



Board of Directors
North Clackamas School District 12
12400 SE Freeman Way
Milwaukie, Oregon 97222

Agenda

North Clackamas School Board
Thursday, October 24, 2024 6:30 PM
Board Room/YouTube
12400 SE Freeman Way
Milwaukie, OR 97222

Times listed on the agenda below are only estimates and may be adjusted.

OPEN SESSION

6:30	Call to Order	
	Community Comments	
	Native Land Acknowledgment	2
	Flag Salute	3
	Minutes - October 10, 2024	4
	Consent Agenda	
	A. Employment Changes	
	B. Travel Request - Clackamas High School Girls Basketball	7
7:05	1. Native American Heritage Month - Proclamation	14
	Presenter: Kathy Wai	
7:15	2. Flavored Tobacco and Vaping in Oregon (Happy Valley Youth Council)	16
	Presenter: Tiffany Shireman	
7:30	3. Human Resources Hiring Update - Report	24
	Presenter: Michelle Riddell	
8:00	4. Integrated Programs: Annual Report	40
	Presenter: Khaliyah Williams-Rodriguez	
8:20	5. Policy Revisions	59
	Presenter: Tiffany Shireman	
8:25	Adjourn	



Native Land Acknowledgment

We acknowledge the land on which we sit and which we call the North Clackamas School District rests on the traditional and indigenous lands and village sites of the Native peoples of the Kalapuya, Chinook, Molalla, and the Clackamas. We take this opportunity to offer gratitude for the ability to learn, work, and be a community on this land, and we offer thanks to the original caretakers of this region. We recognize the historic policies of colonization, genocide, relocation, and assimilation that affected Indigenous and Native families both past and present and that will affect those in the future, and honor the resilience and revitalization of our Indigenous and Native communities. We pay our respects to the Elders, both past and present, who have been the stewards of this land throughout the generations.



Flag Salute

I pledge allegiance to the Flag of the United States of
America, and to the Republic for which it stands, one Nation
under God, indivisible, with liberty and justice for all.

NORTH CLACKAMAS SCHOOL DISTRICT 12
CLACKAMAS COUNTY, OREGON
MINUTES — BOARD OF DIRECTORS MEETING
October 10, 2024
Board Room/YouTube

Open Session

With due notice having been given and a quorum present, Chair Kathy Wai convened open session at 6:34 with the following members present:

Kathy Wai	-	Chair
Jena Benologa	-	Vice Chair
Mitzi Bauer	-	Director
Paul Kemp	-	Director (virtual)
Tory McVay	-	Director
Glenn Wachter	-	Director
Shay James	-	Superintendent
Donna Colingwood	-	Board Secretary

Also present were Tiffany Shireman, Ivonne Dibblee, Michelle Riddell, Tammy O'Neill, Petra Callin, Khaliyah Williams-Rodríguez, and Teresa Neff-Webster.

Community Comments -

- Nicole Perry, Milwaukie, spoke about Safe Routes to School.

Jena Benologa read the Native Land Acknowledgement. Tory McVay led the Pledge of Allegiance.

R24/25-21

Minutes - Jena Benologa moved, Mitzi Bauer seconded the motion to approve the minutes of the regular Board Meeting held September 26, 2024.

Motion passed unanimously, 6-0.

R24/25-22

Consent Agenda - Glenn Wachter moved, Tory McVay seconded the motion to adopt the consent agenda as recommended:

Employment Changes - Approve employment changes as listed, with a copy of the list made as part of the official minutes, as recommended by the Chief of Human Resources & Business Services:

- Licensed additional assignments and terminations

Motion passed unanimously, 6-0.

North Clackamas Education Association (NCEA) Featured Educator –

NCEA Representative Michelle Arko, recognized Rowe Middle School Teacher Christine Saulsbury as NCEA Featured Educator of October.

School Presentation: Clackamas High School - Executive Director of Secondary Programs Petra Callin, Principal of Clackamas High School Alyssa Engle, Assistant Principal of Clackamas High School Kim Street, and teacher Angela Uno gave a presentation on Clackamas High School. The presentation included student, family & community engagement, school improvement plan, attendance, restorative practices, school-wide instructional focus, and Advanced Placement & college credit courses. Questions and comments from the Board were addressed.

Board Reports – Board members made brief reports on activities and events they had attended.

Superintendent's Report - Superintendent Shay James gave a report on enrollment update & trends, recognizing Rowe Middle School, reporting on cell phone free spaces, and recognizing Nutrition Services Director Greg Collins as Chartwells K12 School Leader of the Year. The report also addressed the district's compliance with Division 22 standards for the 2023-2024 school year. The district is required to report annually on compliance with Oregon's Division 22 standards for public elementary and secondary schools. NCS D was compliant with the required standards for the 2023-2024 school year with the exception of OAR 581-022-2263 regarding middle school Physical Education instructional minutes. NCS D is implementing corrective action on this area of non-compliance. Staff will post compliance information on the school district website and submit required reporting prior to the Oregon Department of Education's November deadline.

2024-2025 Class Size Report - Assistant Superintendent of Education Ivonne Dibblee, Executive Director of Teaching, Learning & Professional Development Tammy O'Neill, Executive Director of Secondary Programs Petra Callin, and Associate Director of Elementary Programs Kelli Rhea gave a report on class sizes for elementary, middle and high schools. Questions and comments from the Board were addressed.

2024 Summer Learning Report - Assistant Superintendent of Education Ivonne Dibblee and Director of Community Services Natalie Whisler gave an

annual update on the summer learning program. Questions and comments from the Board were addressed.

There being no further business to come before the Board, the meeting adjourned at 9:08 p.m.

Unapproved

Draft

TRAVEL PERMISSION REQUEST
Clackamas High School Girls Basketball

CONSENT B
October 24, 2024

SUPERINTENDENT'S RECOMMENDATION:

Board approval of the request to travel.

BACKGROUND:

Clackamas High School is requesting permission for 12 students and 2 chaperones to travel to Phoenix, Arizona, December 17-22, 2024 for the Nike Tournament of Champions. The trip will be at no cost for students to be funded by the Hoops for Hope and Casino Night fundraisers.

SOURCE OF FUNDS:

See attached Application for Permission to Travel

ATTACHMENTS:

Application for Permission to Travel and required attachments

STAFF CONTACT:

Petra Callin, Executive Director of Secondary Programs

Section II – Budget Information – Cost per Student

Expenses (per student)

- 1. Transportation \$ 250
- 2. Lodging (no home stays) \$ 179
- 3. Meals \$ 250
- 4. Fees/Event Expense \$ _____
- 5. Other \$ _____

Description of other expenses: _____

6. Total cost per student (total lines 1 through 5): \$ 679

7. # of chaperones 2

8. # of students 12

9. Total # of students + chaperones 14

10. Total cost of participation (Line 6 x Line 9): \$ 9506

11. Substitute Teachers: (rates are effective 2024-2025)

a. 3 # Full-Day Substitute(s) x 3 # of Days @ \$302.95 = \$ 2726.55

b. 5 # Half-Day Substitute(s) x 5 # of Days @ \$151.48 = \$ 3787

c. **Total Sub Cost** \$ 6513.55

TOTAL COST OF FIELD TRIP/TRAVEL (Line 10 plus line 11c.): \$ 16,019.55

Funding for Planning Purposes (estimates only)

1. Does your current account balance cover this trip? Yes

a. If no, please explain

2. Amount of fund balance allocated for this trip: 5,011.25

3. Projected fundraising income*: 4,000

4. Projected contributions (donations)*: 3600

5. OUT OF POCKET (per student): 0

Total Funding Resources – including fund raising, student out-of-pocket, contributions, school budget (totals should match): \$ 16,019.55

*Describe projected fund-raising activities and contributions:

We have secured donations from Hoops for Hope for transportation coverages. We have funds allocated for the trip from summer fundraisers, and we are planning a fundraiser in November called Casino Night.

No students will be denied participation due to lack of funds. Adequate sources of revenue must be made available to all students.

Section III – Transportation and Lodging Information

Transportation: NCS D bus Nondistrict commercial transportation (bus, train, plane)
 NCS D mini bus (Type 20) Private/personal vehicles (Must have parent/guardian release form)
 Rental Vehicle* (no rental of 15-passenger vans allowed)

For use of NCS D minibus, please identify the NCS D current certified mini-bus drivers:

Name of minibus Driver(s): _____

NCS D mini buses cannot be used for trips which total more than 600 miles round trip.

Number of miles round trip: _____

*Drivers of rental vehicles must be approved via the District’s driver certification process. Contact Risk Management to complete the certification process (allowing a minimum of two weeks for processing with the State DMV).

Name of rental vehicle Driver(s): Korey Landolt
Randy Fisher

Name the type(s) of non-district transportation to be used (including to and from airport) and company name:

A1 van Rental for all travel while in Arizona, All players will be flying to Arizona from Portland Airport and will ride with either their parent to the Arizona Grand or with the coaches/chaperones in the rental vehicles.

Name and location of lodging and description of room arrangements (chaperones may not share rooms with students; see item #2 under Chaperone Guidelines). Students are not allowed to stay with host families without written permission from Superintendent or designee. This is in accordance with Volunteer Policy IICC-AR(1):

Arizona Grand Resort
8000 South Arizona Grand E, Phoenix, AZ 85044
The team will be staying with their family if families are traveling, if not the athletes will be 4 to a room close in location to a chaperone's room.

For all travel requests, transportation details and a pre-trip driver requirements forms (If driving a Type 20 NCS D minibus must be included).

I have read and understand all trip guidelines.

Rory Gaudin
Trip Leader Signature

9/23/24
Date

Section IV – Required Attachments for building level approval only.

The following attachments must accompany this application:

- Detailed Itinerary which includes **all** planned activities and outline of student expectations specific to the trip.
- Pre-trip Driver Requirements (NCS D minibus-Type 20) upon departure.
- Copy of Permission Release Forms and Emergency Information
- List of chaperones and verification of current background check on file.

Section V – Required Attachments to be sent to district level. (All other forms stay at the building.)

- Detailed itinerary which includes **all** planned activities and outline of student expectations specific to the trip.
- List of chaperones and verification of current background check on file.

Section VI – Approval

Principal Level: Approved
 Denied

District Level: Approved
 Denied

[Signature] 9-30-24
Principal Date

[Signature] 10, 15/24
Executive Director of Elementary/Secondary Date

Date of Board Approval: _____

Clackamas Girls Basketball
Nike Tournament of Champions
December 17-22, 2024 Phoenix AZ
Team Trip Itinerary-Tentative

NOTE: Once the tournament bracket is released by TOC we will be setting times for meals, down time for players, commute times (leave times). Parents will know the schedule for when the players are with chaperones and when they are expected to be in their parents' care. We will also communicate daily through email/Groupme to all parents about an up to date game schedule.

Tuesday December 17th

Travel Day Players will arrive either with their parents or with team coaches/chaperones all players have indicated that air travel will be their method of transportation to get to Phoenix.

Wed December 18th

8:00 am Breakfast- In rooms if early game/team breakfast if later game

TBA- 1 Game at Bell Bank Park in Mesa, AZ

The rest of the Meals/team activities will be determined by game schedule

8pm Players will return to parent's responsibility for sleeping each night.

10pm Lights out

Thursday December 19th

8:00 am Breakfast- In rooms if early game/team breakfast if later game

TBA- 1 Game at Bell Bank Park in Mesa, AZ

The rest of the Meals/team activities will be determined by game schedule

8pm Players will return to parent's responsibility for sleeping each night.

10pm Lights out

Friday December 20st

8:00 am Breakfast- In rooms if early game/team breakfast if later game

TBA- 1 Game at Bell Bank Park in Mesa, AZ

The rest of the Meals/team activities will be determined by game schedule

8pm Players will return to parent's responsibility for sleeping each night.

10pm Lights out

Saturday December 21st

8:00 am Breakfast- In rooms if early game/team breakfast if later game

TBA- 1 Game at Bell Bank Park in Mesa, AZ

The rest of the Meals/team activities will be determined by game schedule

8pm Players will return to parent's responsibility for sleeping each night.

10pm Lights out

Sunday December 22nd

Travel Day

2024 Clackamas Girls Basketball Arizona Trip
Nike Tournament of Champions

- Tournament:** Nike Tournament of Champions (Bell Bank Park)
Tournament Director: Ashleigh Picci (ashleigh.picci@thetoc.org)
- HOTEL:** All Players and Families will be staying at the Arizona Grand Resort
- TRANSPORTATION:** Parents and Guardians will be providing transportation to and From Portland to Phoenix AZ. And Coaches will be renting vehicles to travel from hotels to games.
- COSTS:** Airfare: To be arranged by player's families: Tickets are Roughly \$300, Players will receive \$300 from the Hoops for Hope organization to offset costs.
- Hotel: Players will stay at the Arizona Grand and will cost the program roughly \$300 per player. Players will have the option to stay with families the night of Dec 22nd. The fundraising done in the summer of 24 will pay for this expense.
- Players not traveling with families will have a plan to either travel with a Chaperone or with another family. Players will need to inform coaches of their situation by November 20th as to their plans. If a player is chaperoned by a coach they will be provided a hotel room with other players and will follow the same itinerary as the rest of the team. Chaperones will ensure players traveling without a parent are expected to have the same in room expectations and lights out expectations as those players in rooms with families. If players traveling without parents or families would prefer another parent to chaperone their athlete then they will have that option.
- Meals: Roughly \$20-\$25 per day for each player so \$80-\$150

SUBTOTAL: Roughly \$700 per player (depending on Airfare)-\$300 from H4H. So \$400. No Player will be left out. If they are unable to pay their portion the Girls Basketball Program will scholarship that player.

GAME LOCATION: BELL BANK PARK (MESA, AZ)

CHAPERONE RESPONSIBILITIES: All players/families and coaches/chaperones will be staying At the Arizona Grand Resort all players will have rendezvous points on hotel property and will travel to and from games, meals, and leisure as a team. Parents and Chaperones will exchange supervision back at the hotel each evening for overnight supervision. Parents/Guardians or Chaperones will be responsible for players' travel to Phoenix on 12/17 and Home from Phoenix to Portland on 12/22. Chaperones are Korey Landolt and Randy Fisher.

PROCLAMATION:
NATIVE AMERICAN HERITAGE MONTH

ACTION
Agenda Item #1
October 24, 2024

BOARD CONSIDERATION:

Adopt the proclamation recognizing November 2024 as Native American Heritage Month in North Clackamas School District.

BACKGROUND:

National Native American Heritage Month celebrates and recognizes the accomplishments of the peoples who were the original inhabitants, explorers and settlers of the United States. For more than five hundred years, Native communities across the Americas have demonstrated resilience and resistance in the face of violent efforts to separate them from their land, culture, language and each other. They remain at the forefront of movements to protect the Earth and the life it sustains.

Since 2009, United States Presidents have issued annual proclamations which designate November as National Native American Heritage Month. These proclamations honor and celebrate the history, heritage and contributions of the Native Americans, Alaskan Natives, and Indigenous Peoples, and urge the people of the United States to learn more about Native and Indigenous history and culture.

ATTACHMENTS:

Proclamation

PRESENTER:

Kathy Wai, Board Chair



Native American Heritage Month

in

North Clackamas School District

WHEREAS, National Native American Heritage Month celebrates and recognizes the accomplishments of the peoples who were original inhabitants, explorers, stewards and settlers of the United States; and

WHEREAS, for more than five hundred years, Native communities across the Americas have demonstrated resilience and resistance in the face of violent efforts to separate them from their land, culture, language and each other. They remain at the forefront of movements to protect our Earth and the life it sustains; and

WHEREAS, the North Clackamas School District is deeply committed to equity and inclusion. This stance includes the cultural affirmation of our students, staff, parents, and community members who identify as Native or Indigenous People; and

WHEREAS, the North Clackamas School District strives to close the equity and outcome gaps for Native American and Alaska Native students through policies and practices that reflect the experiences of Indigenous Peoples, ensure greater access and opportunity and honor Native and Indigenous roots, history, heritage and contributions; and

WHEREAS, our community is better because of the diversity of our population; and

NOW, THEREFORE, BE IT RESOLVED that the North Clackamas School District hereby proclaims the Month of November 2024 as Native American Heritage Month in the North Clackamas School District and encourages all residents to honor Native American history and culture.

Adopted this 24th day of October 2024.

Signed:

Chair, Kathy Wai, School District Board of Directors

FLAVORED TOBACCO AND VAPING IN OREGON
(Happy Valley Youth Council)

PRESENTATION
Agenda Item #2
October 24, 2024

BACKGROUND:

The [Happy Valley Youth Council](#) is an advisory board to the City of Happy Valley City Council and serves as teen advocates in the city. In 2023, they began focusing on the impacts flavored tobacco products like e-cigarettes and other vaping devices have on their community. In February 2024, the City of Happy Valley City Council adopted a [stance to formally encourage](#) the State Legislature to restrict the sale of flavored tobacco.

Two members of the Happy Valley Youth Council will share what the Youth Council has learned, steps they have taken to advocate for better protection from these products in their community, and will encourage the North Clackamas School Board to consider adopting language in its next legislative agenda about restricting the sale of flavored tobacco in the state of Oregon.

ATTACHMENTS

- [Slide Presentation](#)

PRESENTER/STAFF CONTACT:

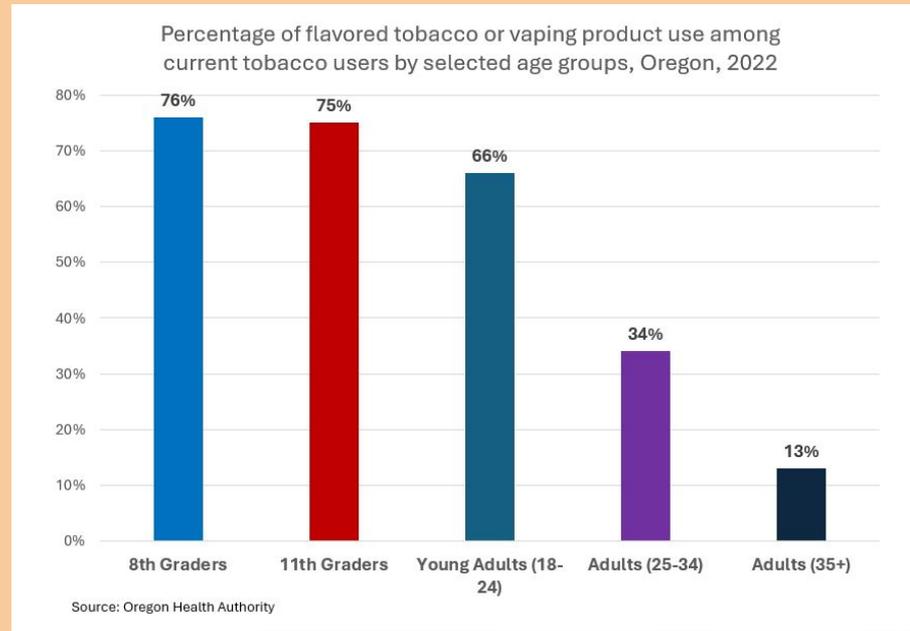
Marc Czornij, Program Planner, Clackamas County Public Health
Dominic Pienovi, Member of the Happy Valley Youth Council
David Sharyan, Member of the Happy Valley Youth Council
Tiffany Shireman, Chief of Staff, North Clackamas Schools

A scenic sunset over a road with fields and trees. The sun is low on the horizon, casting a warm orange and red glow across the sky and the landscape. The road is paved and has double yellow lines, curving into the distance. The fields are green and yellow, and there are trees on the right side of the road.

Guardians of Tomorrow:

*The Effect of Vaping on Our Youth
And the Solution*

- *In 2022, 12.5% of Clackamas County 11th graders reported using e-cigarettes*
- *72.5% of Clackamas County 11th graders who use tobacco say that they first used flavored products*





• Feel free to grab some pizza!
 • Fill out some post-its to add to our positivity boards around the room :)
 • The ice-breaker will start at 6:45



• Take any available seat
 • Feel free to grab some pizza!
 • Fill out some post-its to add to our positivity boards around the room :)
 • The ice-breaker will start at 6:45

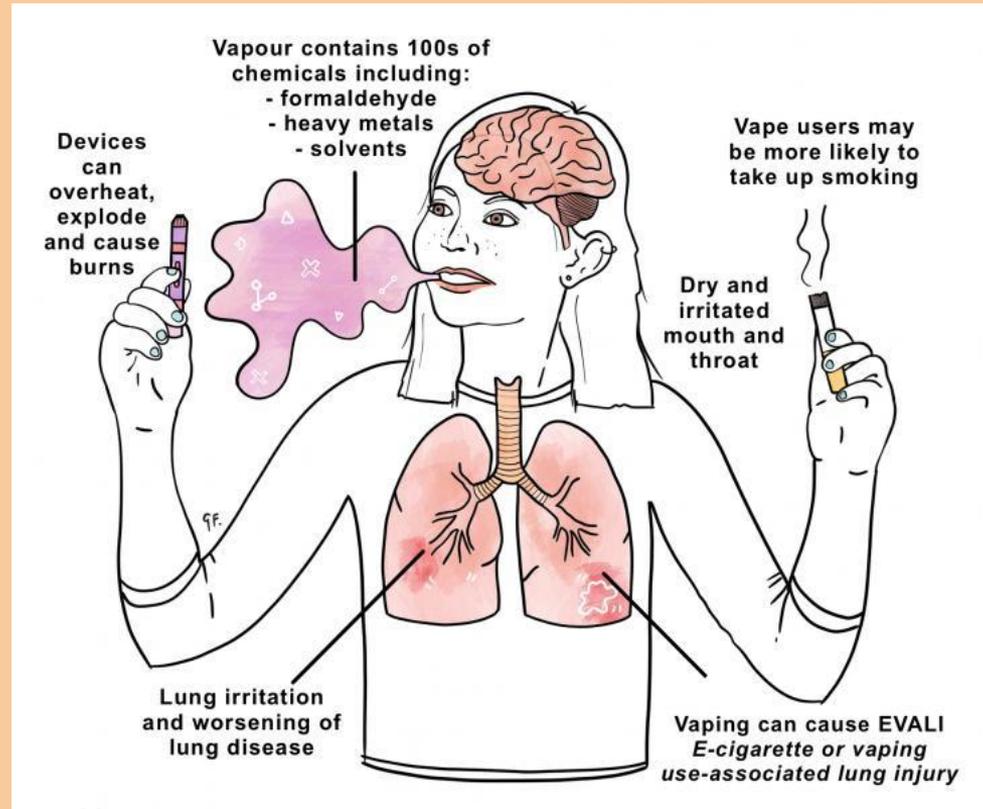




*Join us in our
fight to save
our youth
from
Big Tobacco!*



- Pumped with nicotine
- Vaping affects your ability to function normally
- It ends up causing many health issues later on in life



*Help protect our youth by
supporting a ban on flavored
tobacco products in 2025!*

HUMAN RESOURCES HIRING UPDATE

REPORT

Agenda Item #3
October 24, 2024

SUPERINTENDENT'S RECOMMENDATION:

Update on licensed, classified, and administrative hiring for the 2024-25 school year.

BACKGROUND:

An update on hiring, recruitment, and retention strategies is provided annually. The focus is on creating a workforce that more closely represents the racial, ethnic, and linguistic backgrounds of the school district's students.

Staffing Challenges and Recruitment Efforts:

Licensed Positions:

The District's proactive approach to early hiring in the spring, and our negotiated letters of intent with North Clackamas Education Association, has yielded significant results, especially in hard-to-fill areas. We have successfully hired five School Psychologists and five School Psychologist Interns, a substantial improvement over last year's reliance on a staffing agency for these roles. We hired 30 Special Education Teachers and filled nine Spanish Dual Language Immersion Teachers. We started the year with only a handful of vacancies, down from last year.

Classified Positions:

Classified hiring remains an ongoing effort, with particular difficulties in hiring paraeducators, CARE before and after-school paraeducators, and nutrition services staff. However, in our latest negotiations with Oregon School Employees Association, we reclassified paraeducators, which has assisted in our recruitment efforts. Additionally, with the help of our recruiter, we have made improvements in the hiring of CARE, Nutrition Services, and Custodial with personalized application assistance and in-person hiring events.

ATTACHMENTS:

2024-2025 Hiring Update

PRESENTER / STAFF CONTACT:

Michelle Riddell, Chief of Human Resources & Business Services

Will Ruehle, Director, Human Resources

Alma Morales Galicia, Associate Director, Classified

Joe Bridgeman, Associate Director, Licensed

Keylah Boyer, Associate Director, Recruitment, Retention and Strategic Initiatives

North Clackamas School District Hiring Update for 2024-2025

	2014-15 NEW HIRES			2015-2016 NEW HIRES			2016-2017 NEW HIRES			2017-2018 NEW HIRES			2018-2019 NEW HIRES			2019-2020 NEW HIRES		
	Admin (11)	Licensed (159)	Classified (111)	Admin (12)	Licensed (162)	Classified (101)	Admin (5)	Licensed (162)	Classified (102)	Admin (8)	Licensed (125)	Classified (100)	Admin (10)	Licensed (135)	Classified (102)	Admin (17)	Licensed (150)	Classified (97)
Staff of Color	0.0%	15.8%	23.1%	16.6%	16.1%	20.9%	40.0%	10.5%	22.5%	50.0%	21.6%	18.0%	40.0%	21.4%	17.7%	23.5%	20.0%	33.0%
American Indian/Alaskan Native, non-Hispanic	0.0%	1.3%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	1.6%	2.0%	0.0%	1.5%	2.0%	0.0%	1.3%	1.0%
Asian, non-Hispanic	0.0%	3.8%	0.0%	0.0%	3.7%	1.0%	0.0%	1.2%	4.9%	0.0%	4.8%	4.0%	20.0%	5.1%	1.0%	0.0%	3.3%	6.2%
Black/African-American, non-Hispanic	0.0%	0.6%	3.1%	0.0%	1.9%	3.0%	20.0%	0.0%	4.9%	37.5%	2.4%	2.0%	0.0%	3.6%	3.9%	11.8%	0.7%	4.1%
Hispanic, regardless of race	0.0%	5.7%	18.5%	8.3%	8.6%	12.9%	20.0%	6.2%	9.8%	12.5%	9.6%	9.0%	20.0%	7.3%	8.8%	11.8%	12.7%	20.6%
Pacific Islander, non-Hispanic	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%
Two or more Races, non-Hispanic	0.0%	3.8%	1.5%	8.3%	1.9%	2.0%	0.0%	3.0%	2.9%	0.0%	3.2%	0.0%	0.0%	2.9%	0.0%	0.0%	2.0%	1.0%
White, non-Hispanic	100.0%	84.2%	76.9%	83.4%	84.6%	79.1%	60.0%	89.5%	77.5%	50.0%	78.4%	82.0%	60.0%	79.6%	83.3%	76.5%	80.0%	67.0%

	2020-2021 NEW HIRES			2021-2022 NEW HIRES**			2022-2023 NEW HIRES			2023-2024 NEW HIRES			2024-2025 NEW HIRES		
	Admin (7)	Licensed (102)	Classified (29)	Admin (17)	Licensed (203)	Classified (266)	Admin (15)	Licensed (201)	Classified (105)	Admin (10)	Licensed (150)	Classified (159)	Admin (14)	Licensed (155)	Classified (122)
Staff of Color	71.4%	33.3%	58.6%	47.1%	23.6%	44.7%	46.7%	28.4%	60.0%	27.30%	35.30%	37.30%	57.1%	30.3%	25.2%
American Indian/Alaskan Native, non-Hispanic	0.0%	1.3%	3.4%	0.0%	0.0%	1.5%	0.0%	0.5%	0.0%	0.0%	0.7%	0.6%	0.0%	0.6%	0.0%
Asian, non-Hispanic	0.0%	3.3%	6.9%	0.0%	5.4%	6.8%	6.7%	4.0%	5.7%	0.0%	8.0%	5.0%	0.0%	7.7%	2.5%
Black/African-American, non-Hispanic	42.9%	0.7%	3.4%	5.9%	3.4%	1.5%	6.7%	2.5%	1.0%	10.0%	4.0%	1.9%	7.1%	1.3%	2.5%
Hispanic, regardless of race	14.3%	12.7%	41.4%	29.4%	11.3%	18.8%	26.7%	17.4%	19.0%	20.0%	14.7%	20.1%	50.0%	13.5%	19.7%
Pacific Islander, non-Hispanic	0.0%	0.0%	3.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	1.6%
Two or more Races, non-Hispanic	14.3%	2.0%	0.0%	11.8%	3.4%	15.0%	6.7%	4.0%	34.3%	0.0%	7.3%	12.7%	0.0%	2.6%	0.0%
White, non-Hispanic	28.6%	66.7%	41.4%	52.9%	76.4%	55.3%	53.3%	71.6%	40.0%	70.0%	64.7%	59.7%	42.9%	74.8%	69.7%

** data of new hires for FULL year

	ALL STAFF - HISTORICAL										
	SY 13-14 (1870)	SY 14-15 (1948)	SY 15-16 (1948)	SY 16-17 (2029)	SY 17-18 (2022)	SY 18-19 (2056)	SY 19-20 (2124)	SY 20-21 (2076)	SY 21-22 (2189)	SY 22-23 (2155)	SY 23-24 (2177)
Staff of Color	8.2%	9.6%	10.0%	10.5%	11.7%	13.1%	14.4%	15.7%	19.4%	21.9%	24.3%
American Indian/Alaskan Native, non-Hispanic	0.3%	0.2%	0.4%	0.2%	0.5%	0.5%	0.6%	0.7%	0.7%	0.7%	0.4%
Asian, non-Hispanic	2.2%	2.2%	2.3%	2.2%	2.5%	2.8%	2.9%	2.9%	3.5%	3.8%	4.3%
Black/African-American, non-Hispanic	0.7%	0.9%	0.9%	1.1%	1.3%	1.4%	1.6%	1.8%	1.8%	1.9%	2.0%
Hispanic, regardless of race	3.7%	5.2%	4.8%	5.3%	5.4%	6.3%	7.3%	7.9%	9.8%	10.1%	10.5%
Pacific Islander, non-Hispanic	0.2%	0.2%	0.1%	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%	10.0%	0.3%
Two or more Races, non-Hispanic	1.1%	0.9%	1.5%	1.6%	1.8%	1.8%	1.9%	2.0%	3.4%	5.2%	6.5%
White, non-Hispanic	91.8%	90.4%	89.8%	89.5%	88.3%	86.9%	85.6%	84.6%	80.6%	78.1%	75.7%

	CURRENT 24-25				
	Admin (106)	Licensed (1078)	Classified (1082)	All Staff (2266)	Students (17009)
Staff of Color	32.1%	17.1%	26.0%	22.0%	46.6%
vs prev SY	+1.3%	+0.1%	-5.2%	-2.3%	+2.2%
American Indian/Alaskan Native, non-Hispanic	0.0%	0.3%	0.6%	0.4%	0.5%
Asian, non-Hispanic	2.8%	4.5%	4.2%	4.3%	12.3%
Black/African-American, non-Hispanic	9.4%	1.3%	2.2%	2.1%	3.2%
Hispanic, regardless of race	16.0%	7.7%	14.5%	11.3%	20.8%
Pacific Islander, non-Hispanic	0.0%	0.3%	0.6%	0.4%	0.9%
Two or more Races, non-Hispanic	3.8%	3.2%	3.1%	3.2%	11.9%
White, non-Hispanic	67.9%	82.9%	74.0%	78.0%	67.3%

New Administrative Staff	New Licensed Staff	New Classified Staff
Total: 14	Total: 155	Total: 122
	*97 New to District	
	*58 Rehired	

155 Total Licensed Hires
 70 Elementary 14 District Office
 41 Middle Schl
 30 High School

	VETERANS								
	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25
Applied	57	53	56	48	90	74	66	80	79
Hired	4	5	7	12	3	7	2	2	1

updated 10/06/2024



Human Resources Department Board Update 2024-2025 Recruitment & Hiring October 24, 2024

Michelle Riddell, Chief of Human Resources & Business

Will Ruehle, Director Human Resources

Alma Morales Galicia, Associate Director, Classified

Dr. Joe Bridgeman, Associate Director, Licensed

Dr. Keylah Boyer, Associate Director, Recruitment, Retention & Strategic Initiatives



People & Culture

- **Recruit, hire, and retain** exceptional employees with a strong sense of commitment to the school district's mission, vision, and core values.
- Strengthen practices that lead to a **workforce that reflects the diversity** of the North Clackamas community.
- Foster **professional growth and leadership across all levels of the organization.**
- **Cultivate** a collaborative environment that empowers employees and provides job satisfaction.

27

2024-2025 Hiring Update

Licensed

Hired 155 Licensed Staff:

- ★ 95 New to District
- ★ 60 Temporary Staff - Rehired

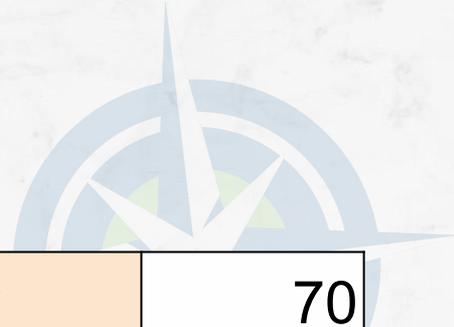


Classroom Teachers (Secondary)	45
Classroom Teachers (Elementary)	43
SPED Staff	39
ELD Staff	13
Counselors	9
Instructional Coach	5
Nurse	1

Total 155

2024-2025 Hiring Update

Licensed



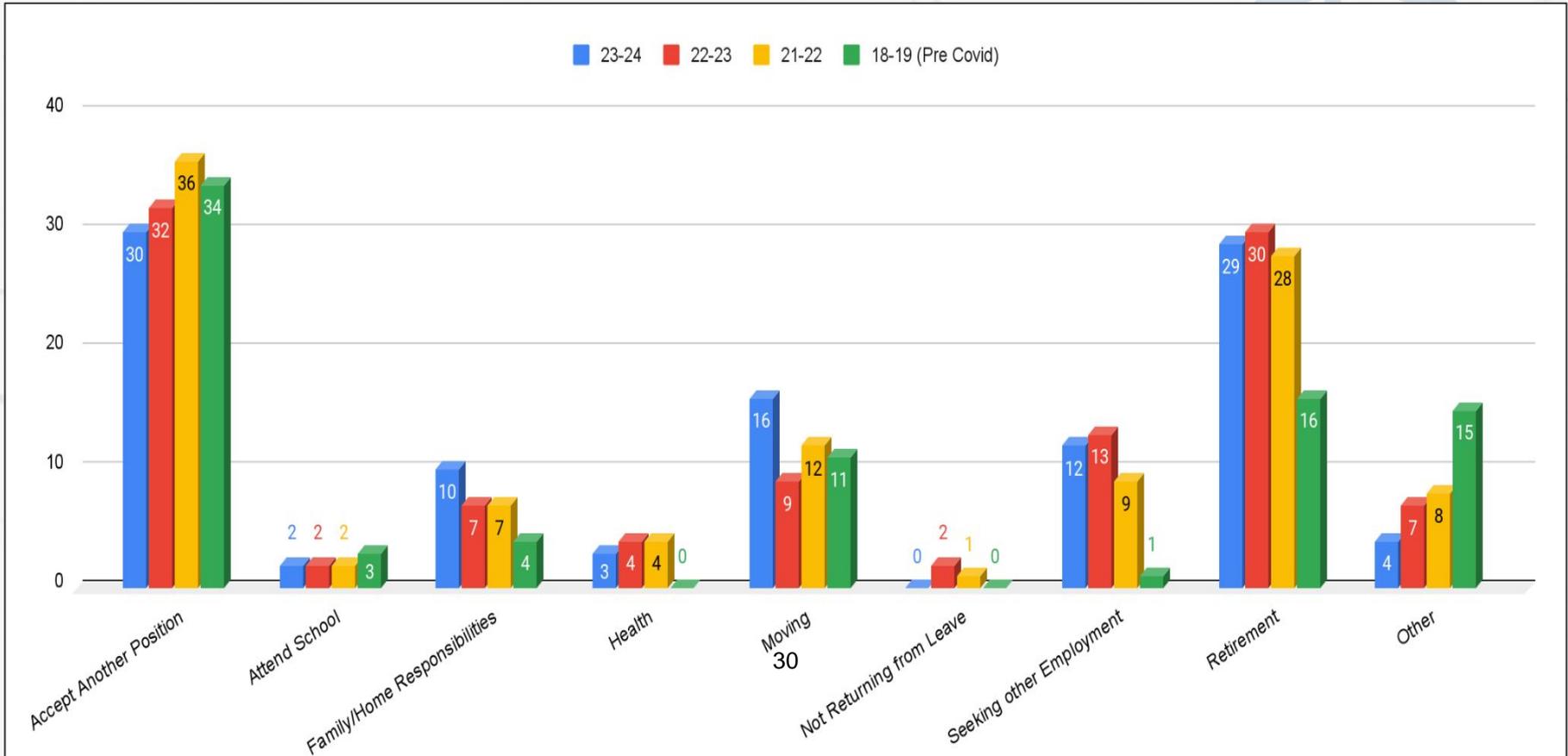
Hired 155 Licensed Staff:

- ★ 95 New to District
- ★ 60 Temporary Staff - Rehired

Processed 370+ EPARS: Internal transfers, title and/or FTE changes, new hires/rehires and resignations/retirements. (50+ from last year)

Elementary	70
High School	41
Middle School	30
District Office	14
Total	155

Licensed Staff - Reasons for Resignation



2024-2025 Hiring Update

Classified



Hired 122 New Classified Staff:

Processed 360+: Internal transfers, title and/or FTE changes, new hires/rehires and resignations/retirements



Instructional Support	69
Administrative Support	11
Operations Support	42

2024-2025 Hiring Update

Transportation



- ★ **19 New Bus Drivers**
- ★ **1 Van Driver**
- ★ **2 Bus Aides**

Recruiter continues to partner with:

- Work Safe
- Goodwill
- Touch A Truck Event



2024-2025 Hiring Update

Nutrition Services, Custodial & CARE

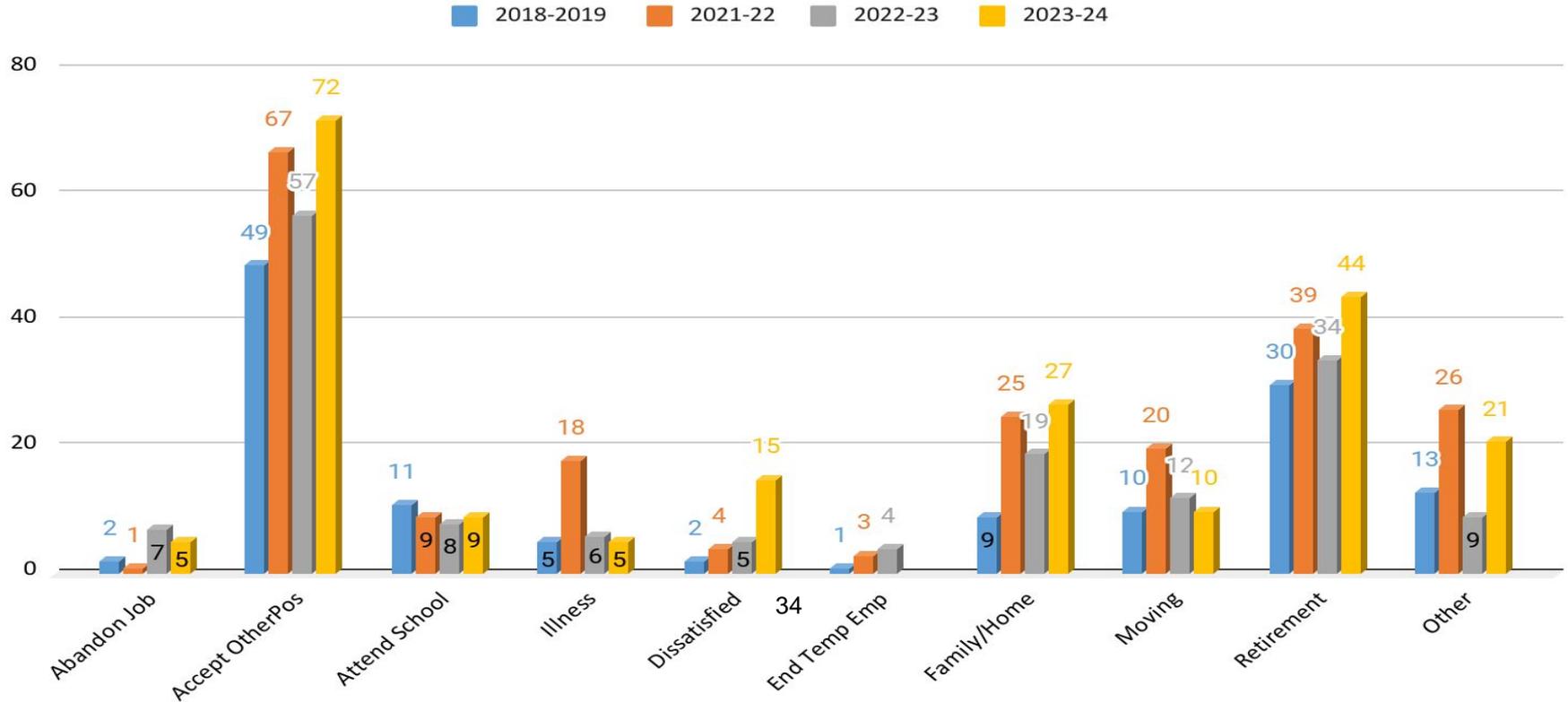


- ★ 12 New Positions for Nutrition Services
- ★ 6 New Positions for CARE
- ★ Increase substitute Custodial rate



Classified Staff - Reasons for Resignation

Classified Resignation



2024-2025 Hiring Update

Administrators



- ★ **Hired 14 Administrators**
- ★ 14 Internal Transfers

Staff Demographics

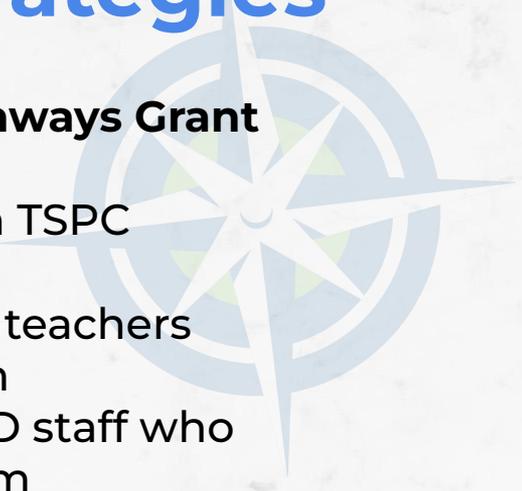


2024-25 Staff of Color:

- ★ All Licensed: **17.1%**
- ★ All Classified: **26.0%**
- ★ All Administrator: **32.1%**
- ★ All Staff: **22.0%**

2024-25 Students of Color: 46.6%

Recruitment & Retention Strategies



- **Oregon Department of Education - Bilingual Pathways Grant**
 - Supported International Visiting Teachers with TSPC Licensing fees and transcript
 - Tuition support for Dual Language Immersion teachers completing their Teacher Preparation program
 - Pathway Mentor (2023-2024) - supported NCSD staff who were enrolled in a Teacher Preparation program
- Hosted a **Virtual Student Teacher event** in collaboration with university partners & NCSD Administrators
- **Hard to Fill positions** posted starting in the Spring and new Licensed staff hired using Letters of Intent
- **Increased Stipend** for School Psychologist Interns

Recruitment Strategies

- **2nd Annual North Clackamas SD Job Fair at Clackamas Community College**
 - Classified & Licensed Recruitment
- **Oregon Professional Educators Fair**
 - NCSD Administrators interviewed & recommended Licensed staff for letters of intent
- **Classified Career Connections**
 - Recruitment events for Classified staff at Milwaukie High School



Thank You
Questions?



INTEGRATED PROGRAMS: ANNUAL REPORT

REPORT
Agenda Item #4
October 24, 2024

SUPERINTENDENT’S RECOMMENDATION:

This item is presented for Board information.

ORIGINATED BY:

Grant recipients are required by statute to review their progress on an annual basis through a cumulative progress report and municipal audit.

BUDGET IMPACT/SOURCE OF FUNDS:

The allocation for 2023-2024 from the Student Investment Account to North Clackamas School District was \$15,543,303.23.

BACKGROUND:

Per the Student Success Act (2019), funds in the Student Investment Account must be allocated by districts to provide funding to assist in

1. Meeting students’ mental and behavioral health needs.
2. Increasing academic achievement & reducing academic disparities for students of color; students with disabilities; emerging bilingual students; and students navigating poverty, homelessness, and foster care; and other student groups that have historically experienced academic disparities.

The North Clackamas School District participated in an extensive needs assessment (2022-2023) which included a data review and community, staff, and student engagement processes. Key themes that emerged from the district’s needs assessment identified as most urgent were:

- Class size/Caseload reduction.
- Providing a well rounded, equitable education where students see themselves reflected in the staff, curriculum, and instructional practices.
- Increasing academic achievement of students while reducing barriers and academic disparities for focal student groups.

- Supporting the behavioral and mental health needs of students and families.
- Providing ongoing and meaningful community engagement that is inclusive of race, culture, and linguistics.

The most urgent needs identified through these themes guided the development of the four-year proposal for the Student Investment Account funds. During the February 23, 2023 School Board presentation, the district outlined its plan for using these funds, which was subsequently approved by both the Oregon Department of Education and the North Clackamas School Board.

This report will provide information on:

1. The progress towards the (2023-2027) goals and outcomes of the Student Investment Account.
2. The barriers or challenges North Clackamas School District experienced with the Student Investment Account implementation.

ATTACHMENTS:

- Presentation Slides
- North Clackamas School District Annual Student Investment Account Report
- Student Investment Account Budget Detail 2023-2024

PRESENTER / STAFF CONTACT:

Khaliyah Williams-Rodriguez, Chief of Student & Family Services

Jen Dove-Kiltow, Director of Student & Family Services/Integrated Programs



2023-2024 Integrated Programs Annual Report Presentation

North Clackamas School District
October 24, 2024

Student Investment Account Annual Report Requirements

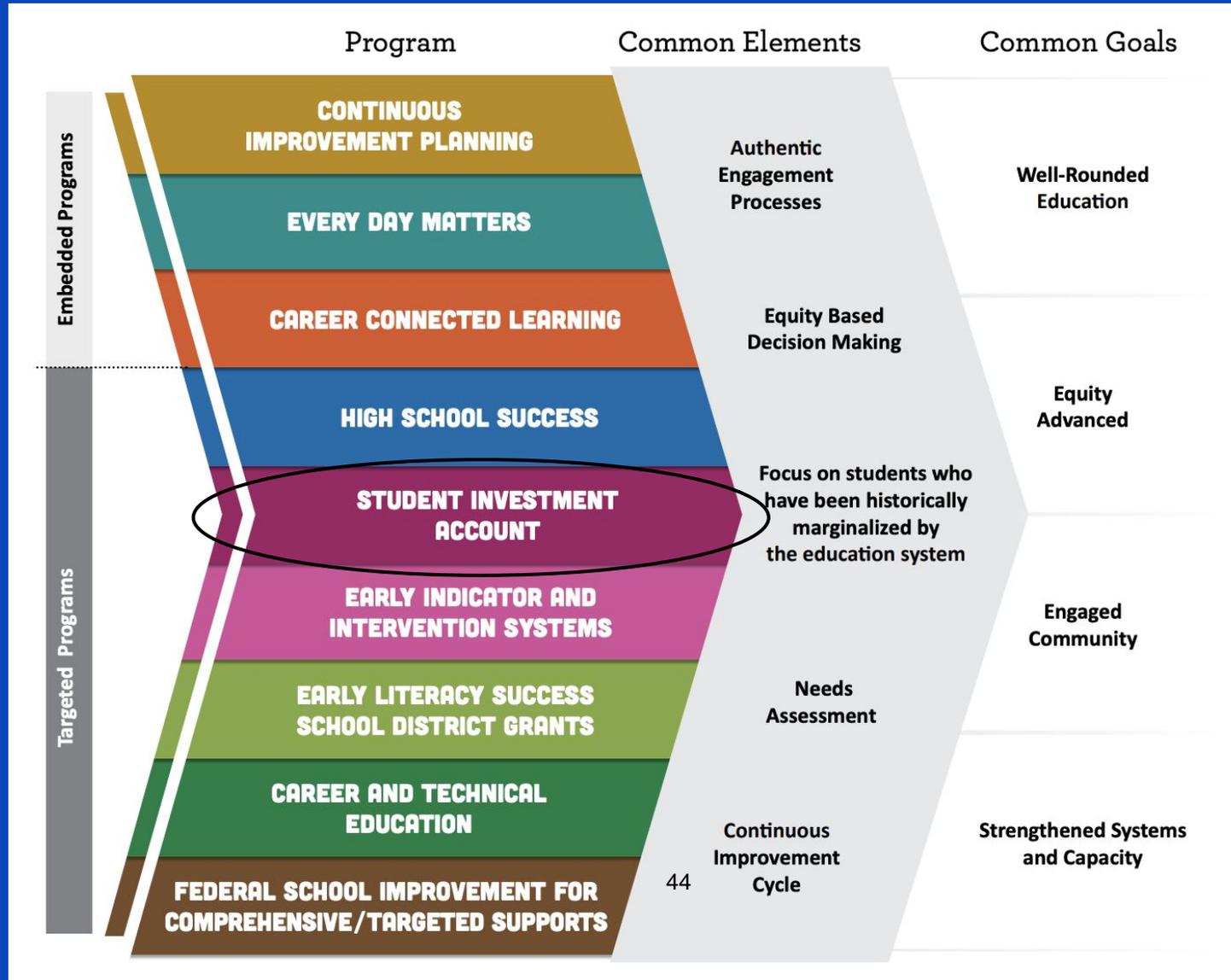
SIA recipients are required by law to:

- Review their progress annually through an annual progress report and financial audit.
- Present the annual report to their governing board at an open meeting, with an opportunity for public comment.
- Post the report on the district's website.

ODE's annual report includes two narrative questions.

- Throughout the year, grant recipients must report expenditures, respond to reflection questions, and provide updates on progress markers. This information will help inform the overall progress and the final annual report.

Integrated Programs



Needs Assessment Priority Themes

- Class size/Caseload reduction.
- Providing a well rounded, equitable education where students see themselves reflected in the staff, curriculum, and instructional practices.
- Increasing academic achievement of students while reducing barriers and academic disparities for focal student groups.
- Supporting the behavioral and mental health needs of students and families.
- Providing ongoing and meaningful community engagement that is inclusive of race, culture, and linguistics.

Outcomes

Outcome A: Targeted class size and caseload reduction will enable teachers to more effectively scaffold for all students while implementing culturally relevant and responsive instructional strategies. This will result in improved proficiency in English Language Arts, Math, and Science, and will increase the number of 9th-grade students who are on track.

Outcome B: Provide professional development and job-embedded coaching in effective reading practices and culturally relevant instruction to improve 3rd-grade English Language Arts (ELA) outcomes. Additionally, provide professional development and job-embedded coaching for K-2 staff.

Outcome C: Increase the recruitment and retention of a diverse staff that reflects our student demographics by providing professional development to administrators to help them better understand and remove biases and systemic barriers in the hiring process.

Outcomes Continued

Outcome D: Expand college and career support, access, and readiness for historically underserved students.

Outcome E: Offer extended learning opportunities to close the achievement gap and reduce barriers for focal students, we will increase the number of students meeting 3rd-grade ELA benchmarks, 9th Grade On-Track goals, and four-year graduation rates.

Outcome F: Ensure students' mental health, social-emotional, and behavioral needs are met by qualified professionals in schools, leading to an increased sense of belonging among students, as well as improved graduation and attendance rates.

Outcome G: Provide ongoing community engagement with opportunities for two-way communication to foster a greater sense of trust and belonging among families, students, and the district.

Funding for 2023-2024

2023-2024 Allocation \$15,543,303.23*

Expenditures

Line Item Budgeted	Budget
Class Size/Caseload Reduction	\$5,801,551
Supporting Behavioral Mental Health Needs	\$4,265,165
Ongoing and meaningful community engagement	\$701,162
Provide a well rounded, equitable education	\$2,408,657
Increase academic achievement of students while reducing barriers and academic disparities for focal student groups	\$1,810,220
Eligible Charter Schools – (Cascade Heights & Clackamas Middle College)	\$396,754
Indirect	\$500,000

*There is a difference between the allocation and the line-item budget estimates to allow flexibility in covering any additional costs that may arise.

ODE Reflection Questions

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.

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.

Progress

Outcome F: Ensure students' mental health, social-emotional, and behavioral needs are met by qualified professionals in schools, leading to an increased sense of belonging among students, as well as improved graduation and attendance rates.

- Investments in mental health therapists
 - Stronger Oregon
 - Trillium Family Services
- Added regulation spaces in elementary schools
- Maintained School & Community Engagement Specialists
- Maintained School Counselors
- Added Restorative Justice Specialists
- Maintained District Social Workers
- Maintained services at the Wichita Center
 - Food Pantry
 - Clothing Closet
 - McKinney-Vento Services

Barriers

Outcome C: Increase the recruitment and retention of a diverse staff that reflects our student demographics by providing professional development to administrators to help them better understand and remove biases and systemic barriers in the hiring process.

- Staffing shortages persisted throughout 2023-24, reflecting a statewide issue
- Ongoing challenge of hiring and retaining staff, especially staff of color
- Increased staff-related expenses due to rising insurance costs and inflation
- Uncertainty in state funding, including Oregon's Student Investment Account (SIA), which impacts long-term staffing commitments

Moving Forward

- Complete the current biennium cycle (Ends June 2025)
- Submit an intent to apply for funds for the next biennium (2025-2027)
- Engage community for feedback
 - YouthTruth Survey
 - Community Conversations
- Create and submit plan for next biennium



Student Investment Account (SIA)
2023-24 Annual Report
North Clackamas School District

Background

The purpose of the Student Investment Account funds is to:

1. Meet students' mental and behavioral health needs.
2. Increase academic achievement & reduce academic disparities for students of color; students with disabilities; emerging bilingual students; and students navigating poverty, homelessness, and foster care; and other student groups that have historically experienced academic disparities.

The North Clackamas School District participated in an extensive need assessment (2022-2023) which included a data review and community, staff, and student engagement processes. Key themes that emerged from the district's need assessment identified as most urgent were:

- Class size/Caseload reduction.
- Providing a well-rounded, equitable education where students see themselves reflected in the staff, curriculum, and instructional practices.
- Increasing academic achievement of students while reducing barriers and academic disparities for focal student groups.
- Supporting the behavioral and mental health needs of students and families.
- Providing ongoing and meaningful community engagement that is inclusive of race, culture, and linguistics.

These themes of the most urgent needs informed the development of the four-year proposal for the Student Investment Account funds which was approved by the Oregon Department of Education and the North Clackamas School Board on March 9, 2023.

The North Clackamas School District Integrated Programs plan (2023-2027) used the identified five key themes to create outcomes to meet the goals and objectives established. Those outcomes are as follows:

Outcome A: Targeted class size and caseload reduction will enable teachers to more effectively scaffold for all students while implementing culturally relevant and responsive instructional strategies. This will result in improved proficiency in English Language Arts, Math, and Science, and will increase the number of 9th-grade students who are on track.

Outcome B: Provide professional development and job-embedded coaching in effective reading practices and culturally relevant instruction to improve 3rd-grade English Language Arts (ELA)

outcomes. Additionally, provide professional development and job-embedded coaching for K-2 staff.

Outcome C: Increase the recruitment and retention of a diverse staff that reflects our student demographics by providing professional development to administrators to help them better understand and remove biases and systemic barriers in the hiring process.

Outcome D: Expand college and career support, access, and readiness for historically underserved students.

Outcome E: By offering extended learning opportunities to close the achievement gap and reduce barriers for focal students, we will increase the number of students meeting 3rd-grade ELA benchmarks, 9th-grade On-Track goals, and four-year graduation rates.

Outcome F: Ensure students' mental health, social-emotional, and behavioral needs are met by qualified professionals in schools, leading to an increased sense of belonging among students, as well as improved graduation and attendance rates.

Outcome G: Provide ongoing community engagement with opportunities for two-way communication to foster a greater sense of trust and belonging among families, students, and the district.

The North Clackamas School District Student Investment allocation for 2023-24 was \$15,543,303.23

Graph of Expenditures:

Line Item Budgeted	Budget
Class Size/Caseload Reduction	\$5,801,551
Supporting Behavioral Mental Health Needs	\$4,265,165
Ongoing and meaningful community engagement	\$701,162
Provide a well-rounded, equitable education	\$2,408,657
Increase academic achievement of students while reducing barriers and academic disparities for focal student groups	\$1,810,220
Eligible Charter Schools – (Cascade Heights & Clackamas Middle College)	\$396,754
Indirect	\$500,000

The following supplemental questions are required by the Oregon Department of Education for the annual report.

- 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.

As we review our progress markers and reflect on the implementation of our strategic plan, it's clear that we are making strides toward achieving our Outcomes and meeting our Longitudinal Performance Growth Targets (LPGT) and Local Optional Metrics (LOM). Two Outcomes stand out as places we have made progress, Outcome A and Outcome F.

Notably, we've seen progress in the area of redefined Professional Learning Communities (PLCs) and data teams within our K-12 system. What was previously rated as "Medium" in our progress markers has now shifted towards "High," signifying meaningful improvements and setting a positive trajectory for the 2024-2025 school year.

A driving force behind this progress has been our focused effort to reshape PLCs, which has sparked valuable conversations at the teaching, school, and district levels. These discussions have led to more thoughtful approaches to student learning, instructional practices, and resource allocation, which are directly contributing to enhanced educational outcomes.

In alignment with our Strategic Plan, the use of Equity Tools has played a crucial role in ensuring that these improvements are equitable and benefit all students. Additionally, the implementation of Hi-5 Instructional Practices has provided a cohesive framework for improving teaching quality, which is likely to translate into better student achievement.

Another key area where we have made significant gains in our progress markers and Outcomes is in supporting behavioral and mental health needs. Our district's commitment to student mental health has been a cornerstone of this progress. By allocating funds to support contracted mental health therapists, school social workers, counselors, engagement specialists, restorative justice specialists, and social-emotional learning supports, we have created a strong framework for promoting student well-being.

These practices are now visible and noticeable throughout the district. Our initiatives prioritize health, well-being, and relationship-building, ensuring that every student feels cared for and connected. By fostering environments that support multiple ways of being through culturally affirming practices, we are not only addressing immediate student needs but also building long-term engagement and resilience.

This progress is a direct result of our strategic focus on mental health and wellness, which is critical to achieving our overall educational goals. As we continue to implement these strategies, we expect to see even greater improvements in student engagement, academic outcomes, and the overall school climate.

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.

An ongoing barrier we have faced has been the difficulty in hiring and retaining staff, particularly staff of color. Despite our efforts, staffing shortages remained an issue throughout 2023-24, reflecting a broader statewide problem. This challenge directly affects our ability to meet the diverse needs of our students and to promote an inclusive school environment that reflects the diversity of our community. Research consistently shows that educator shortages disproportionately affect students of color, students from low-income backgrounds, and students with disabilities. Our Human Resources department has worked diligently to expand recruitment and retention strategies, to reduce this issue.

Additionally, rising insurance costs and inflation continue to drive up staff-related expenses, which poses a challenge to maintaining a grant that is primarily people-focused. Compounding this is the uncertainty of adequate state funding. Oregon's Student Investment Account (SIA), designed to reduce disparities and improve student outcomes, has been instrumental in providing critical funding for initiatives such as adding mental health specialists and reducing class/caseload sizes. However, fluctuations in state funding levels make it difficult to plan for long-term staffing commitments. While we recognize the urgent need for things like mental health professionals, it is difficult to commit to new hires and contracts when there is a risk of needing to reduce existing staff if funding decreases.

These barriers divert significant time and energy towards reacting to operational challenges, which detracts from our primary goal: providing a safe, supportive, and effective learning environment for every student. At the same time, mental health concerns have only increased among children, families, and the broader community in recent years, further intensifying the need for stable and consistent staffing.



Student Investment Account Budget Detail 2023-2024

The North Clackamas School District Student Investment allocation for 2023-2024: \$15,543,303.23.

Line Item Budgeted	Budget
Class Size/Caseload Reduction	
Elementary Teachers (16 FTE) Middle School & High School Teachers (17 FTE) Special Education Staff (15.35 FTE) English Language Development Staff (5.17 FTE) Total: 53.52 FTE	\$5,801,551.00
Supporting Behavioral Mental Health Needs	
Counselors (5.0 FTE) Elementary Wellness Teachers (8.7 FTE) School Psychologists (6.0 FTE) Social Workers (5.0 FTE) Family Advocates (1.0 FTE) Nurses (3.2 FTE) Health Assistants (4.0 FTE) Wichita Family Support Center (4.375 FTE) Contracted Mental Health Services Social Emotional Learning Coach (.2 FTE) Social Emotional Learning Professional Development Total: 37.475 FTE	\$4,265,165.00
Ongoing and meaningful community engagement	
Student & Community Engagement Specialists (3.0 FTE) Ready, Set, Go Program Parent Square, Youth Truth, and Thought Exchange Ongoing Community Engagement Equity, Student Connections and Enrollment Options Administrator (1.0 FTE) Total: 4.0 FTE	\$701,162

Provide a well rounded, equitable education	
Transitional K-Primary Coordinator (1.0 FTE) Literacy Support / Professional Development Literacy/Math Institute (summer) Jump Rope Readers- Non Fiction Yonder Cell Phone Pouches Dynamite Decodables - Benchmark Education Emergent Literacy Coaches (3.0 FTE) DLI Immersion Coach (1.5) Instructional Leadership - Administrative Work Total: 5.5 FTE	\$2,408,657.00
Increase academic achievement of students while reducing barriers and academic disparities for focal student groups	
Multi-Systems of Support Coach (1.0 FTE) Human Resources -Teacher Recruitment and Retention Administrator (1.0 FTE) Technology Help Desk Bilingual – (1.0 FTE) REAP Program @ MHS/MAA Academic Supports @ MHS Middle School Campus Monitors (4.0 FTE) Restorative Justice Specialists (4.0 FTE) Retention/Recruitment Administrator (1.0 FTE) Director of Integrated Programs (.25) Middle School STEAM Program Middle School After School Program Support Educational Programs/Curriculum (Lexia, DreamBox, SPED Assessments) Total: 12.25 FTE	\$1,810,220
Eligible Charter Schools – (Cascade Heights & Clackamas Middle College)	\$396,754
Indirect Cost (5% or \$500,000 – whichever is smaller)	\$500,000.00

POLICY REVISIONS

DISCUSSION
Agenda Item #5
October 24, 2024

REASON FOR BOARD CONSIDERATION:

First reading of the attached revised policies.

RECOMMENDATION:

The Superintendent’s Policy Review Team, with representation of both staff and Board, reviewed and supports the following policy revisions.

BUDGET IMPACT/SOURCE OF FUNDS:

There are no known or anticipated increases to costs with the proposed policy change.

ATTACHMENTS:

Drafts of the following policies to review:

Policy	Title	Proposed Action / Reason
EBBA	Student Health Services	<i><u>PROPOSED REVISIONS TO THESE POLICIES</u></i> OSBA April 2024 Update, OAR 581-022-2220 requires the development of a written prevention-oriented health services plan for all students. Content from multiple policies and ARs is being reorganized with some content moving to the new required health services plan for students and other content moving to other policies.
EBBB	Injury/or Illness Reports	
GBEB	Communicable Diseases - in Schools	
JHCA	Medical Requirements for School Sports Participation	
GBEBA	Staff - HIV, AIDS and HIV	<i><u>DELETE THESE POLICIES</u></i> OSBA April 2024 Update, OAR 581-022-2220 requires the development of a written prevention-oriented health services plan for all students. Content from multiple policies and ARs is being reorganized with some content moving to the new required health services plan for students and other content moving to other policies.
JHC	Student Health Services and Requirements	
JHCC	Communicable Diseases - Students	
JHCCA	Students - HIV, HBV and AIDS	

PRESENTER / STAFF CONTACT:

Tiffany Shireman, Chief of Staff



Code: EBBA
Adopted: 6/20/02
Readopted: 6/23/11
Orig. Code: EBB

Student Health Services**

Although the district's primary responsibility is to educate students, the students' health and general welfare is also an important Board responsibility. The Board believes school programs should be conducted in a manner that protects and enhances student and employee health and is consistent with good health practices. A health services plan shall be developed, implemented, and updated annually. The plan shall describe a health services program for all students at each facility that is owned or leased where students are present for regular programming.

The district shall maintain a written prevention-oriented health services plan for all students. The health services plan will¹:

1. Explain available health care space that is appropriately supervised and adequately equipped for providing health care and administering medication or first aid;
2. Refer to available communicable disease prevention and management plan that includes school-level protocols²;
3. Outline a district-to-school communication plan³;
4. Provide information about health screenings, including immunizations and TB certificate requirements;
5. Describe how services for all students, including those who are medically complex, medically fragile or nursing dependent, and those who have approved 504 plans, individual education program plans, and individualized health care plans or special health care needs are managed⁴;
6. Integrate school health services with school health education programs and coordinate with health and social service agencies, public and private;

¹ For exact language and complete requirement, see OAR 581-022-2220(1).

² For specific protocol content requirements, see OAR 581-022-2220(1)(b).

³ For requirements of this plan see OAR 581-022-2220(1)(c).

⁴ For more information regarding these requirements see ORS 336.201 and 339.869, OARs 581-021-0037, 581-015-2040, 581-015-2045, 851-045-0040 – 0060, and 851-047-0010 – 0030.

7. Describe how hearing, vision and dental screenings are managed and/or verified for required students⁵;
8. Include a process to assess and determine a student's health services needs, including availability of a nurse to assess student nursing needs upon, during, and following enrollment with one or more new medical diagnose(s) impacting a student's access to education, and implement a student's individual health plan prior to attending school⁶;
9. Comply with OR-OSHA Bloodborne Pathogens Standards for all persons who are assigned to job tasks which may put them at risk for exposure to body fluids⁷;
10. Refer to adopted policy and procedures for medications in accordance with Oregon law⁸;
11. Include guidelines for the management of students who are medically complex, medically fragile, or nursing dependent as defined by ORS 336.201, including students with life-threatening food allergies and adrenal insufficiency while the student is in school, at a school-sponsored activity, under the supervision of school personnel, in before-school or after-school care programs on school-owned property, and in transit to or from school or school-sponsored activities⁹.

First Aid

~~In case of sudden illness or injury to a student or a member of the staff, first aid will be given by school staff. Further medical attention to students is the responsibility of the parents or guardian, or of someone the parents or guardian designates in case of emergency.~~

~~Each unit manager is charged with providing for the immediate care of ill or injured persons within his/her area of control.~~

~~Staff members shall report self administered first aid treatment to an immediate supervisor.~~

~~In each building, procedures for handling health emergencies will be established and made known to the staff. Each building and district vehicle will be equipped with appropriate first aid equipment. In compliance with Oregon Administrative Rules, each school shall have, at a minimum, at least one staff member with a current first aid card for every 60 students enrolled or an emergency response team per building. Such team shall consist of no less than six persons who hold current first aid/CPR cards and who are trained annually in the district and building emergency plans. Names of designated employees will be posted at each site.~~

⁵ For vision screening or eye examination or dental screening information see ORS 336.211 and 336.213.

⁶ For definitions for this policy see ORS 336.201.

⁷ OAR 437-002-0360 lists various health and safety regulations that apply in the employment setting.

⁸ Medication laws can be found in ORS 339.866 – 339.874 and OAR 581-021-0037; relevant Board policy includes JHCD/JHCDA - Medications.

⁹ For guideline requirements see OAR 581-022-2220(1)(k).

All employees are expected to know where first-aid supplies are kept in their work areas. Certain employees may be required to hold current first-aid cards.

END OF POLICY

Legal Reference(s):

[ORS 329.025](#)

[ORS 336.211 – 336.214](#)

[OAR 581-021-0590](#)

[ORS 332.107](#)

[OAR 581-021-0017](#)

[OAR 581-022-2050](#)

[ORS 336.201](#)

[OAR 581-021-0031](#)

[OAR 581-022-2220](#)

[ORS 336.204](#)

[OAR 581-021-0587](#)

[OAR 581-022-2515](#)

Every Student Succeeds Act, 20 U.S.C. § 7928 (2018).

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g (2018).

** As used in this policy, the term parent includes legal guardian or person in a parental relationship. The status and duties of a legal guardian are defined in ORS 125.005 (4) and 125.300 - 125.325. The determination of whether an individual is acting in a parental relationship, for purposes of determining residency, depends on the evaluation of the factors listed in ORS 419B.373. The determination for other purposes depends on evaluation of those factors and a power of attorney executed pursuant to ORS 109.056. For special education students, parent also includes a surrogate parent, an adult student to whom rights have transferred and foster parent as defined in OAR 581-015-2000.



Code: EBBB
 Adopted: 6/23/11
 Revised/Readopted: 4/24/14; 10/12/17; 6/14/18

Injury or Illness Reports

All injuries or illnesses¹, sustained by the employee while in the actual performance of the duty of the employee, occurring on district premises, in district vehicles, at a district-sponsored activity or involving staff members who may be elsewhere on district business will be reported immediately to a supervisor. Staff members will report self-administered first-aid² treatment and investigated. An Incident Report will be submitted within 24 hours to an immediate supervisor, the district’s risk management department. Reports will cover property damage as well as personal injury. All accidents involving employees, students, student and visiting public, or district property will be reported immediately to a supervisor, and investigated. Correctives measures will be considered and applied as practicable.

A written report will be submitted, in hard copy or electronically, within 24 hours to the district’s risk management department. Reports will cover property damage as well as personal injury.

In the event of a work-related³ illness or injury to an employee resulting in in-patient overnight hospitalization for medical treatment⁴ other than first aid, loss of an eye, amputation or avulsion⁵ the district’s risk management department shall report the incident to the Oregon Occupational Safety and Health Division Administration (OR-OSHA) within 24 hours after notification to the district of an per

¹ The Oregon Occupational Safety and Health Division provides: “Injury or illness” means an abnormal condition or disorder. Injuries include cases such as, but not limited to, a cut, fracture, sprain, or amputation. Illnesses include both acute and chronic illnesses, such as, but not limited to, skin disease, respiratory disorder, or poisoning (record injuries and illnesses only if they are new, work-related cases that meet one or more of the recording criteria). (OAR 437-001-0015(39))

² For employees, “first aid” means any one-time treatment and subsequent observation of minor scratches, cuts, burns, splinters, or similar injuries that do not ordinarily require medical care. Such one-time treatment and subsequent observation is considered first aid even though it is provided by a physician or registered professional personnel. (OAR 437-001-0015(34))

³ An injury or illness is work related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a preexisting injury or illness. (OAR 437-001-0700(6)) condition.

⁴ “Medical treatment” is the management includes managing or care of caring for a patient to combat for the purpose of combating disease or disorder. The following are not considered medical treatment: visits to a physician doctor or other licensed health-care professional solely for observation or counseling; diagnostic procedures, such as x-rays and blood tests, including administering prescription medications used solely for diagnostic purposes; and any procedure that can be labeled first aid according to OAR 437-001-0700(8)(d)(A)(iii).

⁵ Amputations and avulsions are only required to be reported if they result in bone loss. (OAR 437-001-0704(4))

OSHA injury and illness or injury record keeping and reporting requirements. Fatalities or catastrophes⁶ shall be reported⁷ to OSHA within eight hours.

All injuries or illnesses sustained by an employee, while in the actual performance of the duty of the employee or by a student or visiting public and accidents involving district property, employees, students or visiting public will be promptly investigated. As a result of the investigation any corrective measures needed will be acted upon.

The district risk management department will maintain records on injuries, illnesses, and accidents involving district property, employees, students or visiting public.

Monthly records will be maintained by Risk Management. An analysis of the data and trends will be made at least annually by the risk manager.

END OF POLICY

Legal Reference(s):

[ORS 339.309](#)

[OAR 437-001-0700](#)

[OAR 437-002-0360](#)

[OAR 437-001-0704](#)

[OAR 437-002-0377](#)

[OAR 437-001-0015](#)

[OAR 437-001-0760](#)

[OAR 581-022-2225](#)

Cross Reference(s):

EH - Electronic Data Management

GBE - Staff Health and Safety

⁶ “Catastrophe A “catastrophe” is an accident in which two or more employees are fatally injured, or three or more employees are admitted to a hospital or an equivalent medical facility. (OAR 437-001-0015(11))

⁷ Reporting must be done in person or by telephone. (OAR 437-001-0704(3))



Code: GBEB
Adopted: 5/02/13
Revised/Readopted: 10/25/18; 12/10/20

Communicable Diseases – Staff in Schools

The district shall provide reasonable protection against the risk of exposure to communicable disease for students and employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the *Communicable Disease Guidance for Schools* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA).

A student or

~~An employee may will not attend or work at a district school or work, respectively, facility while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that the student or employee has or has been exposed to any disease for which exclusion is required in accordance with law. The district may provide an educational program in an alternative setting. Services will be provided to students as required by law. and per administrative regulation GBEB-AR Communicable Diseases—Staff.~~

Employees shall comply with all other measures adopted by the district and with all rules adopted by Oregon Health Authority, Public Health Division, and the local health department.

The district shall protect the confidentiality of each student's and employee's health condition and record to the extent possible and consistent with federal and state law.

~~Employees shall provide services to students.~~ In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator ~~may~~ shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

~~The district shall protect the confidentiality of an employee's health condition and record to the extent possible and consistent with federal and state law.~~

The district will include, as part of its general emergency plans plan, a description of the actions to be taken by district staff in buildings and by the ease of a declared public health emergency or other catastrophe that disrupts district in response operations.

~~The superintendent will develop administrative regulations necessary to medical emergencies. implement this policy.~~

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 431.150 - 431.157](#)

[ORS 433.001 - 433.004](#)

[ORS 433.010](#)

[ORS 433.110](#)

[ORS 433.235 - 433.284](#)

[OAR 333-018](#)

[OAR 333-019-0010](#)

[OAR 333-019-0014](#)

[OAR 581-022-2220](#)

[OAR 581-022-2225](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance for Schools*. Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2023). Health Insurance Portability and Accountability Act of 1996, 42 U.S.C. §§ 1320d to -1320d-8 (2018); 45 C.F.R. Parts 160, 164 (2023).

Cross Reference(s):

JHCC - Communicable Diseases – Student



Code: JHCA
 Adopted: 3/03/05
 Revised/Readopted: 1/17/13; 4/24/14; 1/08/15;
 12/12/16
 Orig. Code: JHCA

~~Student Medical/Physical Examinations, Vision Screening/Eye Examinations and Dental Screenings~~ **Medical Requirements for School Sports Participation****

~~Medical/Physical Examinations~~

~~The district recommends medical/physical examinations for each student entering district schools in kindergarten or students new to the district.~~

Students in grades 6 through 12 shall be required to have physical examinations performed prior to participation in extracurricular sports. Students who continue to participate in extracurricular sports in grades 7 through 12 shall be required to complete a physical examination once every two years, thereafter. Physical examination reports must be provided to the district using the School Sports Preparticipation Examination form disseminated by the Oregon School Activities Association (OSAA) prior to their participation. "Participation," as used in this policy means participation in sports practices and interscholastic sports competition. The physical examination must be conducted by a physician possessing an unrestricted license to practice medicine, a licensed naturopathic physician, a licensed physician assistant, a certified nurse practitioner or a licensed chiropractic physician who has clinical training and experience in detecting cardiopulmonary diseases and defects. ~~The examination should be performed no earlier than March 15 of the preceding school year.~~

~~Any participant who has an injury, significant illness or major surgery and has been under the care of a physician must have a written release signed by the physician before participation.~~

Student medical/physical examinations will be waived for students whose religion opposes such examinations. Such written requests must be on file at the school prior to the student practicing and/or participating in interscholastic sports.

Any participant who has an injury, significant illness or major surgery and has been under the care of a physician must have a written release signed by the physician before participation.

~~Vision Screening/Eye Examinations~~

~~The parent or guardian of a student who is 7 years of age or younger and is beginning an education program with the district for the first time shall, within 120 days of beginning the education program, submit a certification that the student has received:~~

- ~~1. — A vision screening or eye examination; and~~
- ~~2. — Any further examination, treatments or assistance necessary.~~

~~The certification is not required if the parent or guardian provides a statement to the district that:~~

- ~~1. — The student submitted a certification to a prior education provider; or~~
- ~~2. — The vision screening or eye examination is contrary to the religious beliefs of the student or the parents or guardian of the student.~~

Dental Screening

~~The district shall file in the student's dental health record any dental screening certifications and any results of a dental screening known by the district. The district will provide to the parent or guardian of each student, standardized information developed by the Oregon Health Authority's dental director regarding dental screenings, further examinations or necessary treatments and preventative care including fluoride varnish, sealants and daily brushing and flossing.~~

~~The parent or guardian of a student who is 7 years of age or younger and is beginning an education program with the district for the first time, shall submit a certification within 120 days of beginning the education program, that the student has received a dental screening within the previous 12 months.~~

~~The certification is not required if the parent or guardian provides a statement to the district that:~~

- ~~1. — The student submitted a certification to a prior education provider;~~
- ~~2. — The dental screening is contrary to the religious beliefs of the student or the parent or guardian of the student; or~~
- ~~3. — The dental screening is a burden for the student or the parent or guardian of the student in the following ways:
 - ~~a. — The cost of obtaining the dental screening is too high;~~
 - ~~b. — The student does not have access to an approved screener;~~
 - ~~c. — The student was unable to obtain an appointment with an approved screener.~~~~

~~The certification may be provided by a licensed dentist, a dental hygienist or a health care practitioner as defined by state law. The certification must include the:~~

- ~~1. — Student's name;~~

2. ~~Date of screening; and~~

3. ~~Name of entity conducting the dental screening.~~

A student who exhibits signs, symptoms or behaviors consistent with a concussion following an observed or suspected blow to the head or body, or who has been diagnosed with a concussion will not be allowed to participate in any athletic event or training on that day, unless an athletic trainer licensed by the Board of Athletic Trainers or a physician licensed pursuant to ORS 677.100 - 677.228 has determined the student has not suffered a concussion.² Except as allowed above, a student excluded for concussion reasons will not be allowed to return to participate in an athletic event or training until the following three conditions have been met:

1. It is not the same day as the student exhibited signs, symptoms or behaviors, experienced a blow to the head or body, or was diagnosed with a concussion;
2. The student no longer exhibits signs, symptoms or behaviors consistent with a concussion; and
3. The student has received a medical release form from a health care professional³.

A student who continues to participate in extracurricular sports in grades 7 through 12 shall be required to complete a sports examination once every two years, thereafter.

¹ The required form is available at <https://www.osaa.org/governance/forms>, a copy may be obtained from a school office, or a form generated by the medical provider may be used if it meets requirements of law in OAR 581-021-0041.

² For more information regarding medical releases for students in grades 9-12, see OSAA rules.

³ “Health care professional” includes a chiropractic physician, a naturopathic physician, a psychologist, a physical therapist, an occupational therapist, a physician assistant or a nurse practitioner who is licensed or registered under the laws of Oregon.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 336.213](#)

[ORS 336.479](#)

[OAR 581-021-0017](#)

[OAR 581-021-0031](#)

[OAR 581-021-0041](#)

OREGON SCHOOL ACTIVITIES ASSOCIATION, OSAA HANDBOOK.

Cross Reference(s):

IGDJ - Interscholastic Athletics/Activities

** As used in this policy, the term parent includes legal guardian or person in a parental relationship. The status and duties of a legal guardian are defined in ORS 125.005 (4) and 125.300 - 125.325. The determination of whether an individual is acting in a parental relationship, for purposes of determining residency, depends on the evaluation of the factors listed in ORS 419B.373. The determination for other purposes depends on evaluation of those factors and a power of attorney executed pursuant to ORS 109.056. For special education students, parent also includes a surrogate parent, an adult student to whom rights have transferred and foster parent as defined in OAR 581-015-2000.



Code: GBEB A
Adopted: 12/06/12
Revised/Readopted: 9/12/19

Staff - HIV, AIDS and HBV

The district will strictly adhere in its policies and procedures to Oregon law and Oregon Administrative Rules as they relate to staff infected with HIV, AIDS or HBV¹.

The district recognizes a staff member has no obligation under any circumstance to report a condition to the district and the staff member has a right to continue working.

If the staff member reports a condition to the district, strict adherence to written guidelines outlined by the staff member shall be followed.

These guidelines shall identify who may have the information, who will give the information, how the information will be given, and where and when the information will be given. All such information will be held in confidence in accordance with Oregon law.

Accommodations for a staff member infected with HIV, AIDS or HBV shall be the same as with any other illness.

END OF POLICY

Legal Reference(s):

¹ HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus

[ORS 243.650](#)
[ORS 342.850\(8\)](#)
[ORS 433.008](#)

[ORS 433.045](#)
[ORS 433.260](#)

[OAR 333-017-0000](#)
[OAR 333-018-0000](#)
[OAR 333-018-0005](#)
[OAR 581-022-2220](#)

DELETED

Student Health Services and Requirements

Student health services are provided to assist each student in learning, developing and maintaining a healthy body and mind.

While parents retain primary responsibility for the overall health of their children, during school they are assisted by the district's state-certified nurse, teachers, and administrators. The nurse, in collaboration with other educators, utilizes school health programs and services to contribute significantly to the attainment of full health and educational potential of each student.

The district shall provide:

1. One registered nurse or school nurse for every 125 medically fragile students;
2. One registered nurse or school nurse or one licensed practical nurse under the supervision of a registered nurse or school nurse for each nursing-dependent student; and
3. One registered nurse or school nurse for every 225 medically complex students.

The district may use the most cost effective means available to meet the above requirements.

The district shall maintain a prevention-oriented health services program which provides:

1. Pertinent health information on the students, as required by Oregon statutes or rules;
2. Health appraisal to include screening for possible vision or hearing problems;
3. Health counseling for students and parents, when appropriate;
4. Health care and first-aid assistance that are appropriately supervised and isolates the sick or injured child from the student body;
5. Control and prevention of communicable diseases as required by Oregon Department of Human Services, Health Services, and the county health department;
6. Assistance for students in taking prescription and/or nonprescription medication according to established district procedures;
7. Services for students who are medically fragile or have special health care needs;
8. Integration of school health services with school health education programs.

In accordance with the requirements of the Every Student Succeeds Act of 2015 (ESSA):

The district recognizes its responsibility to notify parents in advance of any nonemergency, invasive physical examination¹ or screening that is required as condition of attendance; administered and scheduled by the school in advance; and not necessary to protect the immediate health and safety of the student, or of other students.

Notification will be provided at least annually at the beginning of the school year or when enrolling students for the first time in school and will include the specific or approximate dates during the school year when such activities are scheduled or expected to be scheduled.

Parents shall have the opportunity to request their students be exempt from participation in vision or hearing screening. The district will abide by those requests. (OAR 581-022-1910)

END OF POLICY

Legal Reference(s):

[ORS 329.025](#)

[ORS 336.201](#)

[OAR 581-022-0705](#)

[OAR 581-022-1420](#)

[OAR 581-022-1440](#)

Protection of Pupil Rights, 20 U.S.C. § 1232h (2017); Student Rights in Research, Experimental Programs and Testing, 34 C.F.R. Part 98 (2017).

Every Student Succeeds Act of 2015, 20 U.S.C. § 8548 (2017).

Family Education Rights and Privacy Act, 20 U.S.C. § 1232g (2017).

DELETED

¹The term “invasive physical examination,” as defined by law, means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision or scoliosis screening. The term does not include any physical examination or screening that is permitted or required by state law, including physical examinations or screenings that are permitted without parental notification.



Code: JHCC
Adopted: 1/17/13
Revised/Readopted: 10/25/18; 12/10/20

Communicable Diseases – Student

(Recommend delete: the requirement for this policy was found in OAR 581-022-2220, which has since been revised and requirement removed in lieu of a new requirement for a Communicable Disease Plan. Refer to policy GBEB and GBEB-AR.)

The district shall provide all students reasonable protection against the risk of exposure to communicable diseases. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the *Communicable Disease Guidance* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA).

A student will not attend school in a district school or facility while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that a susceptible student has or has been exposed to any disease for which the student is required to be excluded in accordance with law and per administrative regulation JHDD-AR – Communicable Diseases – Students. If the disease is a reportable disease, the school nurse will report the occurrence to the local health department and alert the building administrator. The administrator will also take whatever reasonable steps necessary to organize and operate programs in a way which both furthers the education and protects the health of students and others.

The district may provide an educational program in an alternative setting for the protection of both the student who has a restrictable disease and the exposed student.

The district will include, as a part of its emergency plan, a description of the actions to be taken by district personnel in the case of a declared public health emergency or other catastrophe that disrupts district operations.

The district shall protect the confidentiality of each student’s health condition and record to the extent possible and consistent with federal and state law. In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

The superintendent or designee will develop administrative regulations necessary to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 431.150 - 431.157](#)
[ORS 433.001 - 433.526](#)

[OAR 333-018](#)
[OAR 333-019-0010](#)
[OAR 333-019-0014](#)

[OAR 333-019-1000](#)
[OAR 437-002-0360](#)
[OAR 437-002-0377](#)
[OAR 581-022-2220](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2020).
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2019).

Cross Reference(s):

GBEB - Communicable Diseases – Staff

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Code: JHCCA
Adopted: 1/17/13
Revised/Readopted: 10/24/13

Students - HIV, HBV and AIDS**

(Recommend delete: the requirement for this policy was found in OAR 581-022-2220, which has since been revised in lieu of a new requirement for a Communicable Disease Plan.)

The district will adhere strictly in policies and procedures to the Oregon Revised Statutes and the Oregon Administrative Rules as they relate to a student infected with HIV or HBV or diagnosed with AIDS¹.

The district recognizes a parent/guardian (student) has no obligation to inform the district of an HIV, HBV or AIDS condition and that the student has a right to attend school. If the district is informed of such a student, written guidelines shall be requested of the parent/guardian (student). These guidelines shall include who may have the information, who will give the information, how the information will be given and where and when the information will be given.

When informed of the infection, and with written permission from the parent/guardian (student), the district will develop procedures for formulating an evaluation team. The team shall address the nature, duration and severity of risk as well as any modification of activities. The team shall continue to monitor the student's condition.

Notification of alternative education programs shall be made to the parent or eligible student, if an HIV, HBV or AIDS student withdraws from school.

END OF POLICY

Legal Reference(s):

E

¹ HIV - Human Immunodeficiency Virus; HBV - Hepatitis B Virus; AIDS – Acquired Immune Deficiency Syndrome

[ORS 326.565](#)
[ORS 326.575](#)
[ORS 332.061](#)
[ORS 336.187](#)

[ORS 339.030](#)
[ORS 339.250](#)
[ORS 433.008](#)
[ORS 433.045](#)

[OAR 333-018-0000](#)
[OAR 333-018-0005](#)
[OAR 581-022-0705](#)
[OAR 581-022-1660](#)

OREGON SCHOOL HEALTH SERVICES MANUAL: COMMUNICABLE DISEASES APPENDIX IV. GUIDELINES FOR SCHOOLS WITH CHILDREN WHO HAVE BLOODBORNE PATHOGENS, OREGON DEPARTMENT OF EDUCATION 2012.

E L E T E