSD Budget Committee
- 5.3-03.19.20 NSSD SIA Outcomes, Strategies, Financial
- 6.1-02/20/20 Minutes
- 6.2-Mar 2020 Licensed Report
- 8.2-March 2020 Enrollment Totals
- 8.4-Future Agenda Items 3.20-02.21

3. **APPROVAL OF THE AGENDA**

MOTION-APPROVAL OF THE AGENDA

Motion that the Board approves the agenda as modified.

Motion Made By: Tass Morrison

Vote: 7-0

4. **PUBLIC COMMENT**

There were no members of the public present.

5. COMMUNICATION

5. 1. **Superintendent's Report: Andy Gardner**

Superintendent Gardner reviewed the executive order issued by Governor Brown to close schools through April 28, 2020. He noted there are some indications that there may be another extension to the closure. The District continues to wait for more guidance from OR Dept of Education with regard to how this will affect high school students' ability to earn credits and in particular allow to seniors to graduate on time. He reviewed the five stipulations that school districts must adhere to in order to continue receiving state funding as if students were still attending. These include:

- **Deliver supplemental learning materials** NSSD distributed a survey today asking parents to indicate if they have access to the internet and devices for students to work on. Once this information is obtained, the District will be able to better plan for equitable learning opportunities for all students.
- **Provide school meals** NSSD began providing grab & go meals on Mon, March 16 at Stayton Elem, Stayton Middle, Sublimity and Mari-Linn.
- **Develop plans for the operation of essential, non-educational services, including food services, to students and families.**
- **Continue to regularly pay all employees of public schools.**
- **Provide childcare for healthcare providers.** There has been little guidance from ODE or the Governor's office as to how to proceed with preparations for this but they are expected soon. Once that occurs, the District will proceed to set up a childcare center at Stayton Elementary. If the number of students can't be safely handed at one location, a second site will be opened. Classified staff members will be called upon to work as childcare providers. Any staff member who is over the age of 60 or in the "high risk" category, or are caring for someone who is, will be excused. Staff was asked to indicate any of these risk factors to their principals.

5. 2. **Business Director's Report: Jane Nofziger**

The February financial report was tabled due to circumstances surrounding the COVID-19 epidemic.

5.2.1. 2020-21 NSSD Budget Committee

The Business Director submitted the 20-21 Budget Committee for approval.

Motion that the Board approves the 2020-2021 NSSD Budget Committee members as submitted.

Motion Made By: Garrett Trott

Vote: 7-0

5. 3. **Student Success Act Update: Dave Bolin**

Tabled until the April meeting

6. CONSENT AGENDA ITEMS

6. 1. **Approval of Minutes**

The minutes from the last meeting were included in the Board packet for review and approval.

6. 2. **Licensed Personnel**

School boards must approve the hiring and annual renewal and non-renewal of the Licensed staff contracts. Any changes in Licensed staff since the last board meeting are listed below. Only new hires require board approval; listings of building transfers, resignations and retirements are for information only.

Resignations:

Tammy Evarts 6/11/2020 SES
Traci Whiteley 6/11/2020 District
Brianna Brouwer 6/11/2020 SHS
Phil Hall 6/11/2020 SHS
Randi Prado 6/11/2020 SIS

Retirement (prev. listed as a resignation)

Marla Moberg 6/11/2020 Sublimity

6.3. Approval of the Consent Agenda:

MOTION-APPROVAL OF THE CONSENT AGENDA

Motion made that the Board approve the items listed in the Consent Agenda as presented, including 6.1-minutes from the February 20, 2020 Regular Session.

Motion Made By: Tass Morrison
Vote: 7-0

7. NEW BUSINESS

7.1. Approval of the 2019-20 School Calendar: Tonia Whisman

The draft of the proposed 2020-21 NSSD school/staff calendar was presented to the Board for approval. It was noted that given the current school closure, there may be a need to revise the calendar in the coming months.

MOTION-SCHOOL CALENDAR APPROVAL

Motion that the Board approves the 2020-21 NSSD school/staff calendar as presented.

Motion Made By: Tod Nau
Vote: 7-0

7.2. NSSD 2020 School Bond

Due to the unexpected closure and extenuating circumstances regarding the COVID-19 pandemic, the District will no longer be placing a school bond levy on the May 19, 2020 ballot. The bond had already been submitted to Marion County and the formal request to remove it had to be made by 5:00 pm on the date of the meeting (March 19, 2020). Due to this time constraint, Supt Gardner contacted all Board members individually on March 18, 2020 to discuss the matter. In addition, board members communicated via email and together concluded the bond should be removed from the ballot. Supt Gardner also spoke with both the Chair and Vice-chair of the Long Range Facility Master Planning Committee and they concurred.

At the NSSD Board meeting, Supt Gardner confirmed that he personally went to the

Marion Co elections office earlier that day and cancelled the bond request and that he and Mike Wagner (NSSD Chair) would draft a joint letter to the Long Range Facility Master Planning Committee to explain the decision to remove the school bond from the May 2020 ballot.

MOTION-RESCIND RESOLUTION #022020D ADOPTED 2/20/20

Motion that the Board affirms the decision to rescind Resolution 022020D of the North Santiam School District adopted on February 20, 2020 which withdraws the application made to Marion County to place a school bond levy on the May 19, 2020 ballot.

**Motion Made By: Garrett Trott
Vote: 7-0**

8. INFORMATION ONLY

- 8. 1. **Field Trips- Included in the board meeting packet**
- 8. 2. **Enrollment - Included in the board meeting packet**
- 8. 3. **Upcoming Events and Board Activities - Included in the board meeting packet**
- 8. 4. **Future Agenda Items - Included in the board meeting packet**

9. BOARD ANNOUNCEMENTS

Board members were encouraged to offer their assistance with meal service at their buddy schools should the need arise for additional help.

10. ADJOURN

Time: The Board Chair adjourned the meeting at 6:55 pm

EQUAL OPPORTUNITY EMPLOYER

Equal employment opportunity and treatment shall be practiced by the North Santiam School District regardless of an individual's perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or of any other persons with whom the individual associates is able to perform the essential functions of the position, with or without reasonable accommodation. This meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours prior to the meeting. If you require special accommodations, please contact Tonia Whisman at the North Santiam School District Office at 503-769-4928.

ACTION REQUIRED

NEW HIRES

	<u>SCHOOL</u>	<u>NOTE</u>
Samuel Wilkerson	SHS	Counselor - new position
Thomas Smith	SMS	6th grade
DeLane Overton	SMS	Behavior Specialist - new
Mandi Elmer	SUB	Elementary grade to be determined

*****FYI*****

Ashley Farrens	SMS	Was in Temp position, rehired into permanent position
Megan Schiedler	SHS	Moving from SMS 8th gr to AVID Coordinator at SHS
Rebecca Mitchell	SUB	Moving from SMS 5th to SUB grade to be determined

RESIGNATIONS

	<u>DOT</u>	<u>SCHOOL</u>	<u>NOTE</u>
Nikita Noelcke	6/11/2020	SMS	6th grade

RETIREMENTS

<u>DOR</u>	<u>SCHOOL</u>	<u>NOTE</u>
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LEAVE OF ABSENCE

<u>DOL</u>	<u>SCHOOL</u>	<u>NOTE</u>
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TRANSFERS



District Equity Policy

As each student enters a North Santiam school, dreams are nurtured, history and cultural heritage are celebrated, love of learning is fostered, educational, physical, emotional and social needs are supported.

The North Santiam School District is a community of learners committed to equity and the success of each student. This commitment means that student success will not be predicted nor predetermined by any factor. ~~race, ethnicity, family economics, mobility, language, marital status, gender, sexual orientation, gender-identity, disability, initial proficiencies or religion.~~

The principle of equity goes beyond formal equality where all persons are treated the same. Instead, equity fosters an inclusive and barrier-free environment in which everyone will fully benefit. The District will apply this principle of equity to all policies, programs, operations, practices and resource allocations. All students will have access and opportunity to a high-quality education.

The North Santiam School District is committed to the following foundational beliefs:

1. Each student can learn with adequate support at the highest levels when all staff provide equitable access and opportunity for learning, and hold each student to high expectations;
2. Maximizing the academic achievement of every child requires allocating resources equitably, not necessarily equally;
3. Everyone in the District will act to eliminate disparities to prepare all students for college and career and;
4. An inclusive and welcoming environment plays a critical role in supporting a child’s educational goals.

To realize our beliefs the North Santiam School District will:

1. Systematically use Districtwide and individual school level disaggregated data to inform decision-making: ~~data, disaggregated by race, ethnicity, language, special education, gender, sexual-orientation, socioeconomic background and mobility to inform district decision-making;~~
2. Provide students with equitable access to high quality curriculum, programs, teachers and administrators, extracurricular activities and support services, even when this means differentiating resource allocation;
3. Affirm the identity of each student, acknowledge and celebrate differences to create a sense of belonging for each student;

4. Incorporate the voice, culture and perspectives of students, staff, families and communities that reflect student demographics to support and enhance student success;
5. Identify and counteract biased practices that perpetuate achievement disparities and lead to disproportionate levels of student success;
6. Provide multiple and varied opportunities in order to meet the needs of the diverse student body;
7. Actively recruit, hire, and retain staff that reflect student demographics at all organizational levels and support employees to engage in culturally responsive practices and delivery of quality instruction and service; and
8. Ensure that the North Santiam District Strategic Plan embraces the principle of equity as a key feature and presents measurable outcomes to prepare all students for college, career and life.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

North Santiam School District Financials

		YEAR 1 BUDGETED COST			PROJECTED 3-YEAR COST				
Strategy 1	Create and implement a comprehensive school behavioral and mental health system to support all students' social-emotional and behavioral learning needs.	\$	820,000.00	\$	2,360,000.00				
Strategy 2	NSSD will increase the academic achievement of all students by using culturally responsive and evidence-based classroom practices (STAR framework, WICOR strategies, and academic language)	\$	346,500.00	\$	558,500.00				
Strategy 3	Ensure standards-based curriculum is inclusive to culture, disability, race, gender, and language with equitable learning supports and opportunities.	\$	318,000.00	\$	849,000.00				
Strategy 4	Increase coordination of services to support multi-tiered level supports for the mental health and academic learning needs of focal group populations.	\$	843,000.00	\$	2,469,000.00				
Strategy 5	NSSD will implement inclusive and equitable practices in all settings to establish a welcoming, safe, and inclusive environment. NSSD will develop methods to ensure equity and removing barriers for success	\$	74,000.00	\$	222,000.00				
#	Activities	Aligned Primary Strategy	2020-21	2021-22	2022-23	Year 1 Budgeted Cost	Projected Three Year Cost	Object Code	Priority Level YEAR 1
1	Provided increased Behavioral Specialist support (3fte)	S1	x	x	x	\$ 360,000.00	\$ 960,000.00		HIGH
2	Provide high quality and increased access to Counselor support (1fte) P	S1	x	x	x	\$ 100,000.00	\$ 320,000.00		HIGH
3	Ensure safety by providing additional Resource Officer presence (.5fte)	S5	x	x	x	\$ 60,000.00	\$ 180,000.00		MID
4	Provide Behavior Specialist Assistants to increase multi-tiered systems of support (5 fte)	S1	x	x	x	\$ 225,000.00	\$ 675,000.00		HIGH
5	Contract with Mental Health Support Services (Trillium) to expand multi-tiered level of supports (professional development and direct services)	S1	x	x	x	\$ 135,000.00	\$ 405,000.00		HIGH
6	Hire additional Teachers in targeted areas (space dependent) (2fte)	S3	x	x	x	\$ 150,000.00	\$ 450,000.00		MID
7	Hire additional Instructional Assistants to increase safe environment during recess and provide additional learning support (5@.375 and 2fte) P	S4	x	x	x	\$ 140,000.00	\$ 420,000.00		HIGH
8	Reduce basic school supplies lists K-8 (\$5 per student)	S4	x	x	x	\$ 8,000.00	\$ 24,000.00		LOW
9	Purchase core curriculum (ELA, Social Studies, Science) P	S4	x	x	x	\$ 450,000.00	\$ 1,350,000.00		HIGH
10	Hire a Student Focus Outreach and Special Services Specialist (coordinate services for focal group populations and implement a multi-tiered system of support)	S3	x	x	x	\$ 125,000.00	\$ 375,000.00		MID
11	Hire Instructional and Curriculum Support Personnel (to support implementation of purchased curriculum)	S4	x	x	x	\$ 75,000.00	\$ 225,000.00		LOW
12	Hire and contract with a Special Education Specialist to provide professional development and program improvements for Special Education Enhancement	S3	x	x	x	\$ 3,000.00	\$ 9,000.00		HIGH
14	Purchase a vehicle to transport students to support activities for focal populations (decrease barriers)	S4	x			\$ 20,000.00			MID
15	Purchase technology to support 1:1 initiatives P	S4	x	x	x	\$ 150,000.00	\$ 450,000.00		MID
16	Contract with BERC to continue to monitor instructional programs	S2	x	x	x	\$ 10,000.00	\$ 30,000.00		MID
17	Implement all AVID programs in grades K-8 (Fees, tutors, professional development)	S2	x	x	x	\$ 113,000.00	\$ 113,000.00		HIGH
19	Purchase Special Education, intervention and enrichment curriculum supports.	S2	x			\$ 20,000.00			MID
21	Purchase playground equipment and provide transportation for preK students at sublimity	S3	x			\$ 35,000.00			LOW
22	Contract with Equity Facilitator to lead district initiatives aligned with the ORIS Framework	S2	x	x	x	\$ 6,000.00	\$ 18,000.00		HIGH
23	Provide professional learning for all general education teachers for SEL/Behavior (Contracted Services)	S5	x	x	x	\$ 6,000.00	\$ 18,000.00		HIGH
25	Provided GLAD/SIOP Training for all Staff	S5	x	x	x	\$ 8,000.00	\$ 24,000.00		MID
26	Purchase Dyslexia materials and support tutors for identified students	S3	x	x	x	\$ 5,000.00	\$ 15,000.00		MID
27	Preschool staffing (Teacher and Assistants)	S2	x	x	x	\$ 120,000.00	\$ 360,000.00		HIGH
28	Preschool start up supplies	S2	x			\$ 50,000.00			HIGH
29	Purchase SBAC Interim Assessments	S2	x	x	x	\$ 12,500.00	\$ 37,500.00		MID
30	Alternative Education start up equipment and supplies	S2	x			\$ 15,000.00			HIGH

Total Budget
\$ 2,401,500

North Santiam School District

Student Investment Account		Relevant Strategy				
		S1	S2	S3	S4	S5
Outcome	NSSD will provide a safe social and emotional learning environment.	X			X	X
Outcome	NSSD will create and maintain culturally responsive classroom environments for all students.		X	X		X
Outcome	NSSD will decrease academic disparities of students with disabilities, students navigating poverty, and our emerging bilingual students.		X	X		X
Outcome	NSSD will establish an inclusive and barrier-free environment in which every student will fully benefit. All students will have access and opportunity to a high-quality education.	X	X	X	X	X

Strategy #1	Create and implement a comprehensive school behavioral and mental health system to support all students' social-emotional and behavioral learning needs.
Strategy #2	NSSD will increase the academic achievement of all students by using culturally responsive and evidence-based classroom practices (STAR framework, WICOR strategies, and academic language support), and build capacity for general education teachers to support learners in our focal groups.
Strategy #3	Ensure standards-based curriculum is inclusive to culture, disability, race, gender, and language with equitable learning supports and opportunities.
Strategy #4	Increase coordination of services to support multi-tiered level supports for the mental health and academic learning needs of focal group populations.
Strategy #5	NSSD will implement inclusive and equitable practices in all settings to establish a welcoming, safe, and inclusive environment. NSSD will develop methods to ensure equity and removing barriers for success for all students.