



MISSION: EMPOWERING EVERY STUDENT, ENRICHING EVERY MIND, TRANSFORMING EVERY FUTURE

VISION: TO BE A WORLD-CLASS EDUCATIONAL COMMUNITY WHERE ALL STUDENTS ARE PREPARED FOR FUTURE SUCCESS IN COLLEGE, CAREER, AND LIFE

DOCKET OF BUSINESS

March 9, 2026

Klamath Falls City Schools Lucile O'Neill Education Center Boardroom

1336 Avalon Street

Klamath Falls, Oregon 97603

REGULAR MONTHLY MEETING OF THE KFCS BOARD OF EDUCATION

For questions about accessibility or accommodations for persons with disabilities, or to request a translator, interpreter, or other communication aids, please contact Tara Bosse at (541) 883-4700 ext. 7123 or bosset@kfalls.k12.or.us

The board welcomes you to its monthly meeting. Public input is welcome and encouraged during the Public Comment segment of this meeting. All those wishing to address the board have previously submitted their comments which have been added into the official record.

1. **PRELIMINARY BUSINESS**
 1. Call to Order and Pledge of Allegiance
 2. Roll Call
 3. Public Welcome & Public Comment
 4. Superintendent's Comments

2

Engagement Summary

Klamath Falls City Schools
February 11, 2026

As we consider the future of Modoc Field, what are your thoughts on the proposal to name the Klamath Union High School track in honor of longtime coach and teacher Ken Coffman, and what impact do you feel his legacy has had on our community?



PARTICIPATION

Breakdown of Participation



3



249
Participants



140
Thoughts



2,886
Ratings



PARTICIPATION

Breakdown of Participation




Please select the KFCS campus you are part of. Select more than one if it applies.



229

Responses

%		Answer <i>(Multiple select)</i>
68%	(155)	Klamath Union High School
5%	(12)	Eagle Ridge New Tech High School
5%	(12)	Klamath Learning Center
24%	(55)	Ponderosa Middle School
6%	(14)	Mills Elementary School
15%	(35)	Roosevelt Elementary School
10%	(23)	Pelican Elementary School
8%	(19)	Conger Elementary School
2%	(5)	Klamath Home Learning Academy
3%	(7)	Klamath Early Childhood Development Center
13%	(29)	Klamath Basin Community




THOUGHTS


Key Thoughts




Ken Coffman track? Yes that would be appropriate. But please leave the field Modoc Field, as it is historic and a significant part of local history. Ken Coffman track? Yes that would be appropriate. But please leave the field Modoc Field, as it is historic and a significant part of local history.

4.3  (25 )
Ranked #1 of 140

Yes that would be wonderful He is a mentor to all youth! A positive and encouraging mentor and coach!

4.3  (23 )
Ranked #2 of 140

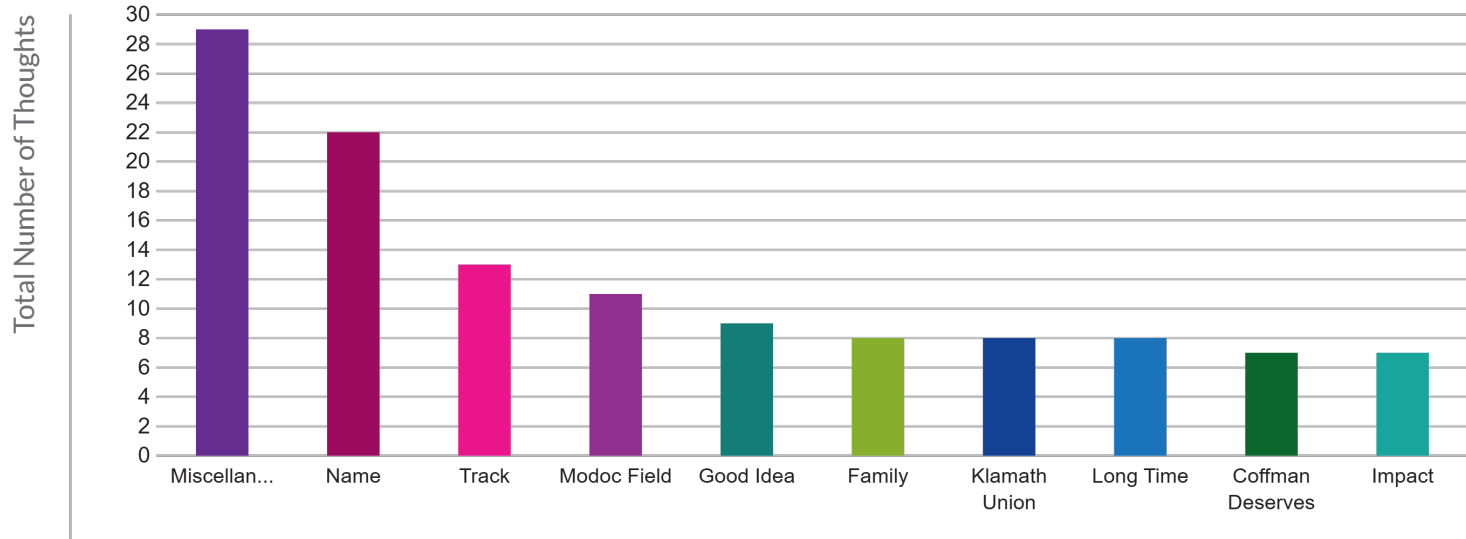
I like the idea He has had a great impact on our community

4.3  (26 )
Ranked #3 of 140



KEYWORD THEMES

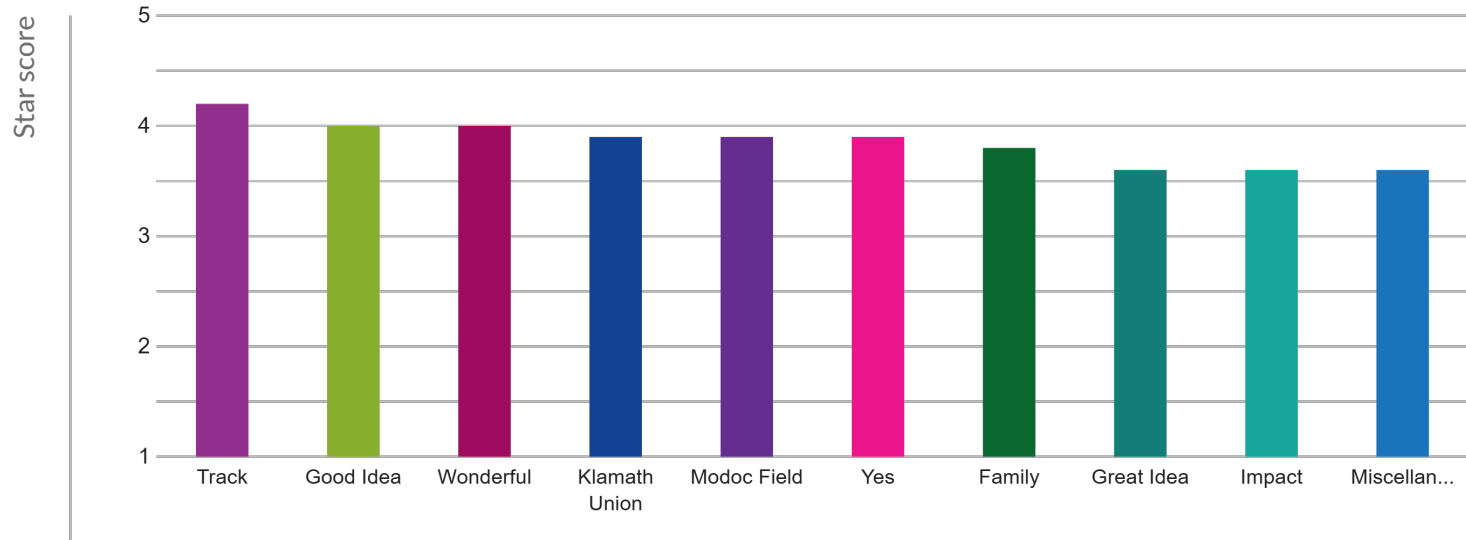
Top Themes by total thoughts





KEYWORD THEMES

Top Themes by star score





THOUGHTS Track



Do it! Ken dedicated MANY years to teaching and coaching students. His dedication to the Cross Country and Track programs has been unmatched

4.2  (24 )

I wholeheartedly agree with the proposal to name the track in honor of Ken Coffman. Ken was an influential teacher and coach at both KU and at OIT. His influence in the Basin should be remembered.

4.2  (21 )

The track should be named after Ken Coffman. I owe my 23 years of coaching both cross country and track to him. Ken was a father figure for me as I ran both sports for KU in 1986-1989. He is the reason I continued both in college and now currently coach both.

4.2  (21⁹ )



THOUGHTS

Good Idea



I love this idea. He's given SO MUCH to the students and teachers.

4.1  (22 )

I think it's a great idea. Coach Coffman was an amazing coach who spent countless hours not only training athletes but modeling what it means to be a good citizen

4.0  (27 )

Outstanding idea!

4.0  (21 )
10



THOUGHTS Wonderful



Great! Amazing way to honor a teacher who impacted the lives of students!

4.2  (21 )

I think it would be a great thing. Mr. Coffman had a huge impact on/in students life. He was a wonderful mentor and contributor to the past students a And their lives

4.0  (27 )

I think this is an amazing idea. Because Mr. Coffman had touched the lives of so many people in a positive way, it is a wonderful tribute to him.

3.9  (27 )
11



THOUGHTS

Klamath Union



Ken Coffman is a legend in Klamath falls, not just with the community but. With Klamath Union High School. He also is a great teacher and person. I believe this to be import because he is truly a great person and leader. He has taught me a lot about life! I love him! He is also my grandpa!!

4.0  (22 )

Can't think of a better person, Ken Coffman,, to be named in his honor for his longtime dedication at Klamath Union High School.

4.0  (18 )

12

Ken Coffman wasn't just a coach; for many, he was the heartbeat of Klamath Union High School (KUHS) athletics for decades Coffman's legacy lives on in KU athletics, favoring hard work and service over shortcuts. His "coaching tree" still sets the standard for excellence.

3.9  (28 )



THOUGHTS Modoc Field



Ken Coffman track? Yes that would be appropriate. But please leave the field Modoc Field, as it is historic and a significant part of local history. Ken Coffman track? Yes that would be appropriate. But please leave the field Modoc Field, as it is historic and a significant part of local history.

4.3  (25 )

Ken Coffman is a legacy. The Modoc field would stay the same, so no one needs to worry about that. Ken Coffman has blessed KU for decades. Let's honor him!

4.2  (20 )

I think the entire area should remain Modoc Field. But the TRACK part should be the Ken Coffman track. Modoc Field is Historic and has so many meanings to our people and community.

4.1  (26 )

13



THOUGHTS

Yes



Yes that would be wonderful He is a mentor to all youth! A positive and encouraging mentor and coach!

4.3  (23 )

YES! Ken Coffman has made huge contributions to our community and particularly KUHS and its athletics. He is a man of integrity and cares deeply for the school and its continued success. I can't think of a better person to name the track in his honor.

4.0  (21 )

Yes! Yes! Yes! He represents excellence, professionalism and mentorship.

3.6  (26 )

14



THOUGHTS

Family



I believe that honoring Ken and his family is very important. Naming it after his family as well as him would be even more appropriate. Ken was one on of one, but his family has continued his legacy of helping youth in our community. Therefore I suggest a name inclusive of his family.

3.9  (28 )

Do it! Ken Coffman and his family have supported this community for years and continue to be inveted. Upstanding individual!

3.9  (20 )

15

I would support this naming effort The Coffman family has made a lasting impact on track and field sports in our community, reaching further than just sports.

3.8  (24 )



THOUGHTS

Great Idea



Great Idea! He deserves to be recognized

3.9  (22 )

Great idea I believe Ken is a killer that deserves to be recognized

3.7  (25 )

Great idea!

3.4  (28 )



THOUGHTS Impact



I like the idea He has had a great impact on our community

4.3  (22 )

Coffman is inseparable from the ku track community. He impacted countless lives and created possibilities and a place of belonging for them.

3.8  (18 )

I think this could be a very impactful change. I think coach has made an impact on students, KU as a whole, and the running community in Klamath.

3.6  (26 )
17



THOUGHTS

Miscellaneous



A perfect idea. Mr Coffman was tough, fair, loving. Always. He challenged you and lifted you up after every inevitable misstep. A strong community starts with strong individual character and that's what Mr Coffman taught. He taught what was right in a tough and loving way

4.1  (24 )

Absolutely rename the track after Coach Ken Kaufman! As a KUHS alumni and who was taught & coached by Coffman, I believe that this is a well earned honor for somebody who has devoted 40 years to KUHS

4.1  (24 )

18

Ken coffman has had a great effect on many people and help mold them for their future Ken Coffman has impacted many people in good ways and molded them for the better

4.1  (22 )



DIFFERENCES

Great Idea | Name [68 | 28]



A and B rated high

The responses express unanimous support for naming the Klamath Union High School track in honor of Ken Coffman, recognizing his contributions as a coach and teacher. However, there is a strong consensus that Modoc Field should retain its historic name due to its significant local heritage and meaning to the community. The track, currently unnamed, could appropriately be designated as the Ken Coffman Track, while preserving the Modoc Field name for the broader area.



A and B rated low

The response to the proposal to name the Klamath Union High School track in honor of Ken Coffman is a brief inquiry, "Rob Coffman?" indicating a possible confusion or need for clarification regarding the name



A rated high, B rated low

The responses overwhelmingly support naming the Klamath Union High School track in honor of Ken Coffman, highlighting his significant contributions to the community through athletics and mentorship. Many respondents emphasize his positive impact on generations of students and athletes, noting his dedication, transformative influence, and the lasting legacy of the Coffman family in track and field sports. The proposal is seen as a fitting tribute to a respected coach and teacher who has touched many lives in a positive way.



A rated low, B rated high

The responses express skepticism and opposition to naming the Klamath Union High School track after Ken Coffman. Many respondents question his significance



DIFFERENCES

Great Idea | Name Modoc Field [40 | 34]



A and B rated high

The responses express strong support for naming the Klamath Union High School track in honor of Ken Coffman, recognizing his significant impact as a mentor and coach. However, there is a unanimous sentiment to preserve the historic name of Modoc Field, emphasizing its importance to local history and community identity. The proposal to name the track after Coffman is seen as a fitting tribute, acknowledging his legacy and contributions to the school and its students, while ensuring the field's name remains unchanged.



A and B rated low

The response to the proposal to name the Klamath Union High School track in honor of Ken Coffman is a brief inquiry, "Rob Coffman?" indicating possible



A rated high, B rated low

The responses overwhelmingly support naming the Klamath Union High School track after Ken Coffman, highlighting his significant impact as a coach and teacher. Many recall his unwavering support, positive attitude, and inclusive approach, emphasizing his role in encouraging students regardless of their talent. ²⁰ Coffman is praised for inspiring individuals to strive for personal growth and integrity, both as athletes and as community members. His legacy is seen as deserving of this honor, with respondents expressing gratitude for his influence on their lives and the broader community. The proposal is viewed as a fitting tribute to his contributions.



A rated low, B rated high

The responses reflect a range of opinions and



Thanks for participating

We'll be carefully considering what we learned and sharing our actions back with you.

- 5. Gifts to the District
- 2. **CONSENT AGENDA**
 - 1. Approval of Previous Month's Meeting Minutes (2-9-26) 23

Minutes of Regular and Executive Board Meeting Klamath Falls City Schools Board of Education

A Regular and Executive Board Meeting of the Board of Education of the Klamath Falls City Schools was held Monday, February 9, 2026, at 6:00 PM in the LOEC Boardroom and via a public digital Zoom meeting.

1. PRELIMINARY BUSINESS

1.1. Call to Order and Pledge of Allegiance – 6:00 PM

Presenter: Andrew Biggs, Board Chair

1.2. Roll Call

Presenter: Andrew Biggs, Board Chair

Board Members Present: Trina Perez, Nicole Trejo, Kathy Hewitt and Vanessa Bennett, Kelsey Bitzer and Andrea Jensen, Andrew Biggs

Cabinet Members Present: Keith Brown, Renee Clark, Fred Bartels, Daymond Monteith, and Dena Haudenschild

Others: Rod Heyen, Maureen Lundy, Brett Lemieux, Terry Bennett, Lisa Danskin, Aiden Jimenez, Robin Gray, Ethan DuBois, Lori Theros, Jaynee Coslet, Mark Ahalt, Olivia Fenner, Ashlynn Lemieux, Hope Moore, and Mike Moore

Zoom: Gretchen Knutson, Sara Johnson, Wendy Glidden, Becca Osterman, Tammy Ahalt, Betsy Neumann, Jane Cole, Amanda Blake, Michelle McCabe, Megan Risher, and Alyssa Pimentel

1.3. Welcome & Public Comment

Presenter: Andrew Biggs, Board Chair

The board welcomes you to its monthly meeting. Public input is welcome and encouraged during the Public Comment segment of this meeting. All those wishing to address the board have previously submitted their comments electronically or submitted their requests to speak prior to the start of this meeting which will be read into the official record.

Speaker: Mark Ahalt

Address: 3049 Lakeshore Drive, Klamath Falls

Mark Ahalt addressed the board to advocate for renewed efforts toward consolidation and collaboration between Klamath Falls City Schools and the Klamath County School District.

Key points from his comments:

- **Reflection on Past Effort:**

Ahalt shared that 16 years ago he helped lead a campaign to merge the two districts.

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While the effort was well organized, it was ultimately unsuccessful. He noted that community members have continued to ask when consolidation might occur.

- **Concern About Fragmentation:**
He stated that the current separation of districts results in a lack of unity and maximum effectiveness for students. He described the alignment as dysfunctional and emphasized that students would benefit from a more unified system.
- **Call for Board Collaboration:**
Ahalt encouraged both school boards to work together collaboratively to develop strategies that could strengthen administrative systems and unify community support. He commended board members who have already engaged in conversations about potential collaboration and urged that this dialogue become a visible and public goal within the next 2–5 years.
- **Belief That Timing Is Right:**
He expressed that conditions are more favorable now than in the past, citing:
 - Reduced resistance to change
 - A shared focus on improved performance
 - Community desire for greater unity
 - Leadership transitions, including a superintendent vacancy in the county district
 - Several administrators nearing retirement
- **Vision for a Unified District:**
Ahalt suggested that greater collaboration—or eventual unification—would improve services for students across the Klamath Basin. He emphasized that the community is “one community,” and public schools should reflect that shared identity.
- **Supporting Materials:**
He provided a list of nine anticipated improvements and efficiencies that he believes would result from forming a unified district (“KUSD”).

He concluded by thanking board members for their service and encouraging them to pursue this effort.

1.4. Superintendent’s Comments

Presenter: Keith Brown, Superintendent

Summary – Superintendent Brown’s Comments

Superintendent Brown provided an update on progress toward the 2025–26 Superintendent Goals and several district initiatives:

1. Ponderosa Middle School Feasibility Study

- Status: Active and ongoing.
- Due to the facility’s location on an active fault line and the likelihood of significant rebuild or repair needs in coming years, the district is evaluating options.
- Following a physical feasibility study by Pivot Architecture, the district is prioritizing community engagement.

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- Analysis is underway to determine whether repairing the existing building or constructing a new facility on district-owned land is more viable.

2. *Capturing Kids' Hearts (CKH) Implementation*

- The district continues implementing the CKH framework to strengthen school culture.
- Schools are using implementation surveys to assess tools such as “Good Things” and social contracts.
- Goals include improving teacher-student relationships, reducing discipline incidents, and increasing attendance.

3. *Support for 2024–25 Curriculum Adoptions*

- Ongoing monitoring and professional development are focused on ensuring fidelity of implementation following last year’s curriculum adoptions.
- Preliminary data for the Class of 2025 shows a 9% increase in graduation rates, indicating positive impact from academic interventions and career supports.

4. *KLC Relocation*

- The Klamath Learning Center (KLC) has successfully relocated to the Eagle Ridge New Tech High School campus for 2025–26 and beyond.
- KLC occupies the north wing with a dedicated entrance.
- Students now have access to upgraded facilities and expanded Career & Technical Education (CTE) opportunities.

5. *Collective Bargaining Agreements*

- Negotiations are ongoing, with a focus on maintaining staff excellence and competitive compensation within 2025–27 state budget constraints.
- KFEA and Non-Union Groups: agreements were settled prior to winter break.
- KFACE: negotiations are ongoing; the district’s current compensation offer remains higher than comparable local settlements for paraprofessional groups.
- CPOKF: bargaining is scheduled to begin this spring.
- The district reports its compensation offers remain higher than comparable local professional settlements.

Additional Updates:

- Board Meeting Focus: Meetings will shift to emphasize curriculum and instruction in alignment with the strategic plan. Student board reports will be limited to three minutes, and Fred Bartels will provide monthly curriculum highlight reports.
- District Equity Committee: Four student volunteers have joined the committee and will attend their first meeting this Wednesday. The committee plans to finalize its mission statement while incorporating student perspectives to enhance educational experiences districtwide.

Superintendent Brown concluded his report following these updates.

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1.5. Gifts to the District

Presenter: Andrew Biggs, Board Chair

No gifts this month.

2. **CONSENT AGENDA**

Presenter: Andrew Biggs, Board Chair

2.1. Approval of Previous Months Regular Board Meeting Minutes (1-12-26)

2.2. Approval of Work Session Minutes (2-2-26)

2.3. Approval of Current Agenda

2.4. Approval of Personnel Agenda

Summary – Consent Agenda Discussion and Action

The board moved to the **Consent Agenda**, which includes routine items previously reviewed during a work session.

Before approving the agenda, a board member Kelsey made a motion to place an item on a future meeting agenda to open a discussion (no vote) regarding the potential unification of city and county school districts, prompted by the public comment.

- A motion and second were made.
- The board voted, and the motion passed, directing that the topic be scheduled for discussion at a future meeting (as feasible next month, March).

The board then reviewed the Consent Agenda items, which included:

- Minutes from last month's meeting
- Minutes from the February 2 work session
- The current meeting agenda
- The personnel agenda

A motion was made and seconded to approve the Consent Agenda as printed. The board voted, and the Consent Agenda was approved.

MOTION 1: Kelsey Bitzer made a motion to move the public comment to a future meeting for a discussion, Vanessa Bennett seconded the motion.

DISCUSSION: Kelsey asked that the public comment presented by Mr. Ahalt be discussed at a future board meeting, others agreed for the need for further discussion, Andrew then called for the vote.

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VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissentions. **The motion carried.**

MOTION 2: Kathy Hewitt made a motion to approve the consent agenda as presented, Nicole Trejo seconded the motion.

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissentions. **The motion carried.**

3. REPORTS

Presenter: Andrew Biggs, Board Chair

3.1. Klamath Union High School Student Report

Presenter: Hope Moore, KUHS student

Hope Moore provided updates on activities and initiatives at Klamath Union High School (KUHS):

- **Student Support Efforts:**
Counselors and staff are working to communicate options for students who were not successful during the first semester, though specific details of the support process were not provided.
- **Astronaut Visit (Update):**
A planned March 11 astronaut visit, organized as part of a senior project by Kinna Freid, has been postponed due to changes in the astronaut's launch schedule. It is unclear whether the visit will be rescheduled.
- **Forecasting & Course Selection:**
Preparations are underway for forecasting and course selection for the upcoming school year. YouScience is a big part of our system, as we do course selection.
- **Robotics Team Achievement:**
KUHS's inaugural competitive robotics team traveled to Salem for the first time in school history and earned third place in competition out of 40 teams.
- **Regional CTE Program Expansion:**
The Klamath Occupational Regional CTE Center at Sky Lakes served 72 students in four classes this year. A steering committee representing KFCS, KCSD, KCC, OIT, and Sky Lakes has developed a schedule for next year that is projected to serve 250–300 students in expanded offerings, including:
 - Medical Assisting
 - Certified Nursing Assistant (CNA)
 - Community Health Worker

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- First Aid and Beyond
- Patient Care

During board questions, Hope indicated she was unsure of some specific details regarding student intervention processes and the potential rescheduling of the astronaut visit. She concluded her report after responding to board member questions.

3.2. **Eagle Ridge New Tech High School Student Report** **Presenter: Aiden Jimenez; ERNTHS student**

Aiden presented the February student report for Eagle Ridge High School, highlighting academic performance, career and technical student organization achievements, attendance trends, and KLC updates.

Academic Achievement & Honor Roll

Eagle Ridge recognizes three honor roll categories:

- **Honor Roll:** 3.0–3.49 GPA
- **Grand Honor Roll:** 3.5–3.74 GPA
- **Principal’s Honor Roll:** 3.75–4.0 GPA

For first semester:

- 50% of freshmen
 - 25% of sophomores
 - 75% of juniors
 - 47% of seniors
- earned placement in one of the honor roll categories.

Additionally, 33% of seniors are enrolled in at least one college class through KCC during winter term.

FFA Achievements

Top performers at recent FFA events SEO District Invitational included:

- Aysha Hernandez – 3rd place (Job Interview, Southeast Oregon)
- Ella King – High Parliamentary Procedure Test (SEO District Invitational), Conduct of Meetings Team – 4th place, Parliamentary Procedure Team – 3rd place

FBLA Achievements

At the 2026 Regional Leadership Conference:

- Job Interview:
 - 1st – Kaylene McCool
 - 2nd – Noah Clayton

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- 3rd – William Taylor
- 4th – Teresita Wright-Jackson
- 5th – Gabriel Webb
- Customer Service: 1st – Noah Clayton
- Marketing: 2nd – William Taylor
- State Qualifiers:
 - Business Plan – Dominic Rose & Marcus Estep
 - Public Speaking – Silas Perez

Several students will advance to state competition.

Attendance Trends

- January attendance improved from 80% last year to 83% this year, a 3% increase.
- 37% of students achieved perfect attendance in January.

KLC (Klamath Learning Center) Updates

- 449 total courses completed in Semester 1.
- 196 of 627 Edgenuity classes completed year-to-date.
- 39 of 46 official GED tests passed during Semester 1.
- 11 KLC graduates in Semester 1 (7 GED graduates, 4 diploma graduates).

Agricultural Education

Thirty students (grades 8–12) participated in a hands-on agriculture field trip to S&R Sheep Ranch and Blessed Hope Goat Dairy, reinforcing classroom instruction in animal agriculture and highlighting the benefits of agricultural education.

Board members commended Aiden for his professionalism and dress and sought clarification regarding course completion data, which reflects successful completion of semester coursework in the online platform.

3.3. Ponderosa Middle School Student Report

Presenter: Olivia Fenner and Ashlynn Lemieux, Pondo 8th grade students

Ashlynn and Olivia presented highlights from Ponderosa Middle School, focusing on family engagement and student achievement.

Family Math Night

- Held January 13 and described as a strong success.
- Families participated in interactive math activities and learned games and strategies to support math practice at home.
- The event aimed to strengthen math skills through simple routines families can use together.
- Families rotated through stations, connected with teachers, and left with practical tools to immediately support learning.

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- A board member who attended praised the event as well-organized, engaging, and highly valuable for families.

Semester One Academic & Attendance Recognition

The presenters shared student recognition data:

- **Gold Card (158 students):**
 - 3.25 GPA or higher
 - 90% attendance or better
 - No major referrals
- **Silver Card (95 students):**
 - No failing grades
 - No major referrals
- **Honor Roll (203 students):**
 - 3.25 GPA or higher

They emphasized that these results reflect strong student effort and consistent support from staff and families. The students concluded by thanking the board and offering to answer questions.

3.4. School Improvement Report

Presenter: Fred Bartels, Director of School Improvement

Summary – Fred Bartels PowerPoint Presentation (School Improvement Update)

Fred Bartels thanked the board for making school improvement updates a regular agenda item and explained how the district's improvement work aligns with the board's five strategic priorities and the Portrait of a Graduate (learning explorers, civic stewardship, critical thinking, interpersonal skills, and academic growth).

Implementation Science: How KFCS is Driving Improvement

Bartels introduced implementation science as the study/practice of reliably putting effective practices into place, emphasizing that real improvement requires changing adult practices, which is difficult without strong systems. He used a medical handwashing example to show that change happens when systems make expectations clear, provide monitoring, feedback, modeling, and celebration.

KFCS Improvement Cycle (aligned to implementation science)

1. Select clear implementation goals (KFCS chose two).
2. Define the adult practices to change.
3. Train and support staff.
4. Monitor implementation regularly (learning walks) and provide feedback.
5. Celebrate progress and repeat the cycle.

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Focus Area 1: Capturing Kids' Hearts (CKH) to Improve Attendance and Behavior

Goal: Improve attendance and reduce behavior incidents by strengthening student–adult relationships.

Training status:

- ~95% of staff trained overall
- 100% of teachers trained
- ~92% of classified staff trained (turnover and scheduling noted as factors)

Monitoring: District conducts learning walks 3 times/year (fall, winter, spring) to measure implementation and share feedback.

Implementation growth (examples):

- “**Meet and Greet**” (goal: greet $\geq 80\%$ of students): increased from ~46% to 80%.
- “**Good Things**” (brief positive share at start of class): increased from 72% to 90%.

Early outcomes (districtwide, semester 1 comparisons):

- Increased percentages of students with perfect attendance and those missing $<5\%$ of school days (example noted: 30.8% to 35% in the $<5\%$ category).
- Decreases in chronic absenteeism (10–20% and 20%+ missed).
- Elementary attendance improved compared to the last two years; middle school improvement was clearer in December and January; high school attendance improved compared to the previous two years.
- Behavior: students with at least one major referral decreased from 16% to 14%; students with 3+ minor referrals increased from 8% to 9% (Bartels suggested this could reflect a shift from majors to minors).

Board discussion: Members asked about instructional time impacts of CKH routines (e.g., “Good Things” taking time in middle/high school). Bartels responded that routines are designed to be brief (about 3 minutes) and that relationship-building reduces disruptions and increases engagement, ultimately improving learning time.

Focus Area 2: Evidence-Based Instructional Practices (Academic Rigor)

Schools selected a specific instructional strategy to improve learning:

- **Elementary:** Reading comprehension (after prior focus on fluency/foundational skills).
- **Ponderosa:** “Opportunities to Respond” — building frequent student responses (writing, partner share, quick checks) to increase engagement and retention; monitored through learning walks.
- **KUHS & Eagle Ridge:** Explicit vocabulary instruction across content areas, especially to support students impacted by poverty-related vocabulary gaps.

Example: Implementation Science “Saved” Early Reading Adoption (UFLI)

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Bartels described using EasyCBM data (fall/winter/spring) to monitor both intervention needs and “core health.”

- With the old curriculum, fall-to-winter average percentile change was -2.36 (students falling behind).
- First year of UFLI/Bookworms unexpectedly worsened to around -3, prompting a review.
- The district refined monitoring from “are you teaching it?” to “are you teaching it as intended?” and discovered over-scaffolding reduced student independence.
- After adjusting training and expectations, the district saw an improvement of about +3 percentile points year-to-date, showing the value of monitoring and course correction.

Exploring the Houston ISD “NES” Model for School Turnaround

At the board’s request, Bartels introduced the New Education System (NES) model from Houston ISD, viewed through the lens of Mills Elementary and Ponderosa, where long-term achievement trends have been flat/low over many years (worse post-COVID). He stressed this is not about teacher effort, but about the challenge of serving higher-need student populations and the need for systemic redesign.

NES components described:

- Standardized curriculum
- Structured lesson planning
- Additional instructional support
- Expanded enrichment
- Increased professional development

Houston-reported results shared: Increased A/B campuses, elimination of F-rated campuses, and large reductions in D/F campuses over two years.

KFCS status: Exploratory phase (no decision yet).

- Learned about NES in early October; engaged Mills/Ponderosa leaders later in October.
- Houston administrators met virtually with KFCS in November.
- Funding request submitted to ODE: estimated \$500K per year (requested \$1.5M over three years).
- Reported progress: about \$200K per school secured so far for next year (partial funding).
- Upcoming: a team visit to Houston schools, and later a trip including board members. Bartels will report back afterward.

Board concerns/questions included: sustainability, risk vs. benefit, staffing/teacher retention and recruitment, what happens if funding ends, whether partial implementation is possible (Bartels: **yes**), and whether this could be framed as a pilot for the state (Bartels: he is pursuing that angle). One board member expressed strong optimism based on podcasts/interviews and emphasized the importance of measurable improvement in reading and math.

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Looking Ahead: Planned Future School Improvement Reports

Bartels outlined tentative monthly topics:

- **March:** Elementary intervention systems (including after-school).
 - **April:** Middle/high school intervention systems (including “9th grade on-track”).
 - **May:** Implementation update + elementary report card revisions.
 - **June:** End-of-year progress report.
- He invited board members to email suggestions for other topics.

Fred concluded by thanking the board for the opportunity to share the district’s school improvement work.

3.5. Monthly Financials

Presenter: Daymond Monteith, Director of Operations

Daymond reported that through the end of January 2026 (about 7 months into the fiscal year), the district’s budget is performing well:

- Revenues are trending slightly above budget.
- Expenses are trending slightly below budget.
- The district is projecting a modest ending fund balance.

He emphasized that about 80% of district spending is personnel-related, so any new programs that require added staff will significantly affect expenditures.

Daymond also shared a broader budgeting perspective:

- School systems show what they value through what they fund.
- The district can fund many initiatives, but not all at once— “we can pay for anything; we just can’t pay for everything,” meaning priorities must be set.
- If a program (referencing the earlier discussion about Mills and Ponderosa) is believed to materially benefit students, the district can potentially fund it by reprioritizing other spending.

Board comment and response: A board member noted that successful programs could increase enrollment (“head count”), which would bring in additional state funding and help offset costs. Daymond agreed, adding that growing enrollment is challenging and often tied to housing availability, but attracting students from neighboring districts, homeschooling, or charters can increase resources. He also connected improved outcomes to higher graduation rates as a key district goal. Daymond concluded with no further questions from the board.

4. NEW BUSINESS/ACTION ITEMS

Presenter: Andrew Biggs, Board Chair

Minutes of Regular and Executive Board Meeting Klamath Falls City Schools Board of Education

4.1. Appoint Budget Committee Members Presenter: Andrew Biggs, Board Chair

MOTION: Vanessa Bennett made a motion approve appointing budget committee members; Robin Gray, Jaynee Coslet, and Ethan DuBois, Nicole Trejo seconded the motion.

Summary – Swearing-In of Budget Committee Members

The board moved to appoint three applicants to the Klamath Falls City Schools Budget Committee:

- **Ethan Dubois**, member of the district Equity Committee
- **Robin Gray**, retired teacher living in Klamath Falls
- **Jayne Coslet**, current Budget Committee member seeking another three-year term

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

A motion was made and seconded to appoint all three applicants. After an opportunity for questions (none were raised), the board voted, and the **motion passed unanimously.**

The three appointees then took the oath of office together, affirming their willingness to serve on the Budget Committee and to adhere to district policies to the best of their abilities. They completed the required paperwork following the oath. The board thanked them for their willingness to serve.

4.2. Approval of the No-Build Easement for Winco Foods Presenter: Keith Brown, Superintendent

MOTION: Kelsey Bitzer made a motion to approve the no-build easement for Winco Foods, as presented, Kathy Hewitt seconded the motion.

Summary – Approval of No-Build Easement with WinCo Foods

The board considered approval of a no-build easement agreement with WinCo Foods.

Background:

During WinCo's city planning process, building placement changes required a 60-foot clearance area from their loading dock to the back of their property. As a result, WinCo

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requested that the district grant a 10-foot no-build easement extending 150 feet along the shared property line.

Under the agreement:

- The district cannot build a permanent structure within that 10-foot area.
- The district may still install fencing, playground equipment, sidewalks, and similar improvements.
- The superintendent noted the district has never built structures that close to a parking lot and does not foresee this as limiting future development.

A motion was made and seconded to approve the easement.

Board discussion included:

- Clarification about the 10-foot restriction.
- A concern about giving up property rights permanently.
- A comment suggesting the agreement could help maintain a positive relationship with a neighboring business.
- Clarification that the change resulted from planning adjustments and was not intentional.

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

After discussion, the board voted, and the **motion passed**, approving the no-build easement.

4.3. **Review and Approval of the 2026-2027 School Calendar** **Presenter: Renee Clark, Director of Human Resources**

Renee Clark presented the proposed 2026–27 school calendar, noting a key difference: the district will start school after Labor Day, which falls late that year.

MOTION: Kelsey Bitzer made a motion to approve the 2026-2027 school calendar as presented, Vanessa Bennett seconded the motion.

Reason for Later Start

- A school building retrofit requires additional summer construction time.
- Starting before Labor Day was not feasible.
- The county district will start before Labor Day.

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Calendar Considerations

Starting after Labor Day created scheduling challenges:

- Maintaining the current conference schedule (Wednesday–Thursday conferences with Friday off) would have required students to attend school during part of Thanksgiving break, which was deemed unpopular.
- Another option would have pushed the school year later into June, conflicting with Juneteenth and requiring teachers to return after students were dismissed.
- The presented calendar avoids those issues.

The district aims to align with the county calendar, when possible, though grading period structures differ.

Student and Teacher Days

- Student contact days: 173 (one more than recent years).
- The district meets required instructional hour requirements for all grade levels.
- This calendar includes three in-service days, compared to four this year.
- Teachers have 190 contract days, which include prep, conferences, in-service, and holidays.

Board Discussion Topics

- Concerns were raised about Oregon’s relatively short school year and potential connections to student outcomes.
- Discussion included snow days and whether remote learning should be used instead of fully canceling school.
- A question was raised about moving PLC/in-service time to Fridays instead of Wednesdays; administration expressed concern that Friday scheduling could negatively impact teacher attendance for professional learning.
- Board members discussed whether KFCS should evaluate how its calendar compares to other Oregon districts and possibly consider earlier August starts in future years.
- It was noted that starting earlier this year was not possible due to construction constraints.

A suggestion was made to revisit broader calendar alignment and structure in a future discussion outside of this year’s constraints.

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

4.4. Approval of Resolution #26-03, 2026-2027 Student Transfer Numbers **Presenter: Renee Clark, Director of Human Resources**

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Renee Clark presented the annual resolution establishing student transfer limits for the 2026–27 school year, noting that the proposed numbers are identical to last year’s approved limits.

MOTION: Kathy Hewitt made a motion to approve Resolution #26-03 for the 2026-2027 Student Transfer Numbers as presented, Nicole Trejo seconded the motion.

Transfer Parameters

- **Grades K–2:**
Transfers are capped to maintain class sizes at no more than 28 students. If a class exceeds 28, additional transfer requests cannot be approved.
- **Grades 3–5:**
Transfers are limited to a maximum class size of 32 students.
- **Grades 6–12:**
Unlimited transfers are permitted at the middle and high school levels.

Clark explained that these limits help prevent overcrowding and provide clear parameters for approving or denying transfer requests. Without established limits, the district would be required to accept transfer requests without discretion.

Board Discussion Highlights

- **Purpose:** To avoid overcrowding and maintain manageable class sizes.
- **Students moving into attendance areas:** Resident students are always enrolled, even if class sizes exceed transfer limits.
- **Revoking transfers:** Transfers can be revoked for failure to meet attendance or behavior standards, though the district has not had to remove students for capacity reasons in recent years.
- **Duration of transfers:** Once approved, a transfer remains valid through high school graduation unless the family requests a different school.
- **Siblings:** The district attempts to keep siblings together when possible but may work with families if one grade level is at capacity. Waitlists may be used when needed.

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

4.5. Approval of the SOESD 26-27 Local Service Plan **Presenter: Daymond Monteith, Director of Operations**

Daymond presented the Southern Oregon Education Service District (SOESD) 2026–27 Local Service Plan for board approval.

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MOTION: Kathy Hewitt made a motion to approve the SOESD 26-27 Local Service Plan as presented, Kelsey Bitzer seconded the motion.

Overview of SOESD

SOESD is a regional support agency serving school districts in Josephine, Jackson, and Klamath counties. It provides specialized services that are often impractical or inefficient for individual districts to operate independently.

A key example shared was occupational therapy services for students with disabilities. The district does not have enough demand to employ a full-time occupational therapist but is required to provide those services through IEPs. Contracting through SOESD allows the district to access these services as needed.

KFCS Allocation

- The district's allocation for 2026–27 is approximately \$1.5 million.
- About half is taken in direct services, primarily:
 - Special education services (e.g., occupational therapy)
 - School improvement support
 - Education technology support
 - General ESD administrative support
- The remaining portion (approximately \$800,000) is received as “cash in lieu of services,” which is deposited into the district's general fund and used at the district's discretion.

The district has increasingly opted for cash in lieu of certain services in recent years, especially when able to directly hire specialized staff such as speech-language pathologists and school psychologists.

Additional Context

- Some larger districts may opt out of portions of the ESD service plan if they can provide services internally.
- Smaller districts rely heavily on ESD services.
- State law requires approval by two-thirds of member districts by March 1.

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

4.6. First Reading of Policy Rewrite Section F

Presenter: Daymond Monteith, Director of Operations

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MOTION: Kelsey Bitzer made a motion to approve the policy rewrite of section F as presented, Trina Perez seconded the motion.

The board reviewed the next portion of the district's comprehensive policy rewrite, specifically Section F (Facilities). Administration noted that the revisions primarily involved tightening language and making minor updates, with no major substantive changes.

Board members discussed whether to table the item for a second reading to allow additional review time, given the length of the document and the full meeting agenda. It was noted that the changes did not appear controversial and were largely minor revisions.

After discussion, the board proceeded with action on Section F only (not Section G at this time).

DISCUSSION: Andrew Biggs recognizing the motion and second called for discussion, seeing none he called for the vote.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

5. OLD BUSINESS/ACTION ITEMS

Presenter: Andrew Biggs, Board Chair

5.1. Re-adoption of Policy BHD

Presenter: Daymond Monteith, Director of Operations

MOTION 1: Kathy Hewitt made a motion approve policy BHD-Board Member Compensation and Expense Reimbursement as presented, Andrew Biggs seconded the motion.

VOTE: Kathy Hewitt, voted aye. Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the negative. **The motion failed.**

DISCUSSION: The board discussed there was not enough information available to them to make the vote.

Summary – Discussion on Readopting Policy BHD (Board Compensation)

The board discussed Policy BHD, which relates to board member compensation.

Administration explained that recent Oregon legislation allows school boards, by resolution, to provide compensation (up to \$500 per month) to board members. The district's current policy does not allow compensation, only reimbursement for expenses (e.g., travel, conferences).

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The proposed policy revision would:

- Establish a framework allowing the board to adopt compensation in the future.
- Require specific procedural safeguards (multiple resolutions, conflict-of-interest precautions, opt-in/opt-out provisions) to comply with ethics laws.
- Not automatically implement compensation—only create the structure to allow it if a future board chose to do so.

It was clarified:

- Compensation would be a stipend (taxable income), not expense reimbursement.
- Portland Public Schools is currently the only Oregon district providing such compensation.
- The policy change is optional and not mandated by OSBA or state law.

A motion was made to approve policy BHD as it is, that motion failed.

A subsequent motion was made and approved to table the policy for further review and discussion next month, allowing board members additional time to consider the issue.

The item will be reconsidered at a future meeting.

MOTION 2: Kelsey Bitzer made a motion table policy BHD until the next board meeting in March, Vanessa Bennett seconded the motion.

VOTE: Nicole Trejo, Kelsey Bitzer, Andrea Jensen, Vanessa Bennett, Kathy Hewitt, Andrew Biggs and Trina Perez voted in the affirmative. There were no dissensions. **The motion carried.**

6. BOARD MEMBER COMMENTS

Presenters: 2025-2026 Board Members

Summary – Board Comment from Kelsey

- Kelsey gave a special shout-out to the choir and choir director for their recent performance at a Portland Trail Blazers game. She highlighted the unique and exciting opportunity this provided for students and praised the director's efforts to make the experience possible.
- She noted that choir and band programs are sometimes overlooked and emphasized that this was a meaningful and memorable experience for the students. She also acknowledged the many positive things happening across the district but wanted to specifically recognize this accomplishment.

Summary – Board Comment from Vanessa

Vanessa shared several comments and questions:

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Celebrations & Recognition

- Expressed excitement about KU's growing and improving robotics team, noting it appears sustainable and successful.
- Praised the FFA program, highlighting students' professionalism, competition success, and strong representation of the district. She asked that Mr. Bennett be commended.
- Gave additional praise to the recent Family Math Night, calling it well-organized, well-attended, and valuable for families of all ages. She emphasized the benefit of the instructional coach who supports teachers and encouraged continued investment in similar events.
- Recommended consistently collecting participant feedback (QR codes, comment forms) to evaluate effectiveness and guide future decisions.
- Added a supportive shout-out to the choir for their recent accomplishments.

Follow-Up Items

1. **Ken Coffman Track Dedication (KUHS)**
 - Asked about next steps in the process of potentially dedicating the KU track in Mr. Coffman's honor.
 - Discussion referenced board policy regarding naming facilities.
 - It was noted the superintendent could either form a committee or investigate and bring a recommendation forward.
 - Administration will review the policy and clarify the appropriate next step before the next meeting.
2. **School Grounds & Aesthetics**
 - Raised concerns about the appearance and upkeep of some district facilities (grounds, landscaping, trash, overall aesthetics).
 - Requested a future report on district maintenance and groundskeeping processes.
 - The board agreed to schedule a future update, likely from the maintenance supervisor, to provide a "state of the district" overview regarding facilities and grounds care.

Vanessa concluded by thanking the board for considering her comments.

Summary – Board Comment from Kathy

Kathy shared her appreciation for two recent board updates:

- She thanked Superintendent Brown for the thorough topics covered in the superintendent's report, noting that the information was greatly appreciated.
- She also thanked Fred Bartels (referenced initially as agenda grader) for beginning the regular school improvement reports, stating that she values those updates and feels they help fill an important information gap for the board.

Kathy expressed gratitude for both efforts.

7. CLOSING COMMENTS FROM BOARD CHAIR

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Presenter: Andrew Biggs, Board Chair

Andrew closed the meeting by expressing appreciation and highlighting several positive aspects of the evening:

- He thanked the student presenters from KU, Eagle Ridge, and Ponderosa, noting their professionalism and the value of hearing directly from students. He emphasized that these experiences are beneficial both for the students and for the board.
- He expressed strong appreciation for Fred Bartels' school improvement presentation, particularly the discussion of implementation science and the Houston model. Andrew noted that while specific programs like Capturing Kids' Hearts are important, he especially values understanding the problem-solving and implementation process behind district decisions.
- He highlighted the importance of examining what works, identifying what doesn't, and adjusting practices accordingly; using the UFLI example as a strong illustration of refining implementation to achieve better results.

Andrew concluded by emphasizing how valuable it is to see the district thoughtfully working through challenges and making progress.

8. ANNOUNCE EXECUTIVE SESSION AND RECESS PUBLIC MEETING

Presenter: Andrew Biggs, Board Chair

At the conclusion of regular business, the board moved into Executive Session at 8:11 PM pursuant to **ORS 192.660(2)(d)** to conduct deliberations related to labor negotiations. Media representatives were allowed to attend but instructed not to report on confidential discussions. The board noted that no decisions would be made during Executive Session and that open session would reconvene afterward.

9. EXECUTIVE SESSION

Presenter: Andrew Biggs, Board Chair

9.1. Labor Negotiations

Presenter: Renee Clark, Director of Human Resources

ORS 192.660(2)(d) to conduct deliberations related to labor negotiations.

Labor Negotiations: Administration noted ongoing bargaining updates with employee groups, including mediation scheduled later in the month and continued discussions regarding contract proposals. During executive session, the board received a detailed update on the status and possible trajectory of classified labor negotiations and discussed contingency planning and public communication.

10. ADJOURNMENT OF EXECUTIVE SESSION AND RETURN TO PUBLIC MEETING

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Klamath Falls City Schools
Board of Education**

Presenter: Andrew Biggs, Board Chair

Andrew adjourned the executive session at 9:12 PM and reopen public session.

11. ADJOURNMENT

Presenter: Andrew Biggs, Board Chair

Adjournment Time: 9:13 PM

Approved by: _____

Date: _____

DRAFT

2. Approval of Executive Session Minutes (2-9-26)
3. Approval of Current Agenda
4. Approval of Personnel Agenda

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3. **REPORTS**

1. Klamath Union High School Student Report
2. Eagle Ridge New Tech High School Student Report

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Eagle Ridge New Tech High School



Board Meeting Student Report - March 9, 2026

Academic Updates:

FFA: Conduct of a Business Meeting team 3rd at District, Parliamentary Procedure team 3rd at District, Aysha Hernandez 4th at District Job Interview, Christopher Hernandez 4th in Spanish Creed at Districts. Jessica Schei 1st, Zaydin Wilson 2nd, and Kaleb Heuy 3rd in the FFA information test. Jessica Schei elected as District Sentinel.

Last week was FFA Week. Chapters across the nation celebrated agriculture and FFA. We had dress up days, decorated the halls with agriculture and FFA Facts, gave away prizes for those who found the hidden sheep and placed 2nd at the District's Annual Ag Bash at Henley High School.

We are now getting ready to attend the State Convention.

FBLA:

FBLA Top Performers have completed all requirements to compete at FBLA State Leadership Conference in April. These requirements are in addition to qualifying at Regional competition. To prepare for state competition the following students will be presenting to various community partners.

- Will Taylor in Job Interview and Marketing
- Noah Clayton in Job Interview and Customer Service
- Kayleeann McCool Job Interview
- Gabriel Webb Business Concepts and Job Interview
- Teresitta Write in Job Interview
- Marcus Estep Business Plan
- Nafissa Zaki Public Speaking
- Silas Perez Public Speaking
- Shiyryn Kudabaeva Career Portfolio

Attendance Trends

- **Overall Monthly Comparison:** When comparing overall attendance to the same month last year, February 2025 showed an overall attendance rate of 80.38%, while February 2026 increased to 82.69%.

KLC Updates:

- 83 courses completed at KLC so far during S2
- 15 out of 17 GED tests passed so far during S2
- 14 total graduates YTD (6 Diplomas, 8 GEDs)

Eagle Ridge New Tech High School



Counseling:

NWEA MAP Testing: Nearly finished for all students. The results will help us plan support for students in Math and ELA. We are starting a new program called Edmentum ExactPath, which adjusts lessons to each student's level. Teachers were trained on the program last week.

Forecasting: Forecasting for next year will begin next week at Eagle Ridge.

High School Transition: Eagle Ridge and KU counselors have been working collaboratively to prepare students for their transition to high school next year. The process has been very positive and focused on ensuring students are placed in appropriate courses.

If time permits:

Career Technical Education (CTE)

Computer Applications: Students are developing job ready skills in the area of computer application in spreadsheets, documents, digital design and presentation tools.

Agriculture Science:

Introduction to Agriculture Class: Is working on a meat science unit which teaches them about the different cuts of meat, how to calculate grades and yields using carcass data. It will include touring Diamond S Meats and Howards Meats.

Animal Science: Is working on their digestive system unit. This will include learning about the different types of digestive tracks for livestock and poultry in addition to learning about animal nutrition. This unit will include 4 dissections.

Turf and Landscape Management: Students are learning how to read and draw a proper landscape drawing.

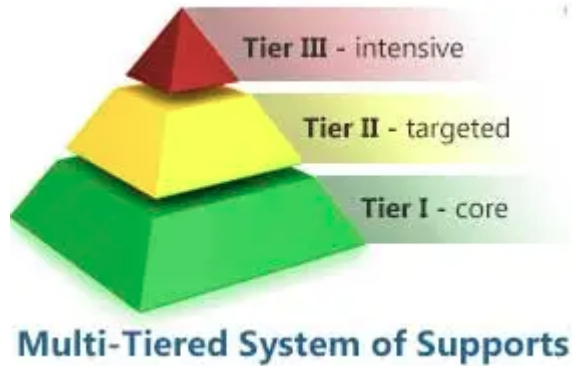
Forestry: Students are working on their current issue debate. They have completed research, interviewed stakeholders and are now putting together their arguments in preparation for their initial debate.

Design, Mechanics, and Welding: Are learning new skills everyday. Students are currently studying for the upcoming Agricultural Mechanics Career Development Event. This event includes knowledge on farm equipment, surveying, electric motors, welding, electrical sub panel wiring, and math.



Elementary School Multi-Tiered System of Supports (MTSS)

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Maureen Lundy
KFCS MTSS Lead and Instructional Coach

WHAT is a Multi-tiered System of Support?

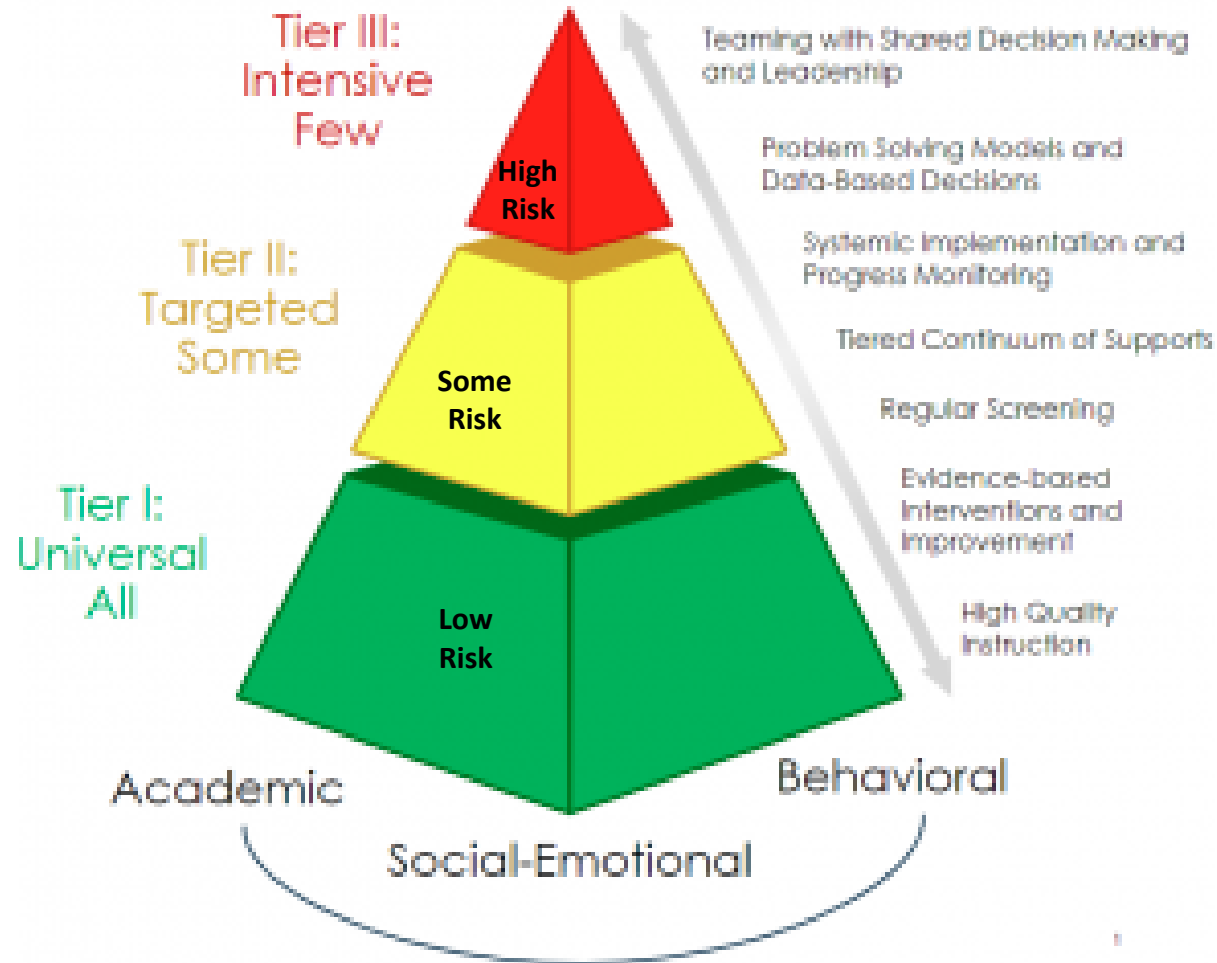
- MTSS is a PRO-ACTIVE educational framework that uses a universal screening assessment (easyCBM) and other data to provide supports for all students in academics, behavior, and social emotional learning.
- It is ONE system with three tiers of support. Tier I is the MOST IMPORTANT tier in the pyramid.
- Data-based decisions are made using evidence-based practices.
- You may have heard the term “Response to Instruction (RTI)”. RTI describes the academic portion of MTSS.

A Pyramid of Support

Tier I-Universal: ALL students receive the same general education; high-quality instruction in the classroom in which 80-90% of students understand and learn.

Tier II-Targeted: (some students): Targeted supports for small groups of students (no more than six in a group) who need extra support in reading and math; generally 10-15% of students.

Tier III- (few students) Individualized, specialized, and intensive supports for students who do not respond to Tier 1 or 2; typically 1-5% of students.

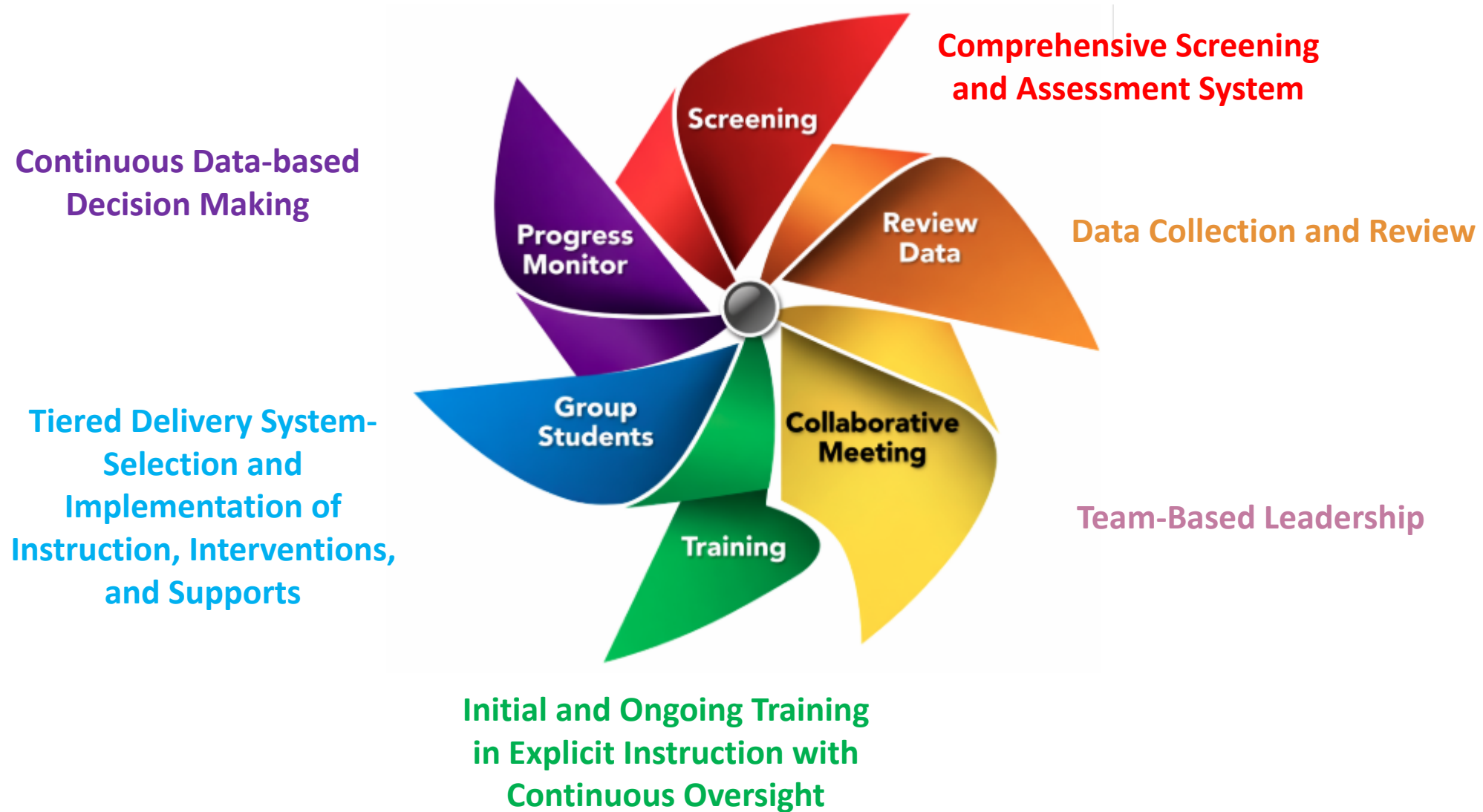


I am addressing primarily academics in this presentation though we do a similar process for behavioral and social-emotional needs.

WHY is using an MTSS Framework important?

- 1) It is proactive. There is a strong component of **prevention** in which we try and give extra instruction in core reading and math areas before the student is significantly behind.
- 2) Placement into small intervention groups is through **data-driven** processes and personalized.
- 3) Groups are **evidence-based** and designed to improve academics for all students.
- 4) By implementing MTSS, schools can provide **equitable access** to instruction.
- 5) Using the RTI process reduces the **over-identification of students for special education**.
- 6) This process creates **safe, supportive, and consistent learning environments**.

HOW do we Implement a MTSS Framework?



HOW do we Implement a MTSS Framework?

- 1) We use a **Universal Screener (easyCBM)** to assess all students educational needs.
- 2) We use this **data** to determine who is at risk of falling behind academically.
- 3) Teachers, Specialists, and the Principal meet in an **EBIS meeting (Effective Behavioral and Instructional Support)** three times a year to collaborate regarding⁵⁵ which students need support and what support they will receive.
- 4) Educational Support Professionals and teachers providing intervention support are **trained in explicit instruction** and routinely monitored for fidelity to the intervention program.
- 5) MTSS Lead Teachers at each school **create schedules and groupings** for students at-risk of falling behind.
- 6) All students receiving interventions are **Progress Monitored** (assessed) throughout the intervention cycle to ensure the intervention is producing positive student-learning outcomes.

Additional Considerations

- ❑ Intervention Groups are never more than six students and each school attempts to keep groups to four or less.
- ❑ Intervention Groups focus primarily on three finite skills: Phonemic Awareness, Phonics, and Fluency. These are skills that once you have attained them, they are known for life.
- ❑ Efforts are made to align interventions with Tier I classroom instruction so students can make smooth connections between the classroom and intervention sessions.
- ❑ Interventions can be delivered through a pull-out or push-in model. Students are never pulled from their classroom during core subject instruction. These times are built into the master schedule.
- ❑ At most schools, reading interventions are 45-minutes long and align with our DI Block (Designated Intervention) in the classroom. Consequently, EVERY student gets enrichment or support via the classroom teacher or an interventionist during this time.
- ❑ Math interventions occur during a 30-minute block also using the same model as reading interventions.
- ❑ Students who do not show growth during two intervention cycles (each cycle is 7-12 weeks) go through a process of extra scrutiny known as an Individual Problem Solving meeting with teachers, specialists, and parents to brainstorm extra steps to support the child.
- ❑ If the child continues to show little to no progress, the student may be referred for testing through the Special Education Department.



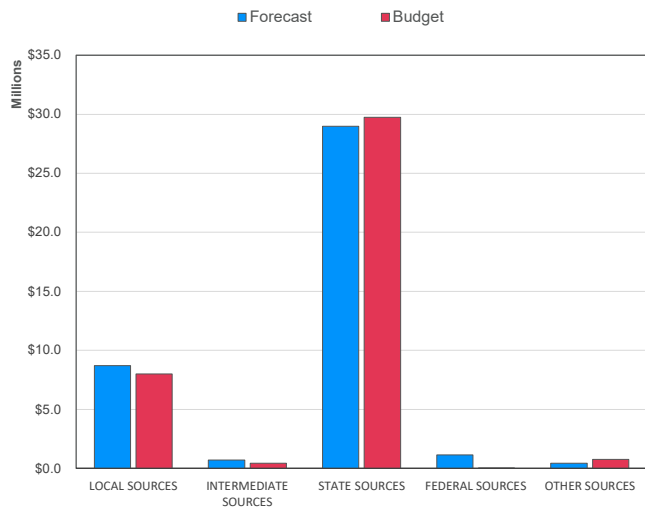
100 General fund | Financial Projection by Object

#N/A

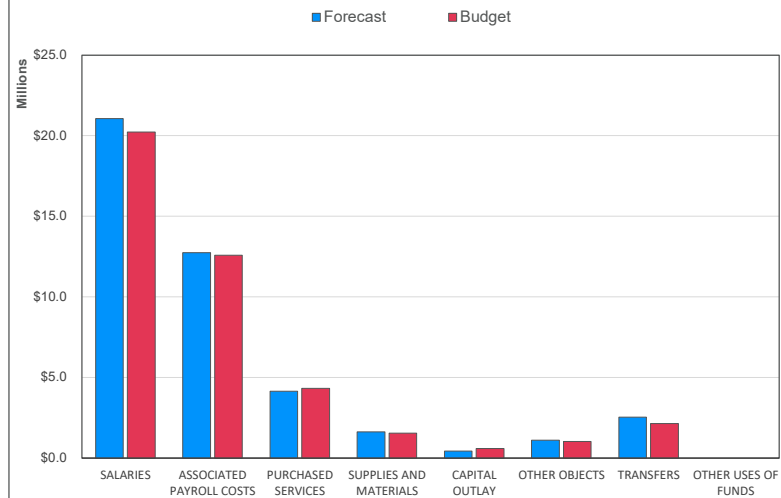
	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
Beginning Fund Balance	\$ 6,090,248	\$ 4,461,371	\$ -	\$ 4,461,371	\$ 3,437,402	\$ 1,023,969
REVENUES						
Local Sources	8,214,187	7,921,572	795,496	8,717,068	8,002,200	714,868
Intermediate Sources	307,001	437,542	268,943	706,485	435,000	271,485
State Sources	20,623,581	20,035,772	8,961,422	28,997,194	29,746,375	(749,181)
Federal Sources	92,308	1,101,296	35,000	1,136,296	35,000	1,101,296
Other Sources	125	-	441,662	441,662	752,500	(310,838)
TOTAL REVENUE	\$ 29,237,201	\$ 29,496,182	\$ 10,502,523	\$ 39,998,706	\$ 38,971,075	\$ 1,027,631
EXPENDITURES						
Salaries	\$ 10,873,034	\$ 12,334,349	\$ 8,715,384	\$ 21,049,733	\$ 20,232,010	\$ (817,723)
Associated Payroll Costs	6,608,391	7,324,428	5,420,857	12,745,284	12,578,086	(167,198)
Purchased Services	2,288,270	2,482,135	1,662,672	4,144,807	4,323,562	178,755
Supplies and Materials	955,787	1,097,938	513,002	1,610,940	1,536,271	(74,669)
Capital Outlay	544,722	207,307	224,278	431,584	581,634	150,050
Other Objects	843,277	1,028,030	67,012	1,095,042	1,031,160	(63,882)
Transfers	-	406,000	2,125,754	2,531,754	2,125,754	(406,000)
Other Uses of Funds	-	-	-	-	-	-
Other Expenses	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 22,113,481	\$ 24,880,187	\$ 18,728,958	\$ 43,609,145	\$ 42,408,477	\$ (1,200,668)
SURPLUS / (DEFICIT)	\$ 7,123,720	\$ 4,615,996	\$ (8,226,435)	\$ (3,610,439)	\$ (3,437,402)	
ENDING FUND BALANCE				\$ 850,932		

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Revenues by Source | Forecast vs. Budget



Expenditures by Object | Forecast vs. Budget





2025-2026 Klamath Falls City Schools
General Fund
YTD Overview - Revenue February 2026

YTD Local Sources

98.99% of Budget

Prior Year YTD: 88.36% of Actuals

YTD State Sources

67.36% of Budget

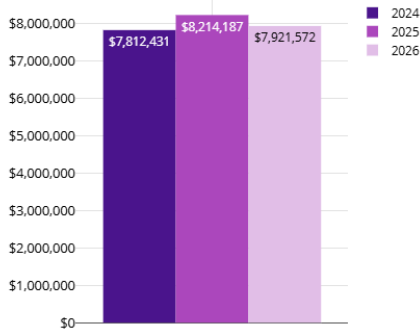
Prior Year YTD: 73.17% of Actuals

YTD All Sources (except 5400s)

75.69% of Budget

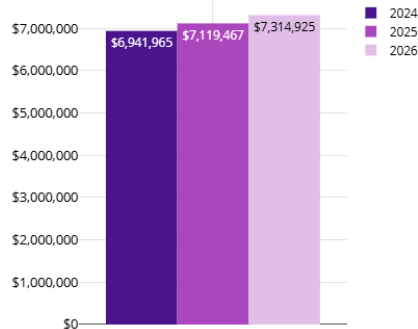
Prior Year YTD: 75.48% of Actuals

Local Sources (1000s)



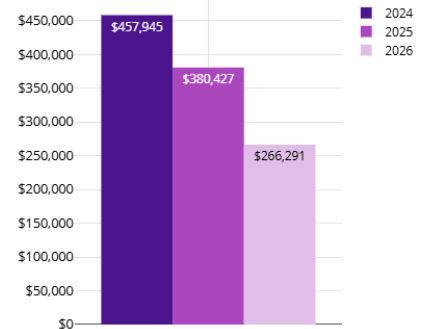
For the Period JUL - FEB

Property Taxes (1100s)



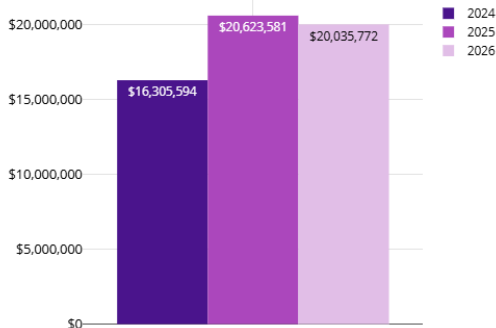
For the Period JUL - FEB

Interest Earnings (1500s)



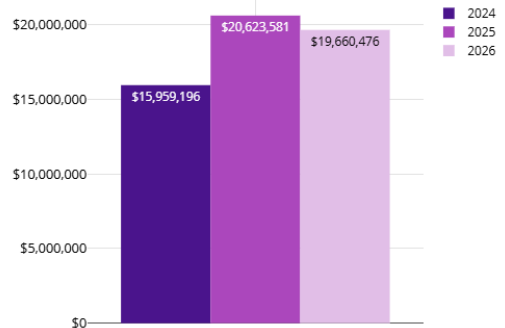
For the Period JUL - FEB

State Sources (3000s)



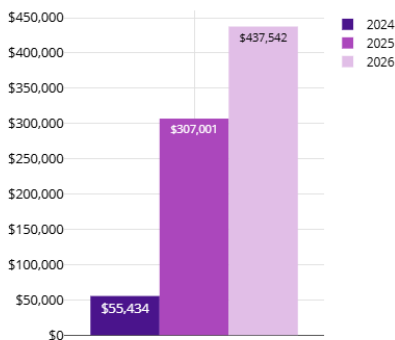
For the Period JUL - FEB

State School Fund (3101)



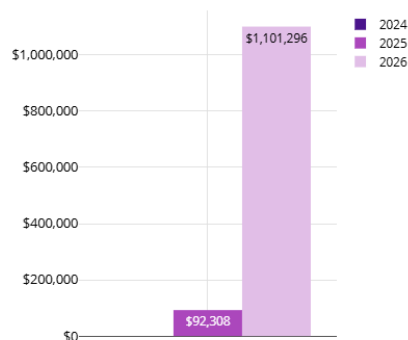
For the Period JUL - FEB

Intermediate Sources (2000s)



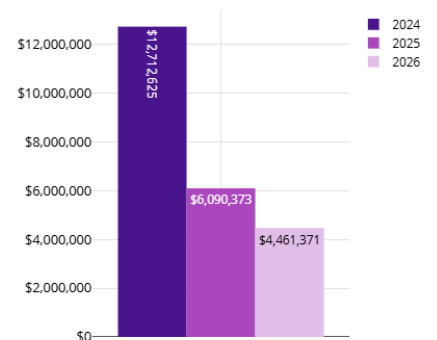
For the Period JUL - FEB

Federal Sources (4000s)



For the Period JUL - FEB

Other Sources (5000s)



For the Period JUL - FEB



2025-2026 Klamath Falls City Schools
General Fund
YTD Overview - Expense February 2026

YTD Salary and Benefits

59.92% of Budget

Prior Year YTD: 55.99% of Actuals

YTD Purchased Services

57.41% of Budget

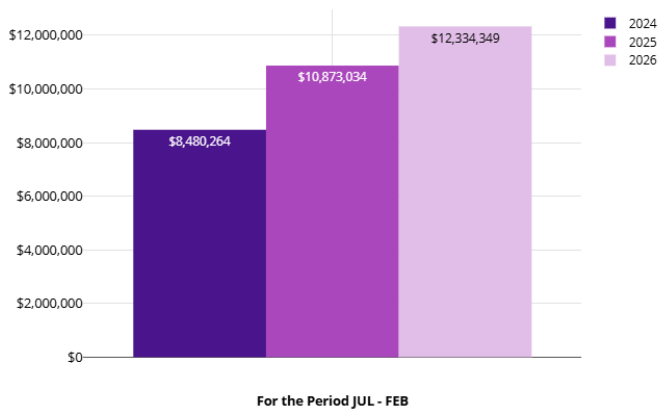
Prior Year YTD: 63.37% of Actuals

YTD Other Expenses

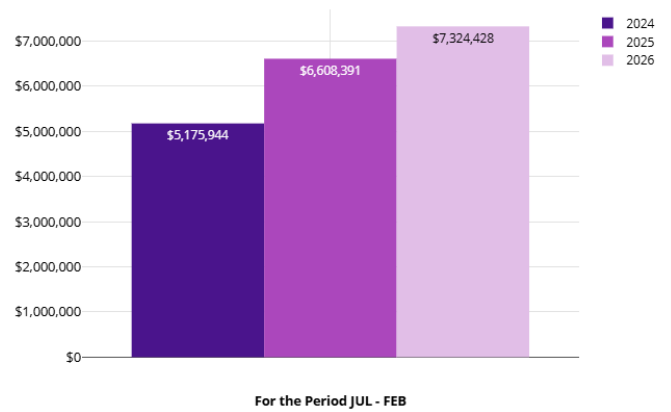
51.93% of Budget

Prior Year YTD: 73.28% of Actuals

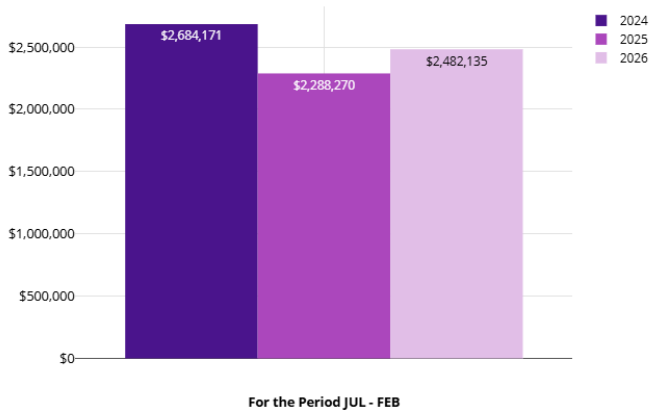
Salaries (100s)



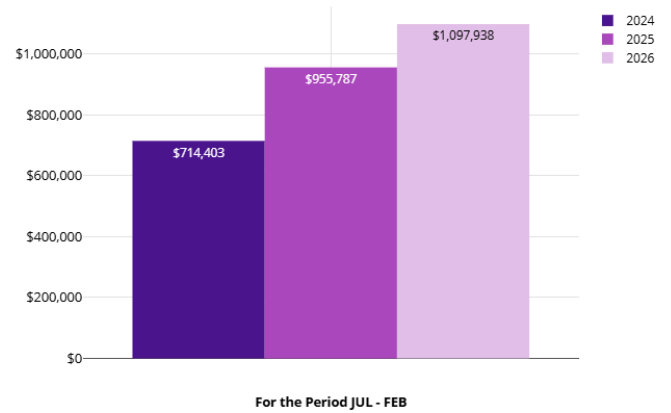
Benefits (200s)



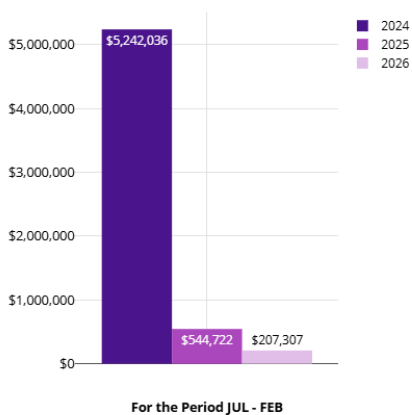
Purchased Services (300s)



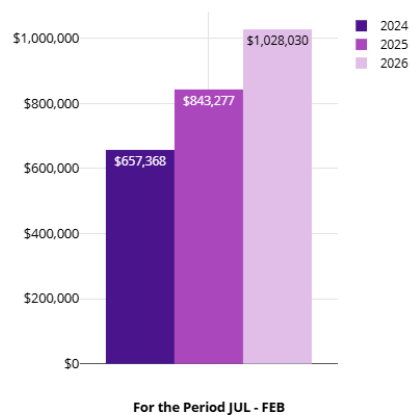
Supplies (400s)



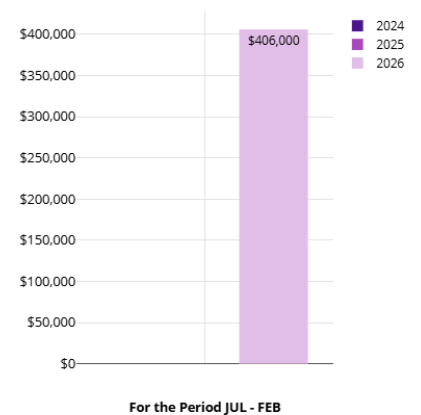
Capital Outlay (500s)



Other Objects (600s)



Transfers (700s)



100 General fund | Revenue & Expense Summary

	Period 1 Actual Jul '25	Period 2 Actual Aug '25	Period 3 Actual Sept '25	Period 4 Actual Oct '25	Period 5 Actual Nov '25	Period 6 Actual Dec '25	Period 7 Actual Jan '26	Period 8 Actual Feb '26	Period 9 Projected Mar '26	Period 10 Projected Apr '26	Period 11 Projected May '26	Period 12 Projected Jun '26	Projected 2025-26 Totals	Adopted 2025-26 BUDGET	Year-To-Date 2025-26 Actuals
REVENUES															
STATE SCHOOL FUND FORMULA:															
Local Taxes	69,117	46,868	35,519	21,208	5,020,466	1,816,913	143,110	161,725	102,602	58,152	40,119	163,100	7,678,898	7,100,000	7,314,925
County School Funds	-	13,042	19,594	-	-	-	3,345	7,293	4,666	256	758	15,959	64,914	35,000	43,274
State School Fund	4,918,173	2,458,598	2,458,766	2,457,274	2,456,364	2,455,563	2,455,213	525	3,433,970	2,342,106	2,964,581	104,966	28,506,099	29,361,993	19,660,476
Common School Fund	184,725	-	-	-	-	-	-	187,571	44,955	30,661	38,810	1,374	488,096	384,382	372,296
State Managed Timber	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SSF Formula Total	5,172,015	2,518,507	2,513,879	2,478,482	7,476,830	4,272,476	2,601,669	357,114	3,586,193	2,431,176	3,044,267	285,399	36,738,006	36,881,375	27,390,972
Local Sources (1000)	44,691	42,632	112,763	66,852	60,991	173,953	62,925	41,840	126,971	57,886	72,733	173,933	1,038,170	902,200	606,647
Intermediate Sources (2000)	-	-	-	-	-	-	394,268	-	53,327	2,928	8,660	182,389	641,572	400,000	394,268
State Sources (3000)	-	-	-	-	-	3,000	-	-	-	-	-	-	3,000	-	3,000
Federal Sources (4000)	-	-	-	2,414	1,092,593	6,289	-	-	-	17,176	17,824	-	1,136,296	35,000	1,101,296
Other Sources (5000)	-	-	-	-	-	-	-	-	439	1,080	440,144	-	441,662	752,500	-
Total Operating Revenue	5,216,706	2,561,139	2,626,642	2,547,748	8,630,414	4,455,718	3,058,862	398,954	3,766,491	2,509,604	3,144,563	1,081,865	39,998,706	38,971,075	29,496,182
Beginning Fund Balance (5400)	4,461,371	-	-	-	-	-	-	-	-	-	-	-	4,461,371	3,437,402	4,461,371
Total Monthly Revenues	9,678,077	2,561,139	2,626,642	2,547,748	8,630,414	4,455,718	3,058,862	398,954	3,766,491	2,509,604	3,144,563	1,081,865	44,460,077	42,408,477	33,957,554
CUMULATIVE RESOURCES	9,678,077	12,239,216	14,865,858	17,413,606	26,044,020	30,499,738	33,558,600	33,957,554	37,724,044	40,233,649	43,378,212	44,460,077			
EXPENDITURES BY OBJECT															
Salaries (100)	555,116	621,230	1,849,804	1,771,431	1,742,106	2,079,295	1,856,064	1,859,303	1,752,707	1,720,736	1,848,294	3,393,647	21,049,733	20,232,010	12,334,349
Employee Benefits (200)	345,448	388,131	1,081,792	1,051,009	1,087,965	1,189,878	1,090,813	1,089,391	1,058,549	1,065,313	1,133,363	2,163,631	12,745,284	12,578,086	7,324,428
Purchased Services (300)	284,051	215,017	253,807	350,411	318,800	377,595	275,248	407,207	424,087	336,183	414,891	487,511	4,144,807	4,323,562	2,482,135
Supplies & Materials (400)	308,304	138,240	225,267	143,438	80,399	72,113	71,425	58,752	113,049	129,972	163,758	106,223	1,610,940	1,536,271	1,097,938
Capital Outlay (500)	-	52,381	42,849	51,801	43,731	4,350	5,976	6,218	14,340	435,581	73,923	(299,567)	431,584	581,634	207,307
Insurance/Other (600)	81,639	713,124	73,759	30,053	21,795	50,600	31,000	26,060	16,791	9,436	31,089	9,696	1,095,042	1,031,160	1,028,030
Interfund Transfers (700)	350,000	-	-	-	-	-	-	56,000	-	2,106	4,102	2,119,546	2,531,754	2,125,754	406,000
Total Operating Expenditures	1,924,558	2,128,123	3,527,277	3,398,144	3,294,796	3,773,831	3,330,526	3,502,930	3,379,524	3,699,328	3,669,419	7,980,687	43,609,144	42,408,477	24,880,187
Contingency (810)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unapprop. Ending Fund (820)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Monthly Expenditures	1,924,558	2,128,123	3,527,277	3,398,144	3,294,796	3,773,831	3,330,526	3,502,930	3,379,524	3,699,328	3,669,419	7,980,687	43,609,144	42,408,477	24,880,187
CUMULATIVE EXPENDITURES	1,924,558	4,052,682	7,579,959	10,978,103	14,272,899	18,046,730	21,377,256	24,880,187	28,259,710	31,959,038	35,628,457	43,609,144			
Month-end Fund Balance	7,753,519	8,186,535	7,285,899	6,435,504	11,771,122	12,453,008	12,181,344	9,077,367	9,464,334	8,274,611	7,749,755	850,932			9,077,367

5. Discussion on Public Comment from February regarding District Consolidation
4. **NEW BUSINESS/ACTION ITEMS**
 1. Physical Education Proposal

64

Draft Proposal

Physical Education credit through sports participation.

Student-athletes participating in OSAA sanctioned sports can receive Klamath Union High School PE credit. The credit will be awarded in the manner of a **Pass/No Pass** grade. In order to earn credit students must meet the following criteria below:

- Start the sports season within the first week of scheduled practices
- Finish the sports season
- Be academically eligible the entire season
- Attend at least 80% of the practices and competitions

Students will NOT need to officially register for a class with their counselor. The administration and counselors will add an 8th period, "Team Sports" to the student's schedule if they choose to try to earn the credit. This 8th period class will NOT count towards the OSAA enrollment rule of being enrolled and will NOT count towards passing a minimum of 5 classes.

Students can earn .25 credits per sports season.

2. Consideration for the naming of the track at Modoc field

66

AI summary

Summary of ThoughtExchange on Naming the Track After Ken Coffman

****Overall Sentiment:****

- The majority of participants express strong support for naming the track after Ken Coffman, highlighting his significant contributions to the community and his lasting impact on students and athletes.

****Key Themes:****

1. **Legacy and Impact:**

- Ken Coffman is widely recognized for his dedication to Klamath Union High School (KUHS) athletics, particularly in track and field and cross country.

- Many participants shared personal stories of how Coffman positively influenced their lives, emphasizing his role as a mentor and role model.

- **Quotes:**

- "Coach Coffman embodies what it means to be 'competitive', and also how people transformation can happen on and off the field."

- "Ken Coffman calls us all to higher versions of ourselves as athletes and most importantly as individuals."

2. **Community Recognition:**

- Participants believe that naming the track after Coffman would be a fitting tribute to his decades of service and commitment to the school and community.

- There is a strong sentiment that his legacy should be preserved and celebrated for future generations.

- **Quotes:**

- "Naming the track in Mr. Ken Coffman's honor will ensure his lasting legacy and give recognition to his lasting contributions to the community."

- "Ken Coffman is a staple of the history of KU track and field."

3. **Concerns and Considerations:**

- Some participants raised concerns about changing the name of Modoc Field, emphasizing the importance of preserving its historical significance.

- A few responses suggested alternative ways to honor Coffman, such as naming an event or award after him, to avoid potential issues with renaming the field.

- **Quotes:**

- "The track is currently unnamed. It could be named Coffman track but the Name of Modoc field should stay."

- "An alternative could be to name an invitational track meet, or an award for individual athletes who embody certain traits after him."

4. **Diverse Opinions:**

- While support is predominant, a minority of participants questioned the necessity of naming the track after an individual, suggesting that recognition should be more inclusive of the broader community or cultural heritage.

- ****Quotes:****

- "Too much veneration of individuals. We name things after people not everyone knows about—why not something more related to the local culture or geography?"

- "We have enough stuff named after white guys. Exactly, why is it important to do it again?"

****Rating Insights:****

- The average rating of responses is generally positive, with many participants rating their support highly, reflecting a strong community endorsement for the proposal.

These quotes can help provide a more personal and direct connection to the community's views in the superintendent's message. If you need more quotes or further assistance, feel free to ask!

AI paragraph summary

The responses to the proposal of naming the Klamath Union High School track after Ken Coffman reflect a mix of strong support and some reservations. Many respondents praise Coffman's long-standing contributions to the community, his mentorship, and his positive impact on students and athletes, advocating for the honor as a fitting tribute. However, some express concerns about changing the name from Modoc Field, emphasizing its historical significance and cultural ties. Others question the necessity of naming the track after an individual, suggesting alternative ways to honor Coffman's legacy. Overall, the proposal garners significant support, with some calls for more information and consideration of broader community implications.

Klamath Falls City Schools

Title VI Indian Parent Committee

By-laws

ARTICLE I NAME OF ENTITY

The Klamath Falls City Schools name of the Indian Parent Committee (IPC) for the Title VI Indian education program, shall be the Klamath Falls City Schools Title VI Indian Parent Committee (IPC).

ARTICLE II PURPOSE

The IPC has been established to ensure planning, implementation, and evaluation of the operation of the supplemental Title VI programs for American Indian Students/ Native America/American students in the Klamath Falls City Schools occur in a consistent, sustained manner.

The establishment and the work of the IPC are to comply with the rules and regulations governing Title VI 20 U.S.C. §7401 et seq. In conjunction with home, community, and school support, the IPC will complete the following objective: STRIVE TO DEVELOP AND IMPLEMENT PROGRAMS AND ACTIVITIES TO ASSIST TITLE VI ELIGIBLE NATIVE AMERICAN STUDENTS TO DEVELOP AND IMPLEMENT PROGRAMS AND ACTIVITIES TO ASSIST TITLE VI ELIGIBLE NATIVE AMERICAN STUDENTS IN REACHING THEIR HIGHEST LEVEL OF ACADEMIC ACHIEVEMENT.

ARTICLE III POWERS AND DUTIES

SECTION ONE: POWERS

The IPC and the Klamath Falls City Schools recognize they must foster a positive and collaborative relationship in order to help facilitate academic success for Native students.

Section One – The IPC powers shall be:

Meet with Indian Education Department regularly to gather information to provide support and advice to Klamath Falls City Schools to assist them in understanding and meeting the academic, cultural, and wellness needs of Native American students.

Review the student, parent, and teacher needs assessment survey or questionnaire(s) and Indian pupil assessment results (specifically, hard data concerning student performance or achievement), and provide Klamath Falls City Schools with any potential recommendations to IMPROVE PROGRAMMING AND IMPLEMENTATION.

SECTION TWO: DUTIES

Duties of the IPC shall be:

1. Recommend to Klamath Falls City Schools a general plan for the allocation of Title VI Native American student-generated funding.
2. Recommend Title VI EASIE Application Part II Applications and budgets to be forwarded by the Indian Education Department to the Klamath Falls City Schools Superintendent and Board of Education for review and certification.
3. Assist Klamath Falls City Schools in recruitment of personnel and organizations to better meet the needs of Native American students.
4. Participate in at least one annual Public Hearing organized and hosted by Klamath Falls City Schools.
5. Recommend to Klamath Falls City Schools curricula, texts, materials, and methods to be used to better serve the educational needs of American Indian students.
6. Provide Klamath Falls City Schools with POTENTIAL EDUCATIONAL CONCERNS FROM NATIVE AMERICAN PARENTS/STUDENTS about unmet educational needs.
7. Assist in providing information and regular reports to respective Indian Tribes, Pueblos, Bands, and other Native communities.
8. Have access, in accordance with Klamath Falls City Schools confidentiality policies for all reports, evaluations, surveys, and other program and budget-related documents necessary for review, in order to carry out the committee's responsibilities.
9. IPC members shall not act or speak on behalf of the entire IPC as an individual; members should only represent their own viewpoint. All IPC members must have prior formal authorization by action (motion recorded in the minutes) to represent or speak on behalf of the IPC.
10. The IPC shall exercise its authority only during official IPC meetings.
11. IPC members are expected to attend **at least half** the meetings in entirety in order to establish a quorum, fully participate in the discussion, and to cast a vote.
12. IPC members shall receive training to gain knowledge and skills of their specific roles and responsibilities.
13. The IPC shall have no powers beyond those expressly set forth herein.
14. The IPC shall have no power to bind any member of the Klamath Falls City Schools to any debt, liability, or obligation in the absence of an express written authorization from Klamath Falls City Schools.
15. In addition, the IPC shall abide by all Klamath Falls City Schools official Board Policies and Administrative Procedural Directives, or similar.

**ARTICLE IV
MEMBERSHIP**

SECTION 1 - MEMBERSHIP OF IPC

AT LEAST THREE MEMBERS SHALL CONSTITUTE THE IPC MEMBERSHIP ROSTER consisting of at least one of the following members:

- (a) majority **(51%) parents, family members, and or guardians** of Indian children in the local educational agency's schools,
- (b) one Teacher or Counselor Representative,
- (c) high school student members who have a current ED 506 form with Tribal affiliation from a Federally or state recognized Tribe, and
- (d) Tribal Representative(s) on Indian lands located within 50 miles of any school that the agency may serve if such Tribes have any children with ED506 forms on file in such school.

IMPORTANT: The overall majority **(51%)** of the membership must be **parents, family members, and or guardians** of Indian children, e.g., the **parents, family members, and or guardians must outnumber the other members of the IPC.**

SECTION 2 - MEMBER DEFINITIONS

A Parent is defined as any person who is the parent or family member, as defined by Klamath Falls City Schools of an Indian student who has an ED 506 Form on file and is enrolled in the Klamath Falls City Schools.

The Teacher or Counselor(s) Representative is a person who is employed by Klamath Falls City Schools in either a Teacher or Counselor position. All Indian Education Department staff members are disallowed to serve.

A Student Representative is a person who has a compliant ED 506 Form on file and is actively enrolled and attending classes at a Klamath Falls City Schools high school served by the Title VI funded program.

A Tribal Representative is a representative(s) of Indian Tribes on Indian lands located within 50 miles of any school that the agency will serve if such tribes have any children in such school.

SECTION 3 - ELECTIONS

The election of IPC members shall be held during an open public meeting announced by the following: email message, text message, and website.

IPC members shall be nominated and elected at this open meeting by parents, family members, and/or relatives of Indian students attending Klamath Falls City Schools. Eligible members shall include:

- a. Parents of American Indian children attending Klamath Falls City Schools;
- b. Teachers and Counselors employed by Klamath Falls City Schools;
- c. American Indian high school student(s) attending the Klamath Falls City Schools; and
- d. Representatives of local Indian Nations/Tribes, Pueblos, Bands, and similar on Indian lands located within 50 miles of any school that the agency will serve if such tribes have any children in such school.

SECTION 4 – OFFICER/MEMBER TERMS OFFICE

Parent members will serve multi-year terms. All parent members will serve at least one term so long as their child(ren) are enrolled in Klamath Falls City Schools.

The Student Representative(s) will serve at least one term. The student representative must comply with all Klamath Falls City Schools student policies as addressed in the Klamath Falls City Schools Student Handbook, and maintain a GPA of 2.5, as determined by semester grades. The student may serve only as long as he/she is actively enrolled in Klamath Falls City Schools.

The Teacher or Counselor members will serve at least one term as long as she/he is employed as a Teacher or Counselor in Klamath Falls City Schools.

A term is defined as one Fiscal Years (FY) from July 1st to June 30th of the School year. All members will serve at least one term.

The IPC will elect three officers: Chairperson, Vice-Chairperson, and Secretary. The officers will be elected on an annual basis and serve at least one term. The election will take place at the first meeting of the required school year. Officers may serve more than one year.

SECTION 5 - VOTING RIGHTS

Each Committee member eligible to vote is entitled to one vote on business matters brought to a vote.

There must be a quorum 51% of IPC members for business to be taken to a vote. Otherwise, it can only be further discussed as old or new business.

SECTION 6 - ATTENDANCE

All members are required to attend at least half of the meetings for the school year.

SECTION 7 - TERMINATION OF MEMBERSHIP

Any member may be terminated from membership on the Committee for the following reasons:

The member who does not attend **at least half of the scheduled meetings** (i.e., work sessions, retreats, and emergency meetings) of the Committee for three (3) annual meetings (unexcused absences). Termination is approved by a majority vote of the IPC;

The member no longer wishes to serve on the Committee and so indicates by submitting a letter of resignation to the IPC Chairperson or Indian Education Director (IED);

If a member does not fulfill his/her member roles and responsibilities in a professional manner consistent with Klamath Falls City Schools decorum policies and cultural values, the member may be asked to resign from the IPC by the Chairperson; and

If an IPC parent, guardian, or family member's child is no longer enrolled a Klamath Falls City Schools; and if a Teacher representative no longer works at Klamath Falls City Schools.

SECTION 8 - VACANCY

If the position of Chairperson should become vacant, the Vice-Chairperson will assume the role of the Chairperson. The IPC shall elect a new Vice-Chairperson from the members of the IPC.

Any vacancy, which occurs on the IPC for any reason shall be filled by an election as provided in Section 2 above, for the remainder of the unexpired term of the member or officer being replaced. The election shall be held as soon as is reasonably practical.

ARTICLE V OFFICER ELECTIONS, TERMS AND DUTIES

SECTION 1 - OFFICERS

The officers of the IPC will be the Chairperson, Vice-Chairperson, and Secretary. A treasurer position will be available if there is an interested IPC member.

SECTION 2 - ELECTIONS & TERMS OF OFFICE

The officers of the IPC shall be elected by a majority vote of the IPC at the first regular meeting of the school year. The officers shall serve a one year term.

Officers shall assume their duties immediately upon election.

SECTION 3 - CHAIRPERSON DUTIES

The primary responsibilities of the Chairperson is to conduct all meetings of the IPC, including development of meeting agendas with input from the IPC members and the Title VI staff. Upon approval of the IPC, the Chairperson will sign IPC Approval Form, letters, documents, and reports, as necessary. The Chairperson will be the IPC Representative at District and non-District functions. The Chairperson may assign various duties to other IPC members. The Chairperson will not have the authority to commit the IPC to any function without the express approval of the IPC.

SECTION 4 - VICE-CHAIRPERSON DUTIES

In the absence of the Chairperson at an IPC meeting, the Vice-Chairperson will assume the role of the Chairperson. The Vice-Chairperson will carry out various duties as assigned by the Chairperson.

SECTION 5 - SECRETARY DUTIES

The Secretary, in collaboration with the Indian Education staff, shall record, disseminate, and file the official minutes of the IPC meetings. He/she will also maintain documents of meeting dates, attendance, and news-release bulletins to parents, via the Klamath Falls City Schools email and text messaging system and website. Copies of all documents and minutes are to be provided to the IPC members. The IPC Secretary, along with the Indian Education Department, shall have the full responsibility to provide copies of the minutes to the Director of the Indian Education Department.

SECTION 6 - PARENT(S), GUARDIAN(S) AND RELATIVE(S) DUTIES

The Family Representatives shall provide input and advice concerning programs and curriculum related to entity, parents, and students.

SECTION 7 - TEACHER OR COUNSELOR REPRESENTATIVE(S) DUTIES

The Teacher or Counselor Representative(s) shall not serve as an officer. The Teacher or Counselor Representative shall provide input and advice concerning IPC programs and curriculum related to entity, parents, and students.

SECTION 8 - STUDENT REPRESENTATIVE(S) DUTIES

The Student Representative(s) can serve as an officer and shall provide input and advice to the IPC concerning Native students served and school-related issues.

SECTION 9 - TRIBAL REPRESENTATIVE(S) DUTIES

The Tribal Representative(s) can serve as an officer and shall provide input and advice to the IPC concerning the local Tribal interests, culturally responsive education, and other programming.

ARTICLE VI MEETINGS

SECTION 1 - MEETING REQUIREMENTS

The IPC meeting schedules will be developed three months in advance. The IPC Secretary, in collaboration with the KFCS Indian Education Department, will post a meeting agenda indicating the agenda items, meeting location, date, and time of the meeting to the IPC webpage on the Klamath Falls City Schools website at least 5 business days before the meeting.

SECTION 2 - REGULAR MEETINGS

Regularly-scheduled business meetings will be held monthly during the school year when school is in session as determined by the IPC. Meetings will occur in at least 7 of the 10 months when school is in session. The meeting schedule may be changed by a majority vote of the IPC. A pre-determined time and place will be established. All official meetings of the IPC will be open to the public.

The open meetings will be advertised at community-based facilities, via the Klamath Falls City Schools automated email and text system and website.

SECTION 3 - SPECIAL MEETINGS

The Chairperson or the Director of the Indian Education Department may call special meetings of the IPC at any time. Members shall be notified by telephone or email, within a reasonable time before the meeting. Special meetings may be conducted via in-person meeting, conference calls and/or by any electronic means.

SECTION 4 - SPECIAL COMMITTEES

The Indian Education Department may establish an Ad Hoc Committee, which shall consist of appointed IPC and non-IPC members. Ad Hoc Committees shall be established as needed. All final decisions are reserved for the IPC and will be reported there.

SECTION 5 - QUORUM

51% shall constitute a quorum to conduct official business and vote at any duly called meeting by the

IPC. Decisions made by the members present at any meeting shall be an act of the IPC.

The Teacher/Counselor and Student Members will count as part of the IPC quorum.

Members will wait no more than 15 minutes for a quorum to be present. IPC members present may then conduct a working session.

SECTION 6 - OPEN MEETINGS

All regular business and special IPC meetings shall be open to the general public. During open meetings, an open forum will be available to the public for three minutes, with no immediate response expected from the Committee.

SECTION 7 - MEETING RULES OF ORDER

ROBERT'S RULES OF ORDER shall govern the parliamentary procedures of all meetings of the IPC, not otherwise covered by these Bylaws. Training in selected meeting guide and parliamentary procedures will be provided as needed to newly-elected members.

SECTION 8 - AGENDA AND MINUTES

An agenda for each upcoming IPC meeting and minutes of the previous meeting shall accompany the notice of the meeting and shall be sent to all members of the IPC. Any information supporting agenda items will also be forwarded before the meeting. The Indian Education Department and the IPC shall coordinate the dissemination of agenda, minutes, and information.

**ARTICLE VII
UPDATING AND AMENDING BYLAWS**

SECTION ONE: UPDATING BYLAWS

The IPC, with the advisement of the Indian Education Department, shall have the power to update or amend these Bylaws at any time, by TWO-THIRDS (2/3) AFFIRMATIVE VOTE, provided that the alteration or amendment is to carry out the purpose of the IPC as herein above-expressed. Any such rewriting and/or amendment must conform to Title VI statute, Federal regulations and U.S. Department of Education guidelines.

SECTION TWO: AMENDMENTS TO BYLAWS

The Title VI IPC Bylaws may be modified or amended by mutual and majority consent of the Title VI IPC, and the Klamath Falls City Schools.

**ARTICLE VIII
RATIFICATION**

These bylaws shall be declared adopted by the IPC when passed by majority vote of the full membership at a regular IPC meeting

These bylaws are hereby approved by the Title VI Indian Parent Committee and the Klamath Falls City Schools Board of Education

IN WITNESS HEREOF:

Paul White eagle Rios, Indian Parent Committee Chairperson

Date

Andrew Biggs, Chair, KFCS Board of Directors

Date

APPENDIX 1

Excerpt from the Elementary and Secondary Schools Act of 1965, as amended, section 6114(c)(4).

§ 6114 (c) ASSURANCES.— Each application submitted under subsection (a) shall include assurances that—

- (1) . . .
- (2) . . .
- (3) . . .

(4) the local educational agency developed the program with the participation and written approval of a committee—

(A) that is composed of, and selected by—

- (i) parents and family members of Indian children in the local educational agency's schools;
- (ii) representatives of Indian tribes on Indian lands located within 50 miles of any school that the agency will serve if such tribes have any children in such school;
- (iii) teachers in the schools; and
- (iv) if appropriate, Indian students attending secondary schools of the agency;

(B) a majority of whose members are parents and family members of Indian children;

(C) with respect to an application describing a schoolwide program in accordance with section 6115(c), that has—

- (i) reviewed in a timely fashion the program;
- (ii) determined that the program will not diminish

the availability of culturally related activities for Indian students; and

(iii) determined that the program will directly enhance the educational experience of Indian students; and

(D) that has adopted reasonable bylaws for the conduct of the activities of the committee and abides by such bylaws;

Klamath Falls City Schools

Title VI Indian Parent Committee

By-laws

**ARTICLE I
NAME OF ENTITY**

The Klamath Falls City Schools name of the Indian Parent Committee (IPC) for the Title VI Indian education program, shall be the Klamath Falls City Schools Title VI Indian Parent Committee (IPC).

**ARTICLE II
PURPOSE**

The IPC has been established to ensure planning, implementation, and evaluation of the operation of the supplemental Title VI programs for American Indian Students/ Native America/American students in the Klamath Falls City Schools occur in a consistent, sustained manner.

The establishment and the work of the IPC are to comply with the rules and regulations governing Title VI 20 U.S.C. §7401 et seq. In conjunction with home, community, and school support, the IPC will complete the following objective: **STRIVE TO DEVELOP AND IMPLEMENT PROGRAMS AND ACTIVITIES TO ASSIST TITLE VI ELIGIBLE NATIVE AMERICAN STUDENTS TO DEVELOP AND IMPLEMENT PROGRAMS AND ACTIVITIES TO ASSIST TITLE VI ELIGIBLE NATIVE AMERICAN STUDENTS IN REACHING THEIR HIGHEST LEVEL OF ACADEMIC ACHIEVEMENT.**

**ARTICLE III
POWERS AND DUTIES**

SECTION ONE: POWERS

The IPC and the Klamath Falls City Schools recognize they must foster a positive and collaborative relationship in order to help facilitate academic success for Native students.

Section One – The IPC powers shall be:

Meet with Indian Education Department regularly to gather information to provide support and advice to Klamath Falls City Schools to assist them in understanding and meeting the academic, cultural, and wellness needs of Native American students.

Review the student, parent, and teacher needs assessment survey or questionnaire(s) and Indian pupil assessment results (specifically, hard data concerning student performance or achievement), and provide Klamath Falls City Schools with any potential recommendations to **IMPROVE PROGRAMMING AND IMPLEMENTATION.**

SECTION TWO: DUTIES

Duties of the IPC shall be:

1. Recommend to Klamath Falls City Schools a general plan for the allocation of Title VI Native American student-generated funding.
2. Recommend Title VI EASIE Application Part II Applications and budgets to be forwarded by the Indian Education Department to the Klamath Falls City Schools Superintendent and Board of Education for review and certification.
3. Assist Klamath Falls City Schools in recruitment of personnel and organizations to better meet the needs of Native American students.
4. Participate in at least one annual Public Hearing organized and hosted by Klamath Falls City Schools.
5. Recommend to Klamath Falls City Schools curricula, texts, materials, and methods to be used to better serve the educational needs of American Indian students.
6. Provide Klamath Falls City Schools with POTENTIAL EDUCATIONAL CONCERNS FROM NATIVE AMERICAN PARENTS/STUDENTS about unmet educational needs.
7. Assist in providing information and regular reports to respective Indian Tribes, Pueblos, Bands, and other Native communities.
8. Have access, in accordance with Klamath Falls City Schools confidentiality policies for all reports, evaluations, surveys, and other program and budget-related documents necessary for review, in order to carry out the committee's responsibilities.
9. IPC members shall not act or speak on behalf of the entire IPC as an individual; members should only represent their own viewpoint. All IPC members must have prior formal authorization by action (motion recorded in the minutes) to represent or speak on behalf of the IPC.
10. The IPC shall exercise its authority only during official IPC meetings.
11. IPC members are expected to attend **at least half** the meetings in entirety in order to establish a quorum, fully participate in the discussion, and to cast a vote.
12. IPC members shall receive training to gain knowledge and skills of their specific roles and responsibilities.
13. The IPC shall have no powers beyond those expressly set forth herein.
14. The IPC shall have no power to bind any member of the Klamath Falls City Schools to any debt, liability, or obligation in the absence of an express written authorization from Klamath Falls City Schools.
15. In addition, the IPC shall abide by all Klamath Falls City Schools official Board Policies and Administrative Procedural Directives, or similar.

ARTICLE IV

MEMBERSHIP

SECTION 1 - MEMBERSHIP OF IPC

AT LEAST THREE MEMBERS SHALL CONSTITUTE THE IPC MEMBERSHIP ROSTER consisting of at least one of the following members:

- (a) majority (**51%**) **parents, family members, and or guardians** of Indian children in the local educational agency's schools,
- (b) one Teacher or Counselor Representative,
- (c) high school student members who have a current ED 506 form with Tribal affiliation from a Federally or state recognized Tribe, and
- (d) Tribal Representative(s) on Indian lands located within 50 miles of any school that the agency may serve if such Tribes have any children with ED506 forms on file in such school.

IMPORTANT: The overall majority (**51%**) of the membership must be **parents, family members, and or guardians** of Indian children, e.g., the **parents, family members, and or guardians must outnumber the other members of the IPC.**

SECTION 2 - MEMBER DEFINITIONS

A Parent is defined as any person who is the parent or family member, as defined by Klamath Falls City Schools of an Indian student who has an ED 506 Form on file and is enrolled in the Klamath Falls City Schools.

The Teacher or Counselor(s) Representative is a person who is employed by Klamath Falls City Schools in either a Teacher or Counselor position. All Indian Education Department staff members are disallowed to serve.

A Student Representative is a person who has a compliant ED 506 Form on file and is actively enrolled and attending classes at a Klamath Falls City Schools high school served by the Title VI funded program.

A Tribal Representative is a representative(s) of Indian Tribes on Indian lands located within 50 miles of any school that the agency will serve if such tribes have any children in such school.

SECTION 3 - ELECTIONS

The election of IPC members shall be held during an open public meeting announced by the following: email message, text message, and website.

IPC members shall be nominated and elected at this open meeting by parents, family members, and/or relatives of Indian students attending Klamath Falls City Schools. Eligible members shall include:

- a. Parents of American Indian children attending Klamath Falls City Schools;
- b. Teachers and Counselors employed by Klamath Falls City Schools;
- c. American Indian high school student(s) attending the Klamath Falls City Schools; and
- d. Representatives of local Indian Nations/Tribes, Pueblos, Bands, and similar on Indian lands located within 50 miles of any school that the agency will serve if such tribes have

any children in such school.

SECTION 4 – OFFICER/MEMBER TERMS OFFICE

Parent members will serve multi-year terms. All parent members will serve at least one term so long as their child(ren) are enrolled in Klamath Falls City Schools.

The Student Representative(s) will serve at least one term. The student representative must comply with all Klamath Falls City Schools student policies as addressed in the Klamath Falls City Schools Student Handbook, and maintain a GPA of 2.5, as determined by semester grades. The student may serve only as long as he/she is actively enrolled in Klamath Falls City Schools.

The Teacher or Counselor members will serve at least one term as long as she/he is employed as a Teacher or Counselor in Klamath Falls City Schools.

A term is defined as one Fiscal Years (FY) from July 1st to June 30th of the School year. All members will serve at least one term.

The IPC will elect three officers: Chairperson, Vice-Chairperson, and Secretary. The officers will be elected on an annual basis and serve at least one term. The election will take place at the first meeting of the required school year. Officers may serve more than one year.

SECTION 5 - VOTING RIGHTS

Each Committee member eligible to vote is entitled to one vote on business matters brought to a vote.

There must be a quorum 51% of IPC members for business to be taken to a vote. Otherwise, it can only be further discussed as old or new business.

SECTION 6 - ATTENDANCE

All members are required to attend at least half of the meetings for the school year.

SECTION 7 - TERMINATION OF MEMBERSHIP

Any member may be terminated from membership on the Committee for the following reasons:

The member who does not attend **at least half of the scheduled meetings** (i.e., work sessions, retreats, and emergency meetings) of the Committee for three (3) annual meetings (unexcused absences). Termination is approved by a majority vote of the IPC;

The member no longer wishes to serve on the Committee and so indicates by submitting a letter of resignation to the IPC Chairperson or Indian Education Director (IED);

If a member does not fulfill his/her member roles and responsibilities in a professional manner consistent with Klamath Falls City Schools decorum policies and cultural values, the member may be asked to resign from the IPC by the Chairperson; and

If an IPC parent, guardian, or family member's child is no longer enrolled a Klamath Falls City Schools; and if a Teacher representative no longer works at Klamath Falls City Schools.

SECTION 8 - VACANCY

If the position of Chairperson should become vacant, the Vice-Chairperson will assume the role of the Chairperson. The IPC shall elect a new Vice-Chairperson from the members of the IPC.

Any vacancy, which occurs on the IPC for any reason shall be filled by an election as provided in Section 2 above, for the remainder of the unexpired term of the member or officer being replaced. The election shall be held as soon as is reasonably practical.

ARTICLE V OFFICER ELECTIONS, TERMS AND DUTIES

SECTION 1 - OFFICERS

The officers of the IPC will be the Chairperson, Vice-Chairperson, and Secretary. A treasurer position will be available if there is an interested IPC member.

SECTION 2 - ELECTIONS & TERMS OF OFFICE

The officers of the IPC shall be elected by a majority vote of the IPC at the first regular meeting of the school year. The officers shall serve a one year term.

Officers shall assume their duties immediately upon election.

SECTION 3 - CHAIRPERSON DUTIES

The primary responsibilities of the Chairperson is to conduct all meetings of the IPC, including development of meeting agendas with input from the IPC members and the Title VI staff. Upon approval of the IPC, the Chairperson will sign IPC Approval Form, letters, documents, and reports, as necessary. The Chairperson will be the IPC Representative at District and non-District functions. The Chairperson may assign various duties to other IPC members. The Chairperson will not have the authority to commit the IPC to any function without the express approval of the IPC.

SECTION 4 - VICE-CHAIRPERSON DUTIES

In the absence of the Chairperson at an IPC meeting, the Vice-Chairperson will assume the role of the Chairperson. The Vice-Chairperson will carry out various duties as assigned by the Chairperson.

SECTION 5 - SECRETARY DUTIES

The Secretary, in collaboration with the Indian Education staff, shall record, disseminate, and file the official minutes of the IPC meetings. He/she will also maintain documents of meeting dates, attendance, and news-release bulletins to parents, via the Klamath Falls City Schools email and text messaging system and website. Copies of all documents and minutes are to be provided to the IPC members. The IPC Secretary, along with the Indian Education Department, shall have the full responsibility to provide copies of the minutes to the Director of the Indian Education Department.

SECTION 6 - PARENT(S), GUARDIAN(S) AND RELATIVE(S) DUTIES

The Family Representatives shall provide input and advice concerning programs and curriculum related to entity, parents, and students.

SECTION 7 - TEACHER OR COUNSELOR REPRESENTATIVE(S) DUTIES

The Teacher or Counselor Representative(s) shall not serve as an officer. The Teacher or Counselor Representative shall provide input and advice concerning IPC programs and curriculum related to entity, parents, and students.

SECTION 8 - STUDENT REPRESENTATIVE(S) DUTIES

The Student Representative(s) can serve as an officer and shall provide input and advice to the IPC concerning Native students served and school-related issues.

SECTION 9 - TRIBAL REPRESENTATIVE(S) DUTIES

The Tribal Representative(s) can serve as an officer and shall provide input and advice to the IPC concerning the local Tribal interests, culturally responsive education, and other programming.

ARTICLE VI MEETINGS

SECTION 1 - MEETING REQUIREMENTS

The IPC meeting schedules will be developed three months in advance. The IPC Secretary, in collaboration with the KFCS Indian Education Department, will post a meeting agenda indicating the agenda items, meeting location, date, and time of the meeting to the IPC webpage on the Klamath Falls City Schools website at least 5 business days before the meeting.

SECTION 2 - REGULAR MEETINGS

Regularly-scheduled business meetings will be held monthly during the school year when school is in session as determined by the IPC. Meetings will occur in at least 7 of the 10 months when school is in session. The meeting schedule may be changed by a majority vote of the IPC. A pre-determined time and place will be established. All official meetings of the IPC will be open to the public.

The open meetings will be advertised at community-based facilities, via the Klamath Falls City Schools automated email and text system and website.

SECTION 3 - SPECIAL MEETINGS

The Chairperson or the Director of the Indian Education Department may call special meetings of the IPC at any time. Members shall be notified by telephone or email, within a reasonable time before the meeting. Special meetings may be conducted via in-person meeting, conference calls and/or by any electronic means.

SECTION 4 - SPECIAL COMMITTEES

The Indian Education Department may establish an Ad Hoc Committee, which shall consist of appointed IPC and non-IPC members. Ad Hoc Committees shall be established as needed. All final decisions are reserved for the IPC and will be reported there.

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51% shall constitute a quorum to conduct official business and vote at any duly called meeting by the IPC. Decisions made by the members present at any meeting shall be an act of the IPC.

The Teacher/Counselor and Student Members will count as part of the IPC quorum.

Members will wait no more than 15 minutes for a quorum to be present. IPC members present may then conduct a working session.

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ROBERT'S RULES OF ORDER shall govern the parliamentary procedures of all meetings of the IPC, not otherwise covered by these Bylaws. Training in selected meeting guide and parliamentary procedures will be provided as needed to newly-elected members.

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An agenda for each upcoming IPC meeting and minutes of the previous meeting shall accompany the notice of the meeting and shall be sent to all members of the IPC. Any information supporting agenda items will also be forwarded before the meeting. The Indian Education Department and the IPC shall coordinate the dissemination of agenda, minutes, and information.

**ARTICLE VII
UPDATING AND AMENDING BYLAWS**

SECTION ONE: UPDATING BYLAWS

The IPC, with the advisement of the Indian Education Department, shall have the power to update or amend these Bylaws at any time, by TWO-THIRDS (2/3) AFFIRMATIVE VOTE, provided that the alteration or amendment is to carry out the purpose of the IPC as herein above-expressed. Any such rewriting and/or amendment must conform to Title VI statute, Federal regulations and U.S. Department of Education guidelines.

SECTION TWO: AMENDMENTS TO BYLAWS

The Title VI IPC Bylaws may be modified or amended by mutual and majority consent of the Title VI IPC, and the Klamath Falls City Schools.

**ARTICLE VIII
RATIFICATION**

These bylaws shall be declared adopted by the IPC when passed by majority vote of the full membership at a regular IPC meeting

These bylaws are hereby approved by the Title VI Indian Parent Committee and the Klamath Falls City Schools Board of Education

IN WITNESS HEREOF:



Paul White eagle Rios, Indian Parent Committee Chairperson

2/27/2020
Date

Andrew Biggs, Chair, KFCS Board of Directors

Date

APPENDIX 1

Excerpt from the Elementary and Secondary Schools Act of 1965, as amended, section 6114(c)(4).
§ 6114 (c) ASSURANCES.— Each application submitted under subsection (a) shall include assurances that—

- (1) . . .
- (2) . . .
- (3) . . .

(4) the local educational agency developed the program with the participation and written approval of a committee—

(A) that is composed of, and selected by—

- (i) parents and family members of Indian children in the local educational agency's schools;
- (ii) representatives of Indian tribes on Indian lands located within 50 miles of any school that the agency will serve if such tribes have any children in such school;
- (iii) teachers in the schools; and
- (iv) if appropriate, Indian students attending secondary schools of the agency;

(B) a majority of whose members are parents and family members of Indian children;

(C) with respect to an application describing a schoolwide program in accordance with section 6115(c), that has—

- (i) reviewed in a timely fashion the program;
- (ii) determined that the program will not diminish

the availability of culturally related activities for Indian students; and

(iii) determined that the program will directly enhance the educational experience of Indian students; and

(D) that has adopted reasonable bylaws for the conduct of the activities of the committee and abides by such bylaws;

**EMPLOYMENT CONTRACT
BETWEEN**

KEITH BROWN

**AND THE GOVERNING BOARD OF
KLAMATH FALLS CITY SCHOOL DISTRICT
KLAMATH COUNTY, KLAMATH FALLS, OREGON**

THIS AGREEMENT made and entered into this 9th day of March 2026, between Klamath Falls City School District hereinafter referred to as DISTRICT, and Keith Brown, hereinafter referred to as SUPERINTENDENT.

WITNESSETH:

WHEREAS, the SUPERINTENDENT is desirous of serving as the chief executive officer of the DISTRICT and to perform all duties required by that office; and

WHEREAS, the DISTRICT is desirous of securing a Superintendent of Schools to supervise and direct the schools and the educational program of the DISTRICT under the general supervision of the DISTRICT'S School Board; and,

WHEREAS, the DISTRICT and SUPERINTENDENT believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the educational program of the schools:

NOW THEREFORE, in consideration of the mutual promises contained herein, the DISTRICT hereby employs the SUPERINTENDENT as Superintendent of Schools in and for said DISTRICT, and the SUPERINTENDENT hereby accepts such employment upon the terms and conditions following:

1. **TERM.** The DISTRICT hereby employs the SUPERINTENDENT for a continued period of three (3) years, beginning on the 1st day of July 1, 2026, and terminating on the 30th day of June 2029.
2. **COMPENSATION.**
 - a. **SALARY.** The superintendent salary of \$171,832 in 2025-26 shall be increased by a 5% COLA to \$180,423.60 and a step increase of 3% to \$185,836.31, for the 2026-2027 school year, beginning July 1, 2026. In each subsequent year of the contract, the DISTRICT will provide the SUPERINTENDENT with an annual increase to the base salary equivalent to the COLA provided to teachers in the collective bargaining agreement, PLUS a step equivalent to 3% of the previous year's salary.
 - b. **TAX SHELTERED ANNUITY.** In the 2026-27 school year the District shall contribute an amount equal to 4% of the yearly base salary into a tax-sheltered annuity plan of the SUPERINTENDENT'S choice. In subsequent years of the contract, this percentage shall be increased by 1% each year. If the SUPERINTENDENT prefers, the amount referenced

above may, as an alternative, be taken as part of the SUPERINTENDENT's salary. If the SUPERINTENDENT is employed for less than twelve (12) months in any calendar year, the premium will be reduced to a fraction in which the numerator is the actual months of employment in the calendar year and the denominator 12.

3. **EXPENSE REIMBURSEMENT.**

- a. **CELL PHONE EXPENSES.** The DISTRICT shall pay the SUPERINTENDENT the sum of \$125 per month toward deferment of the SUPERINTENDENT'S cell phone expense. The SUPERINTENDENT shall maintain cell phone service for the purpose of making himself available to communicate by cell phone as appropriate during the term of this agreement.
- b. **AUTO EXPENSE.** The DISTRICT shall pay the SUPERINTENDENT the sum of \$700 per month for a car allowance.

4. **SUPERINTENDENT AND BOARD RESPONSIBILITIES.** The SUPERINTENDENT shall be the chief executive officer of the district. As such, the SUPERINTENDENT shall have the primary responsibility for execution of Board policy, whereas the Board shall retain the primary responsibility for formulating and adopting said policy. The parties agree, individually and collectively, not to interfere with nor usurp the primary responsibility of the other party. The members of the Board and the SUPERINTENDENT, individually and collectively, further agree to refer promptly all major criticisms, complaints and suggestions called to their attention to the SUPERINTENDENT and if appropriate to the Board for study and recommendation by the SUPERINTENDENT.

5. **DUTIES.** As chief executive officer of the District, the SUPERINTENDENT shall perform the duties of district superintendent as prescribed by the laws of the State of Oregon. In addition to the powers and duties set forth in the Oregon Revised Statutes and Oregon Administrative Rules, the SUPERINTENDENT shall have the additional powers and duties set forth in the position description of SUPERINTENDENT and District Policy.

The SUPERINTENDENT shall have complete freedom within board policy to organize, reorganize, and arrange the administrative staff, including instruction and business affairs, which in his judgment best serves the DISTRICT. The responsibility for all personnel matters, including selection, assignment, transfer, compensation and termination of classified personnel and recommendation for termination of licensed personnel shall be vested in the SUPERINTENDENT subject to approval by the Board.

The SUPERINTENDENT shall:

- a) periodically cause to be evaluated all district employees as provided for by Oregon law and Board policy;
- b) establish and maintain an appropriate community relations program;
- c) endeavor to maintain and improve his professional competence by all available means, including subscribing to and reading appropriate periodicals, joining appropriate professional associations, and participating in activities of such associations; and
- d) be entitled to:

- 1) present his recommendation to the Board on any subject under consideration by the Board prior to action taken on the subject by the Board;
- 2) attend each meeting of the Board except for any meeting the Board holds regarding evaluation of the SUPERINTENDENT;
- 3) Serve as an ex officio member of each committee established by the Board.

6. **PROFESSIONAL GROWTH OF SUPERINTENDENT.** The DISTRICT encourages the continuing professional growth of the SUPERINTENDENT through his participation, as he might propose to the Board in light of his responsibilities as the SUPERINTENDENT, in:

- a) the operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations;
- b) seminars and courses offered by public or private educational institutions; and
- c) Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the SUPERINTENDENT to perform his professional responsibilities for the DISTRICT.

In its encouragement, the DISTRICT shall authorize a reasonable amount of release time for the SUPERINTENDENT as he deems appropriate to attend to such matters and pay for the necessary membership, tuition, travel, and subsistence expenses within the amount budgeted for this purpose. The SUPERINTENDENT shall notify the Board Chairman through normal communication channels prior to any anticipated absence from the district greater than one day.

7. **SUPERINTENDENT'S LICENSE.** The SUPERINTENDENT shall maintain throughout the life of this agreement a valid and appropriate license to act as Superintendent of Schools as required by the State of Oregon. Should the SUPERINTENDENT fail to maintain such a license in good standing, the DISTRICT may seek any appropriate remedy including dismissal under this agreement.

8. **EVALUATION.** In February and June of each fiscal year, the Board and the SUPERINTENDENT shall meet for the purpose of establishing general goals and specific objectives for the future together with evaluation of the past performance of the SUPERINTENDENT, including recommendations and observations on how such performance may be improved. The SUPERINTENDENT shall be evaluated on the job performance, his performance of the SUPERINTENDENT'S professional goals previously set, and his contribution to the fulfillment of the DISTRICT's goals. This meeting may take place in executive session if both parties agree to a closed session in accordance with Oregon statute.

9. **PROFESSIONAL ACTIVITIES.** The SUPERINTENDENT may enroll in college course work and undertake consultative work, speaking engagements; writing and other professional activities for honoraria and expenses provided such activities do not interfere with the SUPERINTENDENT'S normal duties. Notice will be given to the Board Chairman of professional activities if these will result in Superintendent's absence from the District for more than a day or during regular business hours on a continuing basis.

10. **WORK YEAR/VACATION.** The SUPERINTENDENT shall be required to render 12 months of full and regular service to the DISTRICT during each annual period covered by this

agreement, except that he shall be entitled to 25 days' vacation in addition all paid National and Oregon legal holidays and the Friday following Thanksgiving. Any time off taken during winter, spring, or summer break, except as identified as holidays, must be counted among the 25 days of vacation. Vacation is front loaded for the fiscal year on July 1.

The SUPERINTENDENT may carry forward to the next fiscal year a maximum of 10 vacation days and the Superintendent may opt to have the District buy back up to 10 unused vacation days per year. At no time shall the SUPERINTENDENT have due more than 35 earned vacation days.

11. FRINGE BENEFITS. The SUPERINTENDENT shall be entitled to participate in the following fringe benefits:

- a) The DISTRICT shall pay the DISTRICT'S contribution to the Public Employees Retirement System (PERS) as required by law. The DISTRICT shall also pay the employee's contribution to the Public Employees Retirement System, to a maximum of 6%.
- b) Payment of dues in full for Coalition of Oregon School Administrators (COSA), Oregon Association of School Executives (OASE) or American Association of School Administrators, (AASA), membership to School Research Nexus, and up to two (2) local civic organizations.
- c) Travel expense-For travel outside of the County, including meals and lodging, is reimbursed upon claim at district rate based on current District policies. The DISTRICT will reimburse the SUPERINTENDENT for any approved expenses actually incurred in the performance of activities for the benefit of the DISTRICT.
- d) Starting on July 1, 2026, and effective each subsequent year of employment, the SUPERINTENDENT shall receive a Longevity Bonus equal to 3% of his salary as long as he continues to serve as Superintendent.
- e) The DISTRICT shall provide to the SUPERINTENDENT the same health insurance benefits as it does to the administrative employees.
- f) The DISTRICT does not pay for or recognize claims for compensatory time.
- g) The SUPERINTENDENT shall be granted one day of sick leave per month (12 days per year) of the contract as provided by ORS 332.507. Unused sick leave is not compensated for by the DISTRICT.
- h) The SUPERINTENDENT shall be allowed three (3) days of personal emergency leave per year with pay. Personal emergency leave shall not accumulate. Personal emergency is defined as a good faith emergency situation of a personal nature over which the SUPERINTENDENT has no control. It may include but shall not be limited to illness or death of a spouse, child, parent, parent-in-law, sibling, grandparent or adopted child or parent, or a court matter in which SUPERINTENDENT is a party. It shall not include absence for recreation or sports events.
- i) The DISTRICT shall reimburse the SUPERINTENDENT the standard premium for a \$100,000 term life insurance policy on the life of the SUPERINTENDENT.

12. TERMINATION OF EMPLOYMENT CONTRACT.

- a) Termination without the Superintendent's concurrence. Termination for Cause: The DISTRICT may terminate this contract for cause prior to its termination date. Cause shall consist of any of the grounds upon which a contract teacher may be dismissed under the

then-existing laws of the State of Oregon. Termination for cause may take place only following a predetermination notice at least ninety (90) days prior to the termination date. The notice shall contain specific charges with sufficient particularity as to afford the Superintendent a reasonable opportunity to respond. The SUPERINTENDENT shall be entitled to a due process hearing before the board. SUPERINTENDENT shall appear before the Board as provided by Oregon Law in a closed executive session to respond, orally or in writing, to such charges. Following the hearing, SUPERINTENDENT shall be provided with a written statement setting forth the decision of the Board and the reasons therefore.

- b) Termination at the request of the SUPERINTENDENT. In the event the SUPERINTENDENT intends to act to terminate this Employment Contract prior to its termination day, he shall give the DISTRICT no less than sixty (60) days written notice in advance of termination. It is agreed that the DISTRICT will accept such request. The only pay in excess of the workdays will be the accrued vacation days not to exceed two (2) days for each month of service during the contract year in which termination occurs, together with any unused days rolled over from the previous year.
- c) Termination without Just Cause. The DISTRICT may dismiss the SUPERINTENDENT as Superintendent and terminate this contract without any showing of cause upon ninety (90) days written notice. The DISTRICT shall pay the SUPERINTENDENT, as severance pay, the total salary and all fringe benefits he would have earned under this Employment Contract in Section 2 & 11 of this contract. The DISTRICT shall pay this amount from the date of termination until the date set forth in section 1 of this contract. During the 90-day notice period, the DISTRICT may release SUPERINTENDENT of his duties. The DISTRICT, during the period of the payout, can choose to have the SUPERINTENDENT be a consultant or a mentor to the next Superintendent.
- d) Disability. Should the SUPERINTENDENT be unable to perform the duties of this position because of illness, accident, or other causes, the DISTRICT may at its option terminate this Employment Contract, whereupon the respective duties, rights and obligations of the parties shall terminate.
- e) Consolidation Clause. In the unlikely event that Klamath Falls City School District is eliminated through Consolidation and the SUPERINTENDENT no longer is employed as the Superintendent, the DISTRICT shall pay the SUPERINTENDENT, as severance pay, the total salary and all fringe benefits he would have earned under this Employment Contract in Section 2 & 11 of this contract.

13. RENEWAL OF EMPLOYMENT CONTRACT. The contract term may be extended annually by an affirmative action of the Board of Directors on or before a March 15 Board meeting date. Except as otherwise changed, all other provisions of the contract continue. If not extended prior to March 1, of the last year of the employment contract, the SUPERINTENDENT shall place the matter of renewal or non-renewal of the contract on the March Board agenda.

14. PROFESSIONAL LIABILITY. The DISTRICT shall hold harmless and indemnify the SUPERINTENDENT from any and all demands, claims, suites, and legal proceedings brought

against the SUPERINTENDENT in his individual capacity or in his official capacity as agent and employee of the DISTRICT, provided the incident arose while the SUPERINTENDENT was acting within the scope of employment. In no case will individual Board members be considered personally liable for indemnifying the SUPERINTENDENT against such demands, claims, suits, action, and legal proceedings.

If, in the good faith opinion of the SUPERINTENDENT, conflict exists regarding legal defenses to a third-party claim against the SUPERINTENDENT and DISTRICT (i.e., pressing the defense of one party would tend to injure the other party), the SUPERINTENDENT may engage separate counsel, and the DISTRICT shall indemnify the SUPERINTENDENT for costs of such counsel, subject to the same limitations, provisions, and exceptions set forth above. The DISTRICT shall not, however be required to pay the costs of any legal proceedings in the event the DISTRICT and the SUPERINTENDENT have adverse interests in any litigation.

15. BREACH OF AGREEMENT. Failure by the SUPERINTENDENT to fulfill the obligations set forth in this agreement shall be considered a violation of the Administrator’s Code of Ethics and Standards for Competent and Ethical Performance of Oregon Educators (OAR 583-020-0000 et seq.). The District shall report such failure to the appropriate state and national authorities.

16. APPLICABLE LAW. This agreement is subject to all applicable laws of the State of Oregon, rules and regulations of the State Board of Education and the Teacher Standards and Practices Commission, and rules, regulations and policies of the DISTRICT, all of which are made a part of the terms and conditions of this contract as though set forth herein.

17. ATTORNEY FEES. *Any and all challenge of Board action to terminate this agreement without the consent of the SUPERINTENDENT or without following the procedures above for termination with cause, and any other legal action relating to the dismissal shall be resolved through arbitration under the rules of the American Arbitration Association. In the event that any litigation arises between the parties upon the terms of this agreement the prevailing party shall be entitled to recover reasonable attorney fees in such amount as is determined by the court.*

18. MODIFICATION. The parties may, during the term of this agreement, mutually agree to modify any of its terms. Any modifications will be in writing, signed by both parties and attached to this document.

IN WITNESS WHEREOF, the DISTRICT pursuant to the authority of its Board of Directors has caused two originals of this agreement to be signed in the name of the DISTRICT by the Chairman of the School Board, and the SUPERINTENDENT has hereunto affixed his hand and seal the day and year herein above mentioned.

KLAMATH FALLS CITY SCHOOL DISTRICT
KLAMATH FALLS, OREGON

By _____
Chair, Board of Directors

Date _____

By _____
Superintendent of Schools

Date _____

5. Approval of the Renew/Non-Renew Contract List

PERSONNEL

Licensed Personnel

1. **ORS 342.513 - Renewal or non-renewal of contracts for following year.** (1) each district school board shall give written notice of the renewal or non-renewal of the contract for the following school year by March 15 of each year to all teachers and administrators in its employ who are not contract teachers.

In compliance with ORS 342.513, the superintendent recommends that the board vote to renew the probationary contracts for the following probationary teachers for the 2026-2027 school year:

COMPLETING FIRST YEAR OF PROBATION:				
FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
				96
TORI	ANDERSON	Klamath Union High School	Teacher	0.67
KELLY	ARMIJO	Klamath Union High School	Teacher	0.50
NAYDELY	BIGGS	Mills Elementary School	Teacher	1.00
NIKKI	BLODGETT	Mills Elementary School	Teacher	1.00
GENA	BOYETTE	Klamath Early Childhood Development Cen	Teacher	1.00
LANA	CRUMRINE	Klamath Union High School	TOSA	0.50
KELLY	DE VRIES	Conger Elementary School	Teacher	0.50
PERRY	DEAN	Klamath Union High School	Teacher	1.00
LAHNA	DEGROOT	Mills Elementary School	Teacher	1.00
KASSANDRA	DINGER	Pelican Elementary School	Teacher	1.00
NICHOLE	DOTSON	Pelican Elementary School	Teacher	1.00
ASHLEY	DOTY	Conger Elementary School	Teacher	1.00
NYESIA	DRIVER	Klamath Union High School	Counselor	1.00
SUSAN	FRIEDMAN	Special Education	Teacher	1.00
ALEXANDER	HERNANDEZ	Ponderosa Middle School	Teacher	1.00
SHERRI	KIES	Ponderosa Middle School	Teacher	1.00
ASHLEY	LAFORST	Conger Elementary School	Teacher	1.00
EMMA	LERVOLD	Klamath Early Childhood Development Cen	SLP Assistant	1.00
NANCY	MANTELL	Mills Elementary School	Teacher	1.00
HALCY	MARTIN-DEAN	Special Education	Psychologist	1.00
MICHELLE	MCCABE STRAUS	Student Services	TOSA	1.00
MICHAEL	MYERS	Eagle Ridge High School	Teacher	0.50
KELLY	NELSON	Ponderosa Middle School	Teacher	1.00
HENRY	ORELLANA	Roosevelt Elementary School	Teacher	1.00
BRENDA	PATTERSON	Special Education	SLP Assistant	1.00

JUAN	PEREZ	Klamath Union High School	Teacher	1.00
EVAN	PINE	Klamath Union High School	Teacher	1.00
GRACE	SPOON	Special Education	SLP Assistant	1.00
ALLISON	THISS	Klamath Union High School	Teacher	1.00
TERILYN	THOMPSON	Mills Elementary School	Teacher	1.00
MICHAEL	WEST	Klamath Union High School	Teacher	1.00

COMPLETING SECOND YEAR OF PROBATION:

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
MONIQUE	APALATEGUI	Ponderosa Middle School	Teacher	1.00
ROCHELLE	BAKER	Mills Elementary School	SLP Assistant	1.00
SHEENA	BERGERON	Ponderosa Middle School	Speech Language Pathologist	1.00
ABBYGAIL	BLAKELY	Conger Elementary School	Teacher	1.00
KIMBERLY	BRINTON	Mills Elementary School	TOSA	1.00
ALEXIS	CANDY	Klamath Union High School	Teacher	1.00
NATALIE	CARPENTER	Eagle Ridge High School	Teacher	1.00
NATHAN	ELWOOD	KECDC	Teacher	1.00
TARA	GAILIS	Pelican Elementary School	Teacher	1.00
DENISE	GORELICK	Roosevelt Elementary School	Teacher	1.00
JAMES	GRAY	Eagle Ridge High School	Counselor	1.00
AMANDA	GRAY	Special Education	Psychologist	1.00
RACHAEL	GUILLEN	Ponderosa Middle School	Teacher	1.00
BARBARA	HALL	Ponderosa Middle School	Teacher	1.00
SAMANTHA	HAMAWI	Mills Elementary School	Teacher	1.00
DANIEL	HANCOCK	Klamath Union High School	Teacher	1.00
JOY	HIRENGEN	KECDC	Teacher	1.00
DYLAN	HOUSER	Eagle Ridge High School	Teacher	1.00
HENRIK	HUNT	Mills Elementary School	Teacher	1.00
VICTORIA	INGRAHAM LANCASTER	Conger Elementary School	Teacher	1.00
CASSANDRA	KUSTER	KECDC	Teacher	1.00
MICHELANGELO	LUCE	KECDC	Teacher	1.00
CARLY	LYNCH	Klamath Union High School	Teacher	0.50
STEPHANIE	MATTINGLY	Special Education	Teacher	1.00
SAMUEL	MCCORMICK	Ponderosa Middle School	TOSA	1.00
SUSAN	NICCOLLS	Ponderosa Middle School	Teacher	1.00

JACOB	OVERSTREET	Klamath Union High School	Teacher	1.00
DAVID	PARKER	Eagle Ridge High School	Teacher	1.00
BRANDON	POWELL	Pelican Elementary School	Teacher	1.00
CALLIE	PRICE	KECDC	Teacher	1.00
JEFFREY	RISHER	Mills Elementary School	Teacher	1.00
ELIZABETH	SMITH	Klamath Home Learning Center	Teacher	1.00
KATHARINE	SMITH	Eagle Ridge High School	Teacher	1.00
ALICIA	TEDDER	Klamath Learning Center	Teacher	1.00
SEAN	WILCOX	Mills Elementary School	TOSA	1.00
JAIME	ZAKOUR	Special Education	Speech Language Pathologist	1.00

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COMPLETING THIRD YEAR OF PROBATION:

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
CYNTHIA	ALONZO LEON	KECDC	SLP Assistant	1.00
SHARENE	BARR	Ponderosa Middle School	CDS	1.00
AARON	BICKNELL	Mills Elementary School	Teacher	1.00
PAIGE	BICKNELL	Conger Elementary School	Teacher	1.00
JULIE	DENTINGER	Klamath Learning Center	Coordinator	1.00
TRENT	INGRAHAM LANCASTER	Klamath Union High School	Teacher	1.00
KATIE	KOHLER	Mills Elementary School	Teacher	1.00
MADISON	MATTOS	Pelican Elementary School	Teacher	1.00
KAITLYN	MCALLISTER	Ponderosa Middle School	Teacher	1.00
JOEL	MCPHERSON	Klamath Union High School	Teacher	1.00
MARTIN	MONTI	Ponderosa Middle School	Teacher	1.00
TERESA	PERRY	Conger Elementary School	CDS	1.00
DECLAN	RITTER	Ponderosa Middle School	Teacher	1.00
KJAERSTI	ROBERTS	Roosevelt Elementary School	TOSA	1.00
SARI	SALUSKIN	Klamath Union High School	Teacher	1.00
RONALD	STEVENS	Roosevelt Elementary School	Teacher	1.00

2. The superintendent recommends that the board vote to extend two-year contracts of the following District contract teachers.

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
EMILY	ADAMS-SCHMECK	Conger Elementary School	Speech Language Pathologist	1.00

HEATHER	ALLENSWORTH	Special Education	Nurse	1.00
SARAH	ASPHOLM	Ponderosa Middle School	Teacher	1.00
KATIE	BALSZ	KECDC	Teacher	1.00
KYLA	BARLEEN	Ponderosa Middle School	Teacher	1.00
AMANDA	BLAKE	Roosevelt Elementary School	Teacher	1.00
SUSAN	BOLLINGER	Conger Elementary School	Teacher	1.00
MATTHEW	BUCHAN	Ponderosa Middle School	Teacher	1.00
HALEY	BUTLER	Mills Elementary School	Teacher	1.00
CATHLEEN	CAHILL-DURST	Roosevelt Elementary School	Teacher	1.00
STEPHEN	CALDWELL	Klamath Learning Center	Teacher	1.00
GABRIEL	CERVANTES	Pelican Elementary School	Teacher	1.00
SABRINA	CHASE	Special Education	TOSA	99 1.00
JONATHAN	CHENJERI	Klamath Union High School	Teacher	1.00
BRITTANY	CLARK	Ponderosa Middle School	Counselor	1.00
ROBERT	COFFMAN	Klamath Union High School	Teacher	1.00
JANE	COLE	Roosevelt Elementary School	Teacher	1.00
DEVYN	COREY	Special Education	Speech Language Pathologist	1.00
JUSTIN	COULTER	Klamath Union High School	Teacher	1.00
JONI	COX	Special Education	Teacher	1.00
TARA	CRAMER	Mills Elementary School	Teacher	1.00
JOAN	CRANE	Pelican Elementary School	Teacher	1.00
BRET	CRAWFORD	Klamath Union High School	Teacher	1.00
ALISSA	CRUZ	Ponderosa Middle School	Teacher	1.00
STEPHANIE	DAHM	Pelican Elementary School	Teacher	1.00
LINDSEY	DAVIS	Klamath Union High School	Teacher	1.00
NIKKAYA	DELGADO	Special Education	TOSA	1.00
MICHELLE	DISTEFANO	Mills Elementary School	Teacher	1.00
TORI	DODDRIDGE	Special Education	TOSA	1.00
ERIN	DODSON	KBBH	Teacher	1.00
MARVIN	DYKSTRA	Klamath Union High School	Teacher	1.00
MADALINE	ELLIOTT	Conger Elementary School	Teacher	1.00
BRIAN	ELLIS	KBBH	Teacher	1.00
TRISTA	EVERETT	Ponderosa Middle School	Teacher	1.00
LARISSA	FAIN	Ponderosa Middle School	Nurse	1.00
AMANDA	FANNING	Klamath Union High School	Teacher	1.00
JOHNATHON-JAY	FERNANDEZ	Mills Elementary School	Teacher	1.00

KENDRA	FIELDS	Conger Elementary School	TOSA	1.00
MADISON	GENN	Pelican Elementary School	Teacher	1.00
SHARI	GLIDDEN	Ponderosa Middle School	Teacher	1.00
BRENT	GLIDDEN	Ponderosa Middle School	TOSA	1.00
NATHAN	GOLDSMITH	Conger Elementary School	Teacher	1.00
JOHN	GOOLD	Klamath Union High School	Teacher	1.00
MEGAN	GRAYSON	KECDC	Teacher	0.50
SUSAN	GREEN	Mills Elementary School	Speech Language Pathologist	1.00
NATALIE	GRIFFIN	KECDC	Speech Language Pathologist	1.00
MARI	GRIFFITH	KECDC	CDS	0.80
STACIA	HANSON	Ponderosa Middle School	Teacher	1.00
DEANNA	HARRIS	Pelican Elementary School	TOSA	0.50
GRETCHEN	HARWOOD	Conger Elementary School	Teacher	1.00
JEFFERY	HAUDENSHILD	Student Services	TOSA	1.00
ALLEN	HAUGH	Klamath Union High School	Teacher	1.00
ELIZABETH	HAUGH	Klamath Union High School	Teacher	1.00
EMILIE	HEDLUND	KECDC	Teacher	0.50
AMY	HILL	Ponderosa Middle School	Teacher	1.00
CYNTHIA	HOLLAND	Klamath Union High School	Teacher	1.00
TRACY	IAMS	Roosevelt Elementary School	Teacher	1.00
LINDSAY	JAMES	Ponderosa Middle School	Teacher	1.00
KAILEY	JANNICELLI	Pelican Elementary School	Teacher	1.00
MANDY	JOHNSON	Ponderosa Middle School	Teacher	1.00
SHANNON	KAPPAS	Pelican Elementary School	TOSA	1.00
MARY	KERN	Conger Elementary School	Teacher	1.00
ZACHARY	KERN	Conger Elementary School	TOSA	1.00
RHIANNON	KERR	Klamath Union High School	Teacher	1.00
CASEY	KLIEWER	Klamath Union High School	Teacher	1.00
JERALD	KNODEL	Roosevelt Elementary School	Teacher	1.00
DUSTI	KRUEGER	Conger Elementary School	Teacher	1.00
JENNIFER	LAITINEN	Roosevelt Elementary School	Teacher	1.00
JACKIE	LANCASTER	Eagle Ridge High School	Teacher	1.00
DREW	LANGLEY	Ponderosa Middle School	Teacher	1.00
KURT	LONNER	Ponderosa Middle School	Teacher	1.00
MICHAEL	LUCE	KECDC	Teacher	1.00
MAUREEN	LUNDY	Roosevelt Elementary School	TOSA	1.00

JESSE	MANGAN	KECDC	Coordinator	1.00
ANGIE	MARIN	Conger Elementary School	Teacher	1.00
CHRISTINA	MARK	Pelican Elementary School	Teacher	1.00
KARLEY	MARSHALL	Klamath Union High School	Teacher	1.00
JARED	MCCLEVE	Klamath Union High School	Teacher	1.00
HEATHER	MCFARLANE	Roosevelt Elementary School	CDS	1.00
DAVID	MCNELLY	Klamath Learning Center	Teacher	1.00
ASHLEY	MCPHERSON	Conger Elementary School	Teacher	1.00
CATHERINE	MEYER	Pelican Elementary School	Teacher	1.00
DIANE	MILLER	Pelican Elementary School	CDS	1.00
GABRIELLE	MILLER	Mills Elementary School	Teacher	1.00
JOHANNA	MORRIS	Klamath Union High School	Teacher	1.00
VERONICA	NAJAR	Mills Elementary School	Teacher	1.00
LISA	NAJAR	Mills Elementary School	TOSA	1.00
JOHNNIE	NAJAR II	Ponderosa Middle School	Teacher	1.00
LISA	NELSON	KECDC	Teacher	1.00
ELIZABETH	NEUMAN	Ponderosa Middle School	Teacher	1.00
DARCY	O'TOOLE	Special Education	TOSA	1.00
BECCA	OOSTERMAN	Roosevelt Elementary School	Teacher	1.00
JOSHUA	OVERSTREET	Ponderosa Middle School	Teacher	1.00
MICHAEL	OVERSTREET	Ponderosa Middle School	Teacher	1.00
KAYLA	PERSHALL	Mills Elementary School	Teacher	1.00
KELLY	PHILLIPS	Conger Elementary School	Teacher	1.00
ELIZABETH	PRATT	Mills Elementary School	Teacher	1.00
SUSAN	PRUNA	Klamath Union High School	Teacher	1.00
CINDY	QUICK	Conger Elementary School	Teacher	1.00
FRANCISCO	RICO	Klamath Union High School	Teacher	1.00
MARISSA	RITZENTHALER	Klamath Union High School	Nurse	1.00
JEFFREY	ROBO	Klamath Union High School	Teacher	1.00
GIANNA	ROW	Roosevelt Elementary School	Teacher	1.00
NANCY	RUPP	KECDC	Teacher	1.00
ASHLEY	SACCO	Pelican Elementary School	Teacher	1.00
CHARLOTTE	SCARBOROUGH	Conger Elementary School	Teacher	1.00
KENDRA	SCHROEDER	KECDC	Teacher	1.00
HEATHER	SHAFFER	Klamath Union High School	Teacher	1.00
ANTHONY	SIGNORELLI	Mail Out	Teacher	1.00

THOMAS	SMITH	Klamath Union High School	Teacher	1.00
DENA	SOLYST	KECDC	TOSA	1.00
JENNIFER	SPICHER	Klamath Union High School	Counselor	0.50
CHRISTINE	SRENIAWSKI	Roosevelt Elementary School	Teacher	1.00
ERIN	STACEY	Ponderosa Middle School	Teacher	1.00
DANIEL	STEARNS	Klamath Union High School	Teacher	1.00
KENDRA	STEVENS	Special Education	Speech Language Pathologist	1.00
AMY	SUSEE	KBBH	Teacher	1.00
LISA	SWEAT	KECDC	Speech Language Pathologist	1.00
AMANDA	THOMPSON	Ponderosa Middle School	Teacher	1.00
AMANDA	TRUMBULL	Roosevelt Elementary School	Teacher	1.00
BEATRIZ	ULLOA	KECDC	Teacher	1.00
TERRA	WHITLOCK	Eagle Ridge High School	Teacher	1.00
KATIE	WIRTH	KECDC	Teacher	1.00
SANDY	YAZZIE	Klamath Union High School	Teacher	1.00

3. In compliance with ORS 342.513, the superintendent recommends that the board vote to renew the probationary contracts for the following probationary administrators for the 2026–2027 school year:

COMPLETING FIRST YEAR OF

Will be in 2nd yr. probationary contract for the 2026-2027 School Yr.

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
WENDY	GLIDDEN	Special Education	Administrator	1.00
JOELENE	GRANDE	KECDC	Asst Principal	1.00
KATELYN	LIMB	Ponderosa Middle School	Asst Principal	1.00
MELINDA	WAGGONER	Conger Elementary School	Asst Principal	1.00

COMPLETING SECOND YEAR OF

Will be in 3rd yr. probationary contract for the 2026-2027 School Yr.

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
TERRY	BENNETT	Eagle Ridge High School	Principal	1.00
RODNEY	HEYEN	Klamath Union High School	Principal	1.00
HOLLY	MANCEBO	KECDC	Principal	1.00
ADAM	RANDALL	Klamath Union High School	Asst Principal	1.00

COMPLETING THIRD YEAR OF				
<i>Will be in 3 year contract for the 2026-2027</i>				
FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
GRETCHEN	KNUTSON	Special Education	Principal	1.00
4. In compliance with ORS 342.845, the superintendent recommends the board vote to issue a new three-year contract (2026 – 2029) to the following administrators:				

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
TYLER	BAKER	Klamath Union High School	Asst Principal	1.00
CHARLES	BARTELS	Student Services	Administrator	1.00
LIZA	BUTLER	Pelican Elementary School	Principal	1.00
RENEE	CLARK	Human Resources	Administrator	1.00
TOBY	FLACKUS	Klamath Learning Center	Principal	1.00
DENA	HAUDENSHILD	Special Education	Administrator	1.00
SARA	JOHNSON	Conger Elementary School	Principal	1.00
BRETT	LEMIEUX	Ponderosa Middle School	Principal	1.00
DAYMOND	MONTEITH	Superintendent Office	Administrator	1.00
SCOTT	OLSEN	Roosevelt Elementary School	Principal	1.00
CHELSEA	WOODS	Mills Elementary School	Principal	1.00

5. The administration recommends the following administrators not be re-employed at this time for the 2026- 2027 school year due to a temporary contract for the 2025-2026 school year:

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE

6. The administration recommends the following retired teachers not be re-employed at this time for the 2026 - 2027 school year:

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
ELAINE	MEIS	Klamath Learning Center	Teacher	1.00
TIMOTHY	PINSON	Klamath Basin Behavioral Health (KBBH)	Teacher	1.00

MEGAN	RISHER	Roosevelt Elementary School	TOSA	1.00
JOEL	WOODLEY	Ponderosa Middle School	Teacher	1.00

7. The administration recommends the following teachers/nurses not be re-employed as for the 2026-2027 school year due to temporary contracts for the 2025-2026 school year.

FIRST NAME	LAST NAME	BUILDING	ASSIGNMENT	FTE
DANIELLE	COVEY	Mills Elementary School	CDS	1.00
MEGAN	HUDGEONS	Mills Elementary School	Teacher	1.00
JANET	JONES	Klamath Union High School	Counselor	1.00
				104

5. **OLD BUSINESS/ACTION ITEMS**
 1. Re-adoption of Policy BHD

106

Klamath Falls City Schools

Code: BHD
Adopted: 10/09/06
Readopted: 3/06/17, 3/9/26
Orig. Code(s): BHD

Board Member Stipends and Reimbursements

Board members may receive a stipend for their service in accordance with state law and the Board-adopted district budget.¹ The stipend amount will be approved by resolution of the Board.² Board members may choose not to accept the stipend by notifying the business office. Stipends will be issued monthly and may be pro-rated for service for incomplete months. Stipends will be paid in accordance with the district's business practices. ^{3}Board members are responsible for any tax obligations resulting from the stipends.

Board members may be reimbursed for approved expenses actually incurred on district business. Such expenses may include the cost of attendance at meetings, conferences or visitations when such attendance has been approved by the Board. Reimbursement includes, but is not limited to, transportation, meals and lodging. The superintendent will establish and communicate procedures regarding submission of expenses for reimbursement.

When paid admission is required of the public, Board members may be reimbursed for attending district events and other activities when their attendance is consistent with board responsibilities and district operations (*see* Board policy DFEA - Admission to District Events). The district will establish accounting procedures consistent with this policy.

END OF POLICY

¹ After declaring an actual conflict of interest during meetings in which the budget is being discussed, Board members are allowed to discuss and vote on the district's budget that includes providing compensation of benefits to themselves or relatives in accordance with Senate Bill 983 (2025).

² Because Board members likely have a conflict of interest when approving an annual resolution, the Board may need to approve multiple resolutions, each applying to fewer than a quorum of the Board.

³ Districts are encouraged to work with business professionals regarding the procedures and tax implications of providing stipends.

Legal Reference(s):

[ORS 244.020](#)

[ORS 244.040](#)

[ORS 332.018\(3\)](#)

OR. GOV'T STANDARDS AND PRACTICES COMM'N, STAFF OPINION 02S-015 (May 20, 2002).

OR. GOV'T STANDARDS AND PRACTICES COMM'N, STAFF OPINION 03S-015 (SEPT. 11, 2003).

Senate Bill 983 (2025)

Klamath Falls City Schools

Code: BHD
Adopted: 10/09/06
Readopted: 3/06/17
Orig. Code(s): BHD

Board Member Stipends Compensation and Reimbursements Expense Reimbursement

{Board members likely have a potential conflict of interest when voting on this policy, as this decision “could be to the private pecuniary benefit or detriment of the Board member.” The adoption of this policy does not mean that a stipend or reimbursement will be paid: any stipend or reimbursement is contingent upon further action of the Board. In order to comply with a potential conflict of interest, Board members must declare the potential conflict of interest at each Board meeting in which this policy is being considered and can then participate in the discussion and vote. Declarations of conflicts should be included in the minutes of the meeting.}

Does the board want to adopt this first paragraph to explain the process?

[Board members may receive a stipend for their service in accordance with state law and the Board-adopted district budget.¹ ~~[The amount of the stipend is limited to the amount included in the budget.²]~~ [The stipend amount will be approved by resolution of the Board.³] Board members may choose not to accept the stipend by notifying the business office. Stipends will be issued {monthly} and may be pro-rated for service for incomplete months. Stipends will be paid in accordance with the district’s business practices. {⁴} Board members are responsible for any tax obligations resulting from the stipends.]

Board members may be reimbursed ~~No Board member will receive any compensation for services other than reimbursement~~ for approved expenses actually incurred on district business. Such expenses may include the cost of attendance at meetings, conferences or visitations when such attendance has been approved by the Board. Reimbursement includes, but is not limited to, transportation, meals and lodging. The superintendent will establish and communicate procedures regarding submission of expenses for reimbursement.

When paid admission is required of the public, Board members may be reimbursed for attending district events and other activities when their attendance is consistent with board responsibilities and district operations (*see* Board policy DFEA - Admission to District Events). The district will establish accounting procedures consistent with this policy.

END OF POLICY

¹ After declaring an actual conflict of interest during meetings in which the budget is being discussed, Board members are allowed to discuss and vote on the district’s budget that includes providing compensation of benefits to themselves or relatives in accordance with Senate Bill 983 (2025).

² ~~The maximum amount [of the monthly stipend] will be limited to the total amount budgeted, divided by the total number of Board members[, divided by 12]. Stipend amounts are also limited by ORS 332.018(3).~~

³ Because Board members likely have an conflict of interest when approving an annual resolution, the Board may need to approve multiple resolutions, each applying to fewer than a quorum of the Board.

⁴ {Districts are encouraged to work with business professionals regarding the procedures and tax implications of providing stipends.}

Legal Reference(s):

[ORS 244.020](#)

[ORS 244.040](#)

[ORS 332.018\(3\)](#)

OR. GOV'T STANDARDS AND PRACTICES COMM'N, STAFF OPINION 02S-015 (May 20, 2002).

OR. GOV'T STANDARDS AND PRACTICES COMM'N, STAFF OPINION 03S-015 (SEPT. 11, 2003).

Senate Bill 983 (2025)

Reviewed 9/15/25

6. **BOARD MEMBER COMMENTS**
7. **CLOSING COMMENTS FROM THE CHAIR**
8. **ADJOURNMENT**