Alsea School Board Meeting

Thursday, October 27, 2022 We will be having a working session and then going right into Regular Board Session at 7:00pm
Alsea School Library, 301 South 3rd Street, Alsea, OR 97324

1. **Call to Order: 6:00pm**
2. **Work Session**
   a. **HR Reset Discussion**
   b. **Discuss Possible Members for the Superintendent Search Committee**
   c. **Independent Financial Audit Discussion**
3. **Call Regular Board Meeting to Order: 7:00pm**
4. **Flag Salute**
5. **Approval of the Agenda October 27, 2022**
6. **School District Recognition**
   a. **Staff**
   b. **Students**

snort
oink
oink
snort
snort
oink

Assembly Expectations

- Arrive to the Assembly Room 2-3 minutes before the start of the assembly.
- Turn off cameras and mute your microphones.
- Supportive messages are encouraged in the chat.

WOLVERINE

Learn at Home
Oregon
2022-2023
Character Traits

WOLVERINE

Wonder: desire or curiosity to know something
or as our friend Leo described it:
"Looking at the world and discovering
things--learning things we never knew about"

Ms. Carroll

Thank you for showing us how to wonder what school could really look like! And for inspiring us to find better ways to learn! We love you and miss you!

Wonder

Water the wonder
that lives in your brain.

Water your wonder
with questions like rain.

The more that you ask
the more you will know.

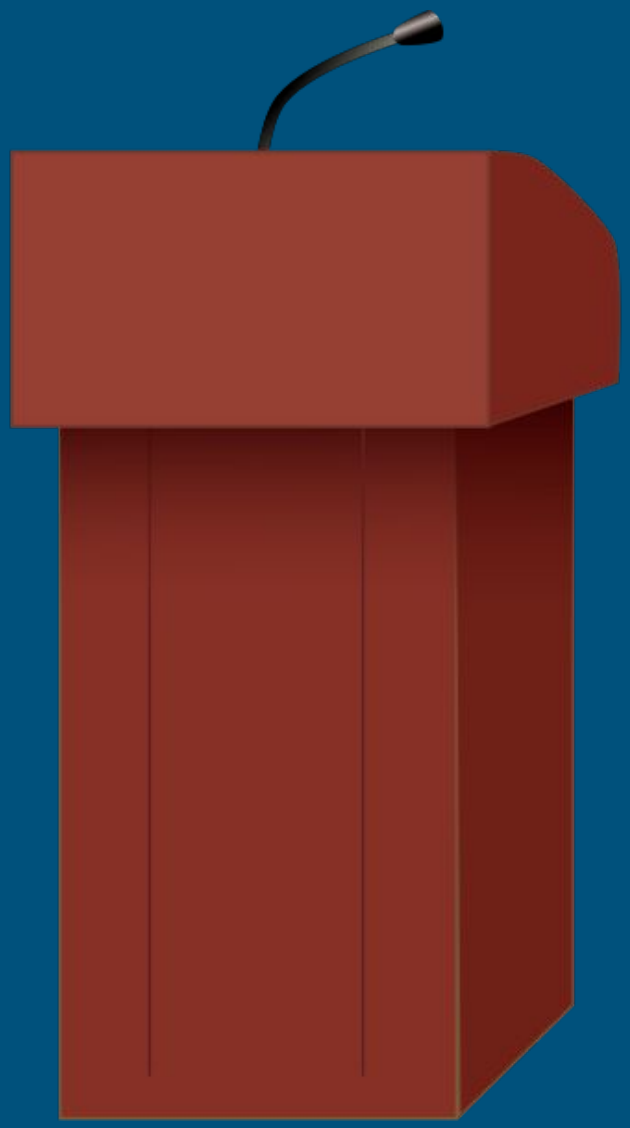
And watering wonder
will help wonder grow.

Wallow in wonder
wherever you go.

© *Amy Ludwig VanDerwater*

What have you been WONDERING about this month?

Teachers & IAs
Please make sure to locate your student of the month and place them at the podium once their certificate is on the screen.



STUDENT OF THE MONTH

is presented to

Zakai Christensen

for WONDER

Presented by:

Mrs. Parsons

Mrs. C

Learn at Home OREGON

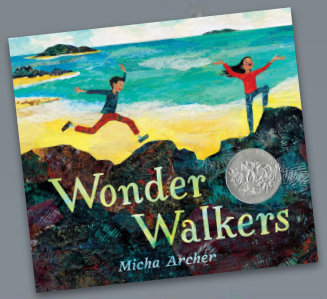
October 20, 2022

October Kindergarten Students of the Month

Leo Jones & Noah Wilson

For Exhibiting the Character Trait:

Wonder



A feeling of surprise mingled with admiration, caused by something beautiful, unexpected, unfamiliar, or inexplicable.
A desire or curiosity to know something

2022

Love, Ms. Waverek, Ms. White, & Your Classmates

Learn at Home OREGON

Student of the Month

October 1st Grade

Natalya Alter

"I wonder why we would ever stop wondering?"
~Natalya Alter

Presented by Ms. Ballinger & Mrs. Krayniak ~ October 20, 2022

Congratulations to our Wonderful First Graders!

Oska, Mackenzie, Evan, Drake, Eris, Ollie, Matteo, Jesse, Hunter, Blake, Olivia, Jasmine, Emma, Hunter, Emma, Steven, June, Parker, Easton, Luna

You are true learners - full of curiosity and questions and open, thoughtful minds!

Love, Ms. Taglia :)

October 2022
Student of The Month
2nd grade
Presented to
Exavier Kelly

For exhibiting the characteristic of

WONDER

"Wonder is the beginning of wisdom." Socrates

Presented by Mrs. Dapkus and Ms. Snyder

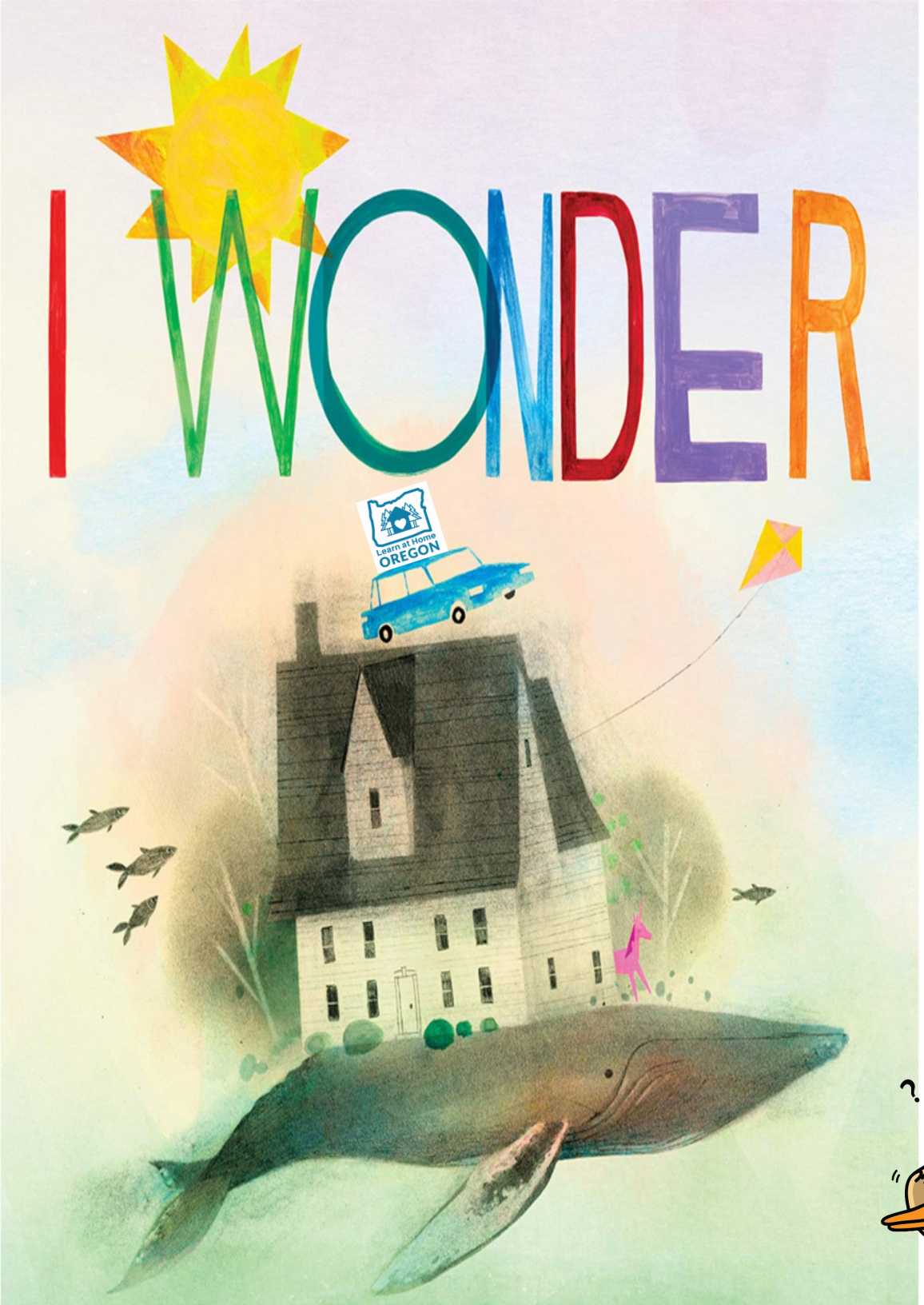
Wolverines

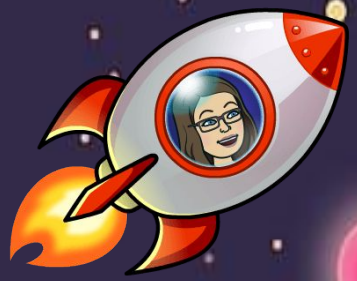
Congratulations!

3rd grade

for exhibiting an enormous capacity for WONDER! Your curiosity and thirst for knowledge is wonderful!

With our admiration,
Mr. Sederlin and Ms. Lopez





Student of the Month

presented to

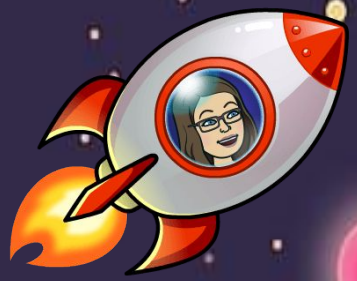
Hunter Womack

for Wonder

"Mystery creates wonder and wonder is the basis of man's desire to understand."-Neil Armstrong

Mr. Bahr
Ms. Boser

October 20, 2022



Student of the Month

presented to

Ava Boyte

for Wonder

"Mystery creates wonder and wonder is the basis of man's desire to understand."-Neil Armstrong

Mr. Bahr
Ms. Boser

Learn at Home OREGON

October 20, 2022

Learn at Home
OREGON

Congratulations to the entire 4th grade class for always asking questions and for looking at the world with a sense of wonder!

You are doing a great job building your sense of WONDER!
We are proud of you!

Learn at Home Oregon • Ms. Naylor • October 20, 2022

Student of the Month

is presented to

Benjamin Escobedo

For

Wonder

THE MIND THAT OPENS TO A NEW IDEA NEVER RETURNS TO ITS ORIGINAL SIZE.

Albert Einstein

Mrs. Bauer

& Ms. Zimmerman

October 20, 2022

OCTOBER 2022

STUDENT OF THE MONTH

This certificate is awarded to

Tasha VanNoecker

For continuously exhibiting a sense of WONDER and interest in the world around her, and seeking out new information and ways of learning....

Ms Lookaaugh
6th Grade Teacher

Learn at Home OREGON

Ms Rush
Instructional Assistant

October 7th Grade Student of the Month

This is presented to

Elias Honma

For Exhibiting Wonder

Presented by: Ms.Winters, Ms. Wills, & Ms. T

October 8th Grade Student of the Month

This is presented to

Andrew Lapine

For Exhibiting Wonder

Presented by: Ms.Winters, Ms. Wills, & Ms. T

IT'S A GIRL!

Breed:
Holstein

Help the 6th Graders name the baby calf that they have adopted through the Discover Dairy Program for schools!!! Each grade can submit a list of names for us to vote on!

Birth Height: 30 inches , Birth Weight: 75 lbs

Character Trait Spotlight for November:

- An optimistic person believes that good things will happen even when it gets difficult.
- An optimist can see the positive side of things.
- An optimist helps others to see the good in the world.

Optimistic

Thank you to our 1st Grade Friends

snort
oink
oink
snort
snort
oink

7. **Superintendent Report**
   a. **State Assessment Update**
   b. **Legislative Report**

a. **CTE Regional Presentation**

OREGON STATE ASSESSMENTS

SBAC - Smarter Balanced Assessment Consortium

Purpose of the Assessment

- Assessment helps evaluate Systems
- Summative tests identify strengths and needs
- Summative assessment results give us a reliable, comparable indicator to measure the state of student academic achievement in ELA, math, and science across districts and schools in Oregon
- Assessments helps the Government provide funding for curriculum and special programs
- Provides parents with normalized assessment data for their individual child

Participation Rates

For the data to be meaningful we **MUST HAVE** have a **95%** Participation rate

This is a Federally Required Assessment. The (ESEA) - Elementary and Secondary Education Act requires rates to be at least **95%** for all students.

Statistically, the district needs to see >80% participation to validate

Opt out

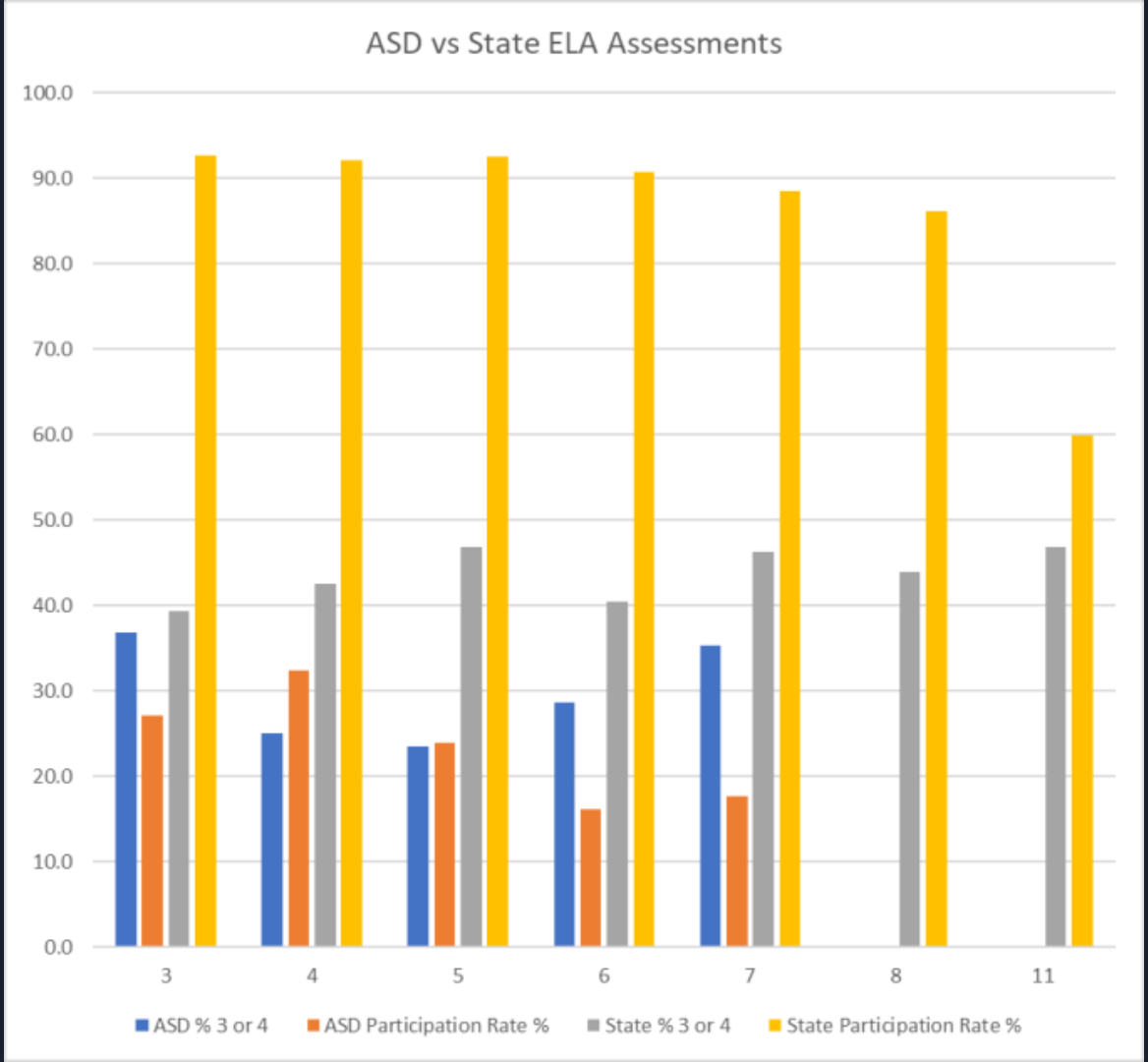
ORS 329.479, also called the Student Assessment Bill of Rights, requires districts to provide the option for parents to opt out of state summative testing in English language arts and mathematics that does not include science*

This will be provided by a letter going home stating when the State test will be taking place. Parents then may contact the school for an opt - out form if they wish.

Alsea is encouraging all required grades (3,4,5,6,7,8 &11) for 22-23 school year to take the assessment to help determine the gaps in learning and to provide accurate data that could result in additional resources.

*Note: Science can only be opted out by a religious or medical exemption

21-22 School Data


ASD vs State ELA Assessments
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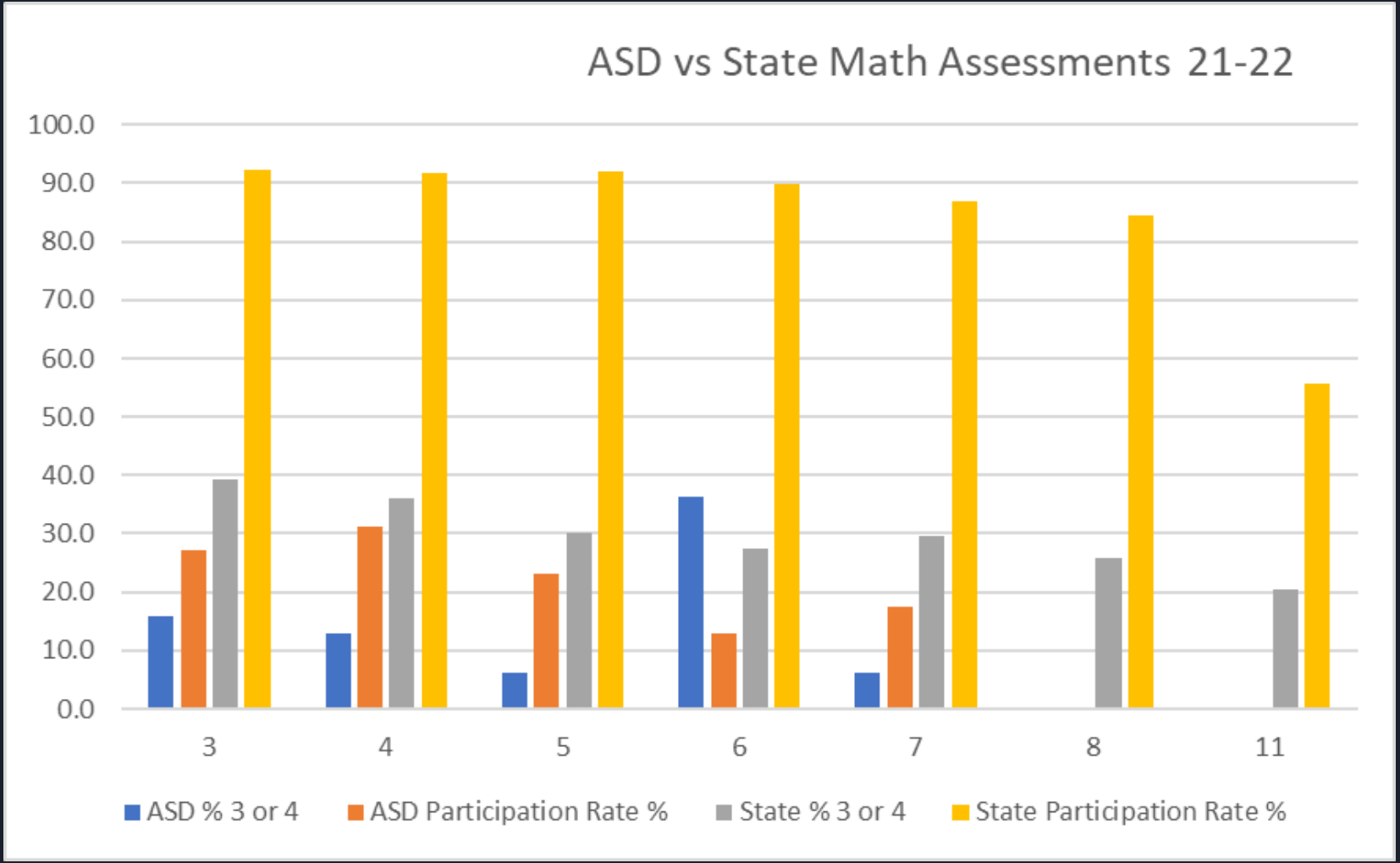
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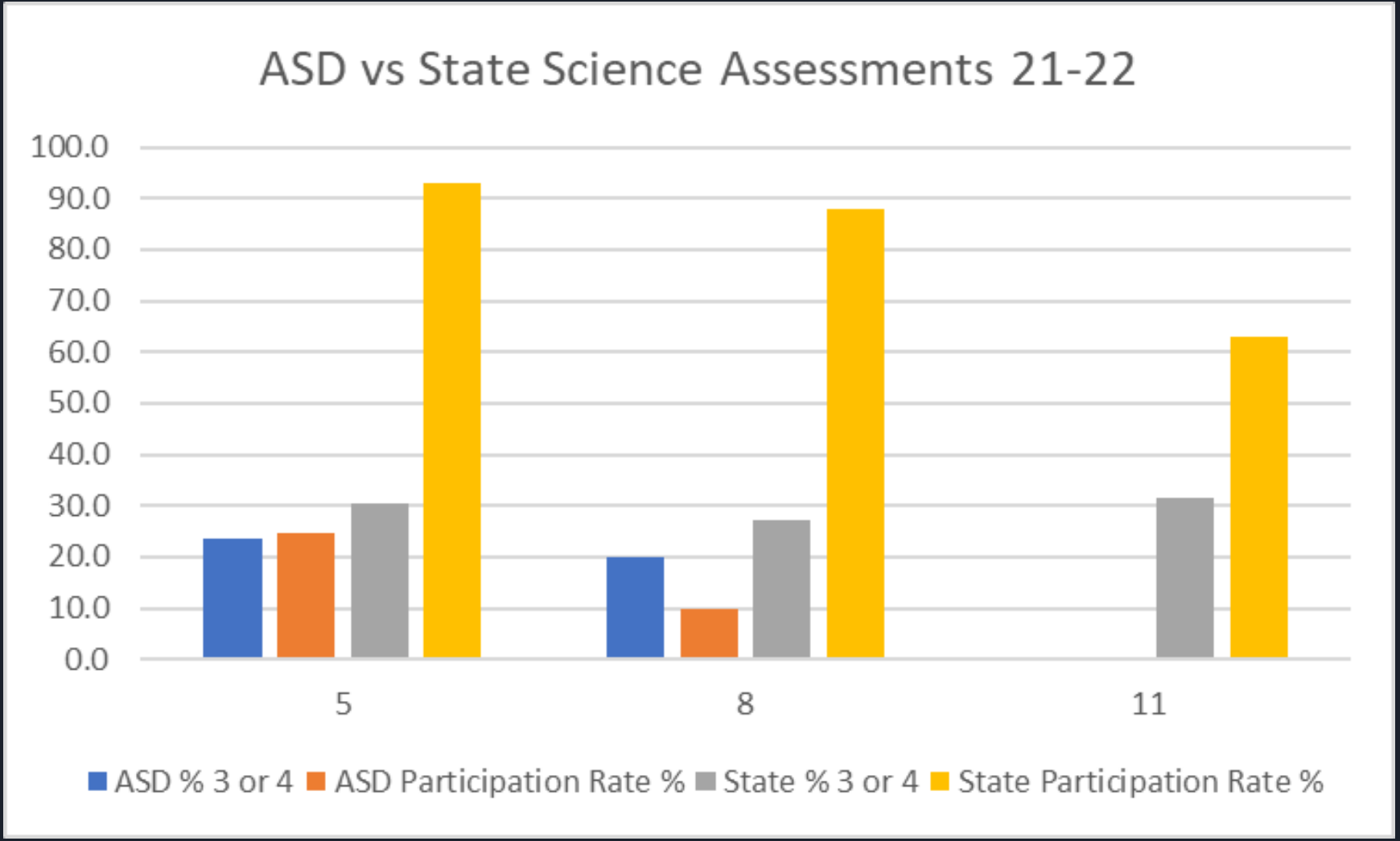
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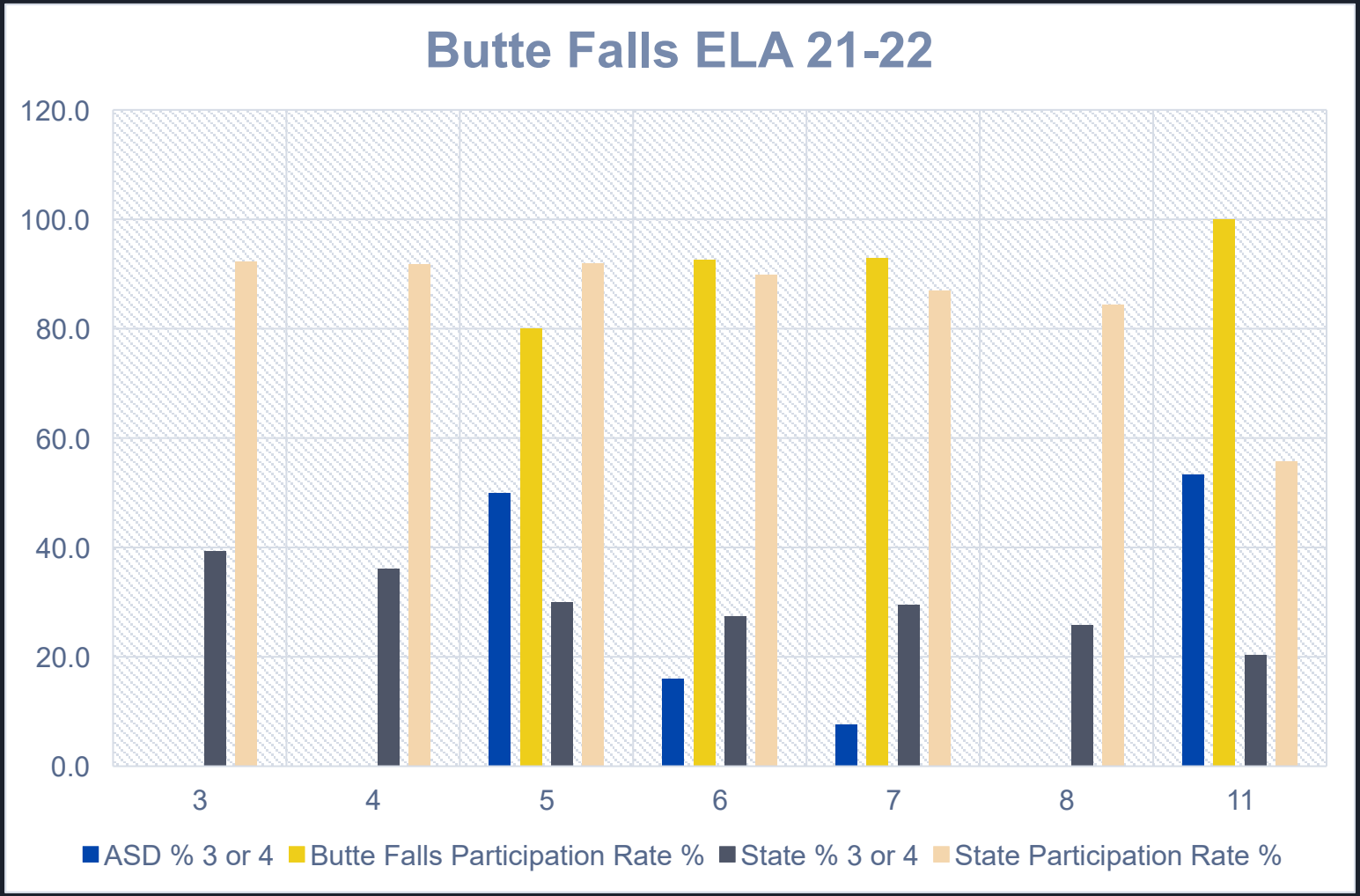
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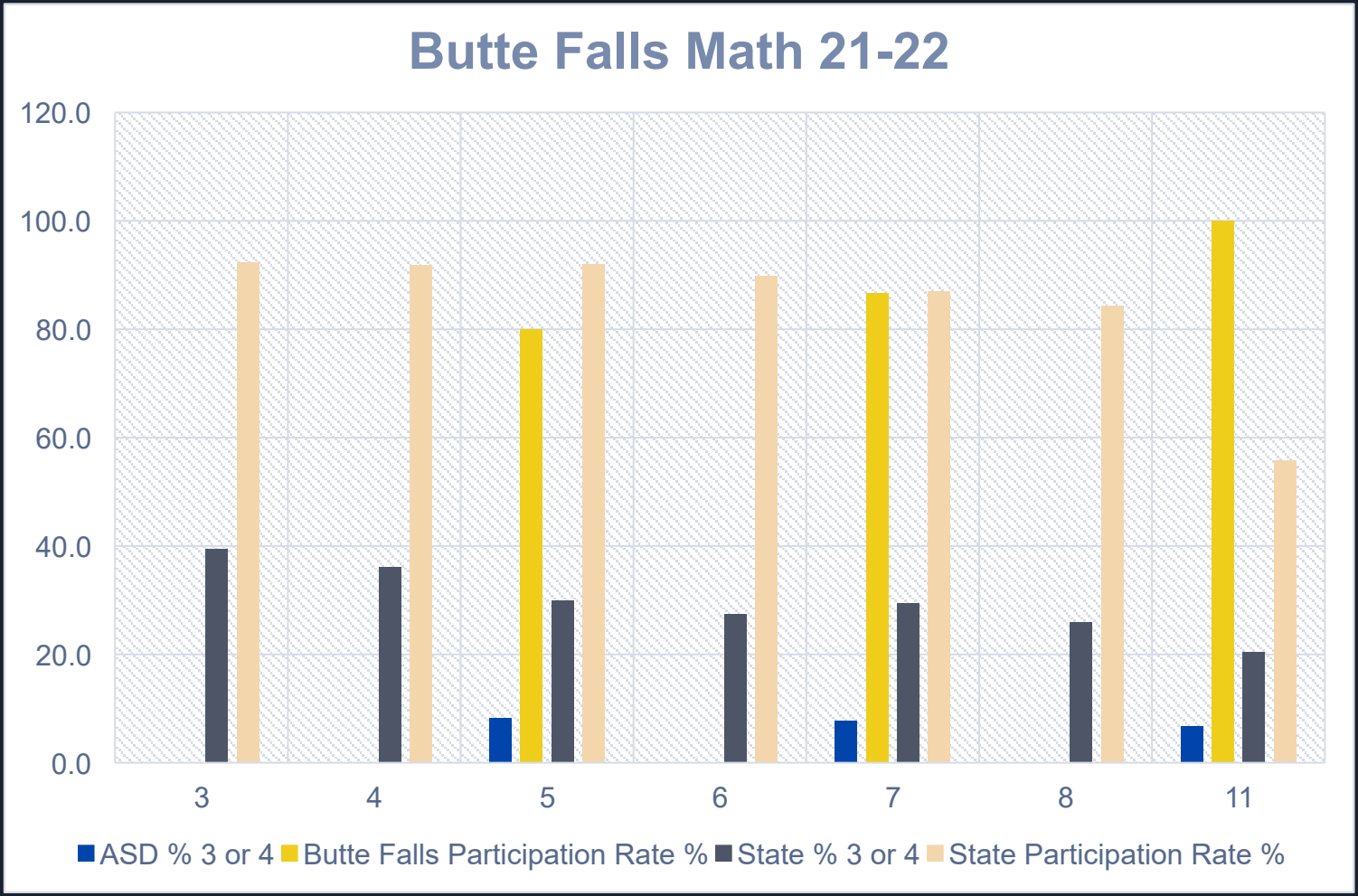
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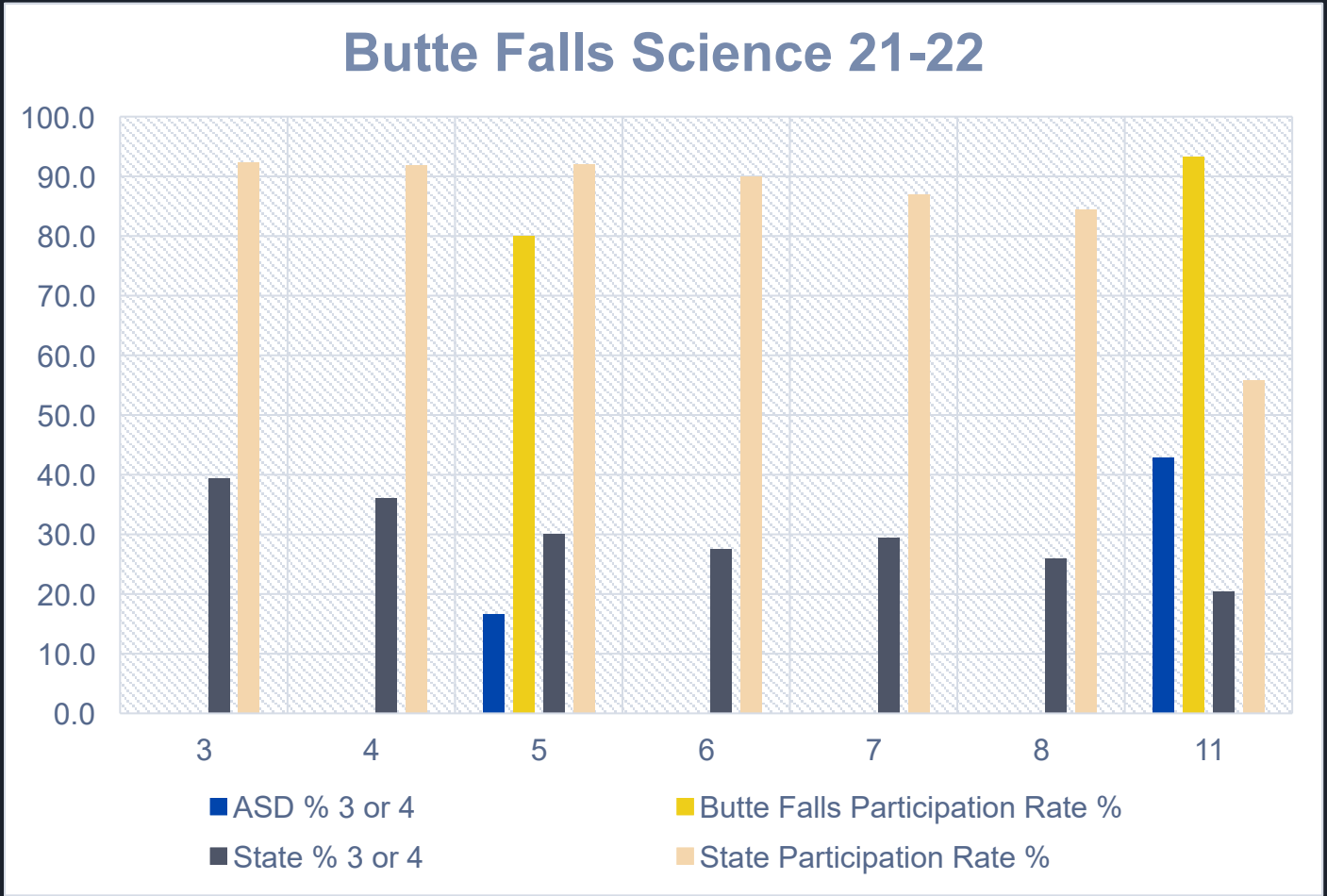
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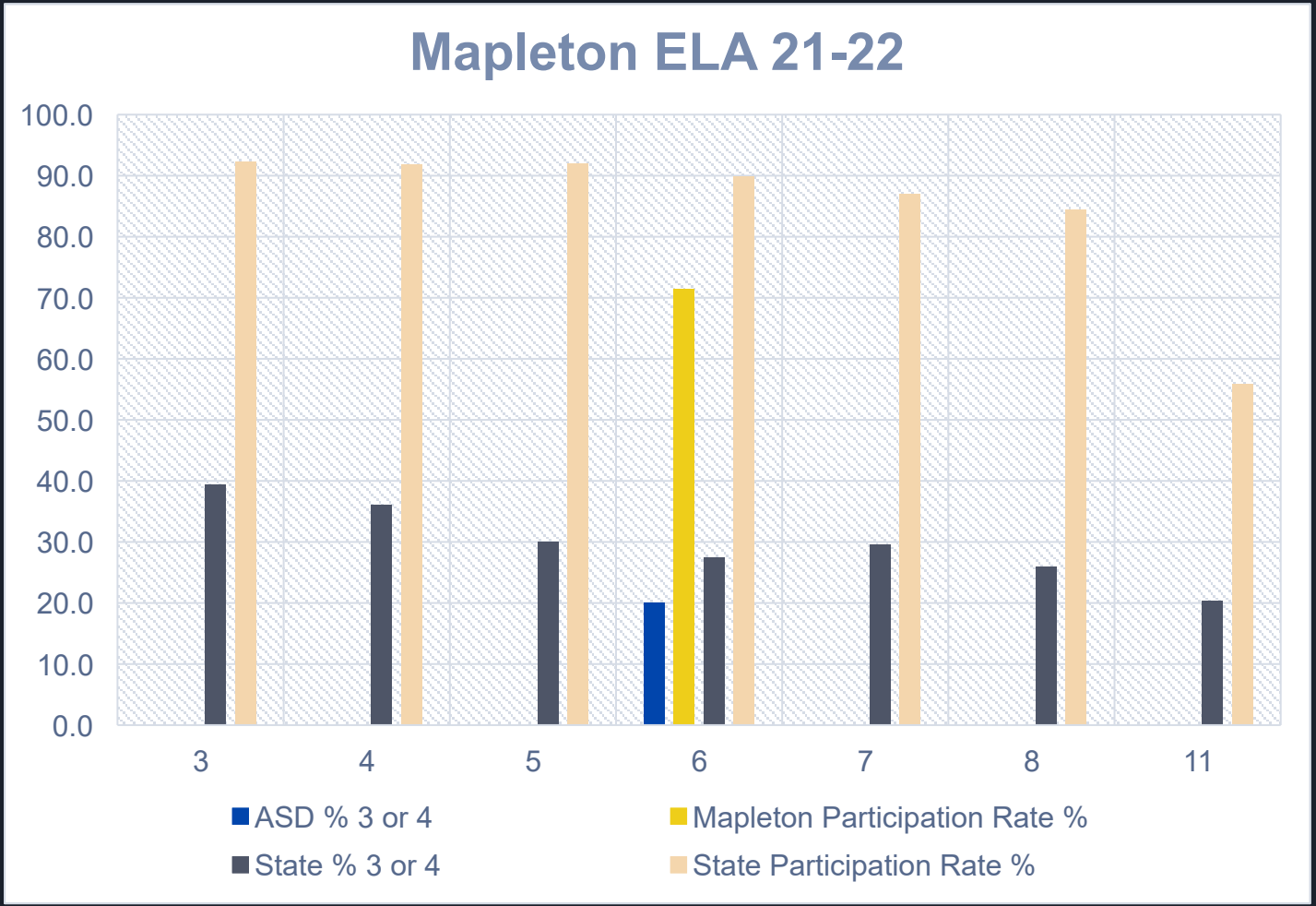
Mapleton ELA 21-22
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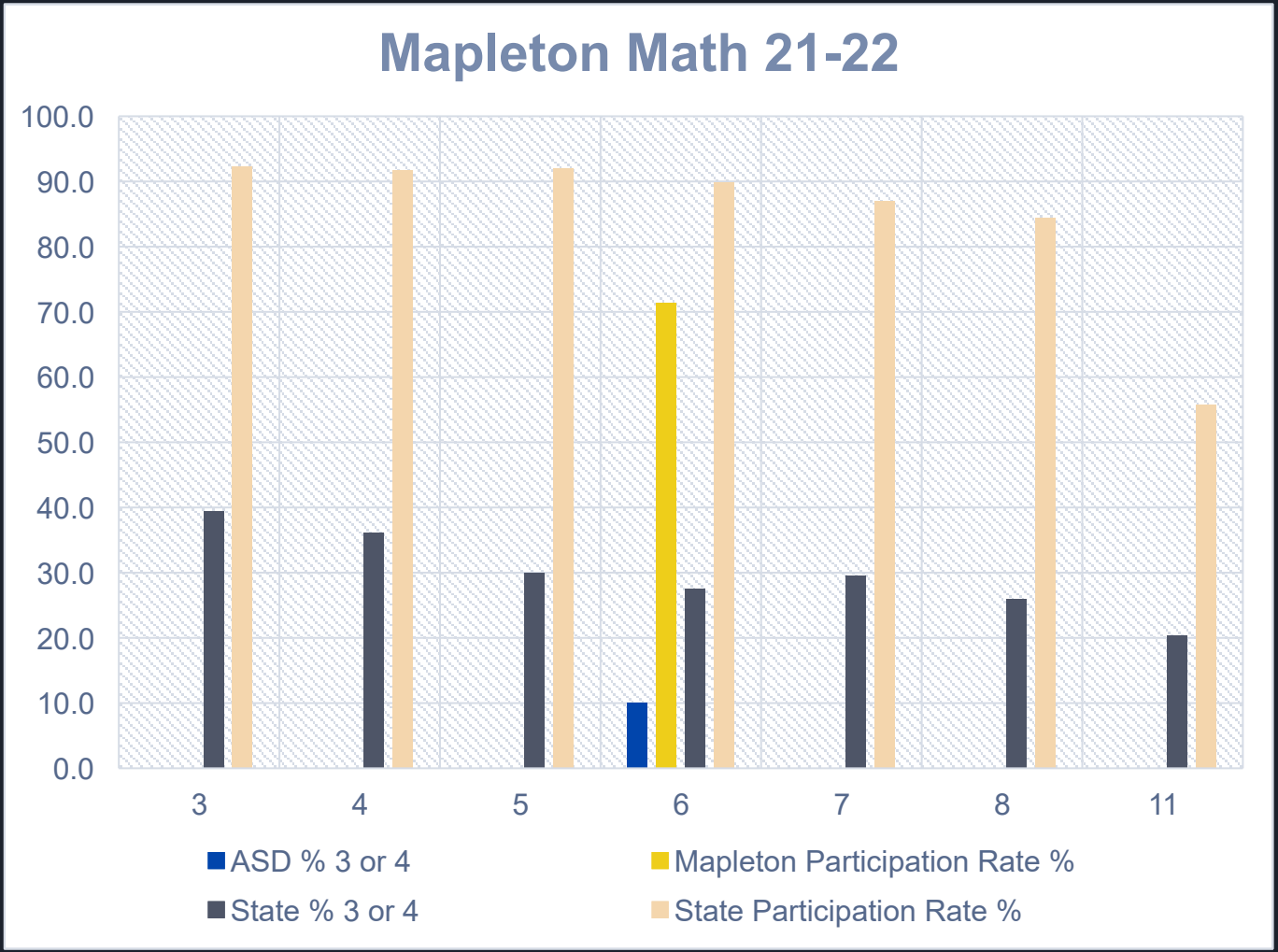
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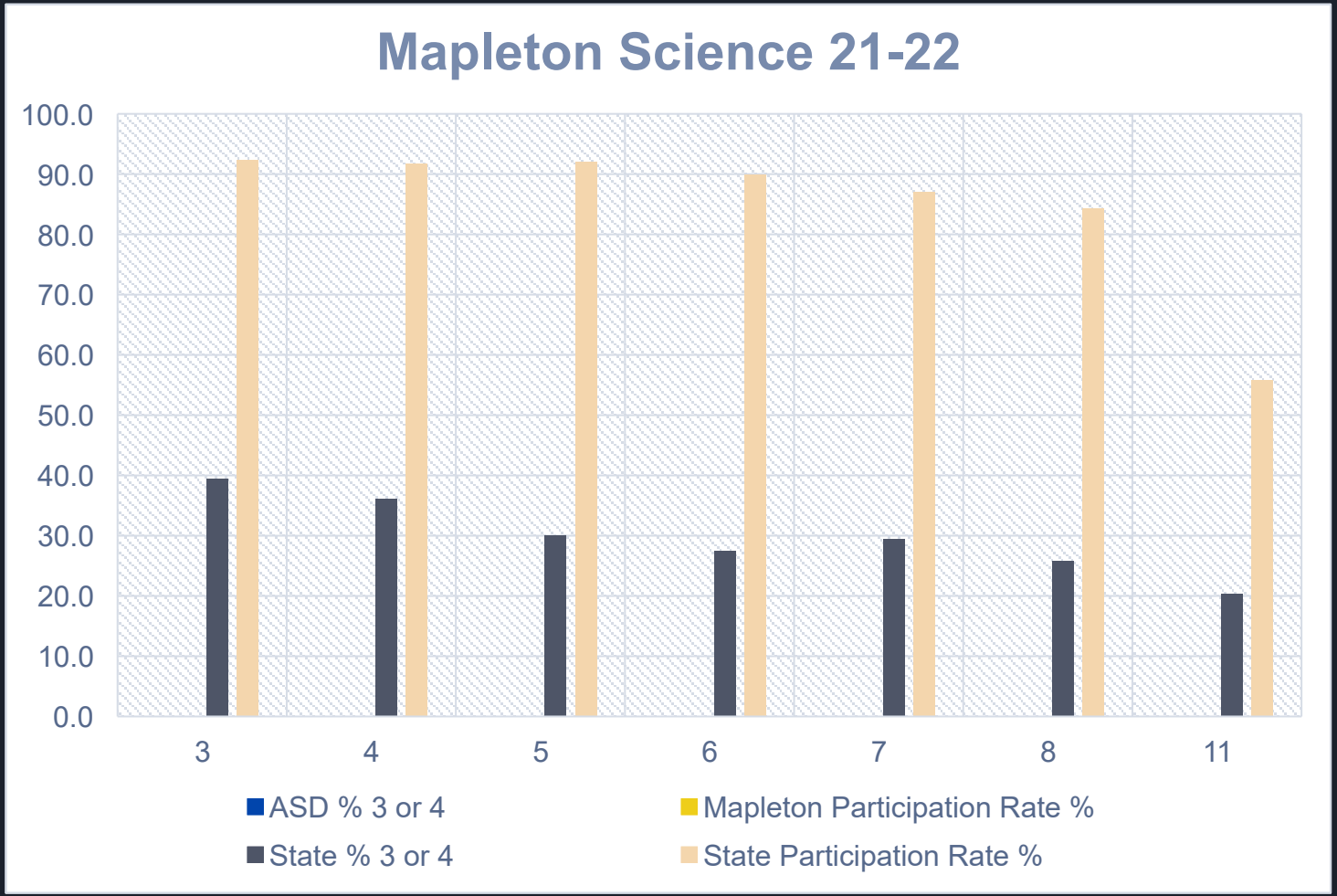
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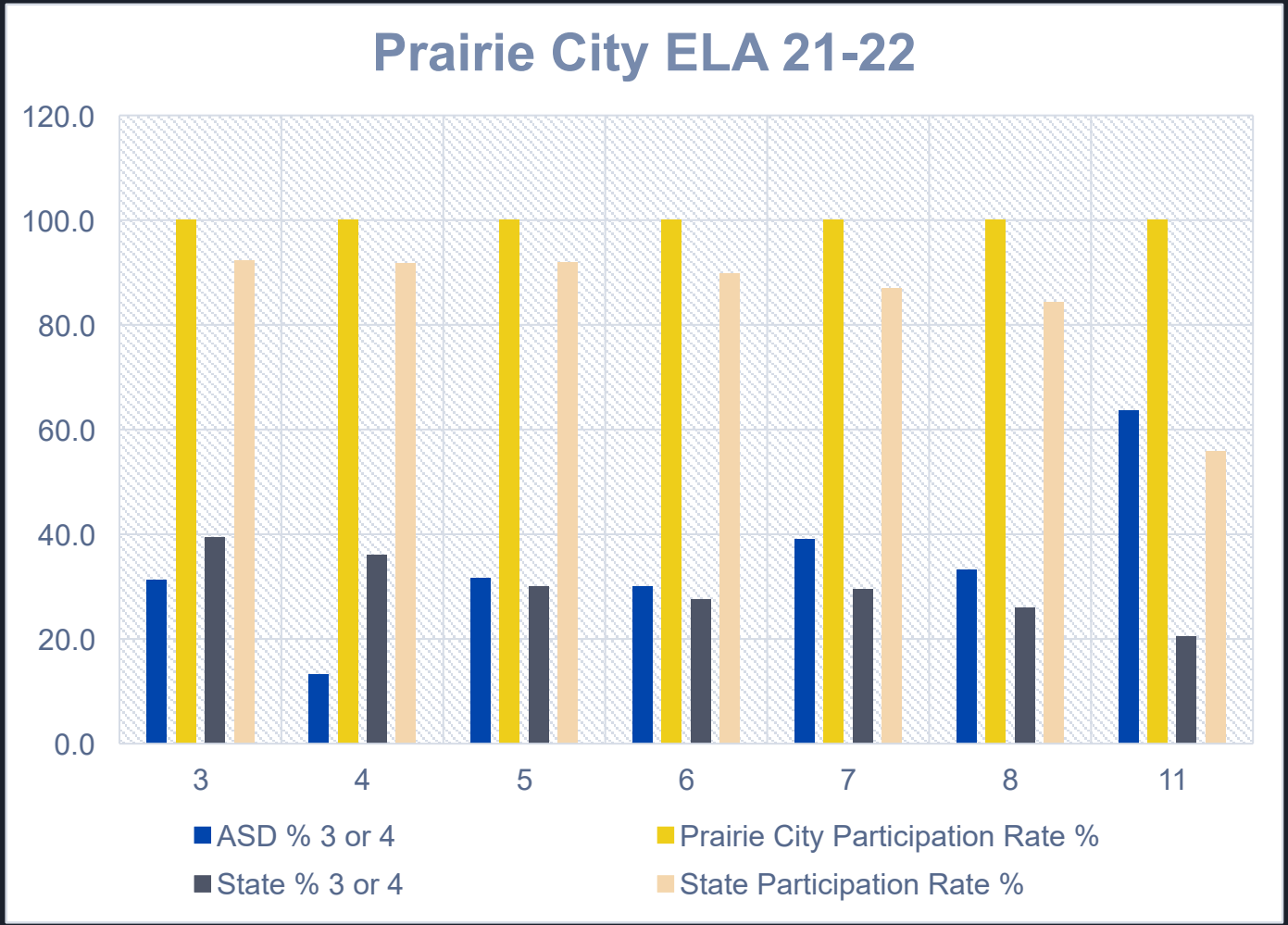
Prairie City ELA 21-22
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Prairie City Participation Rate %
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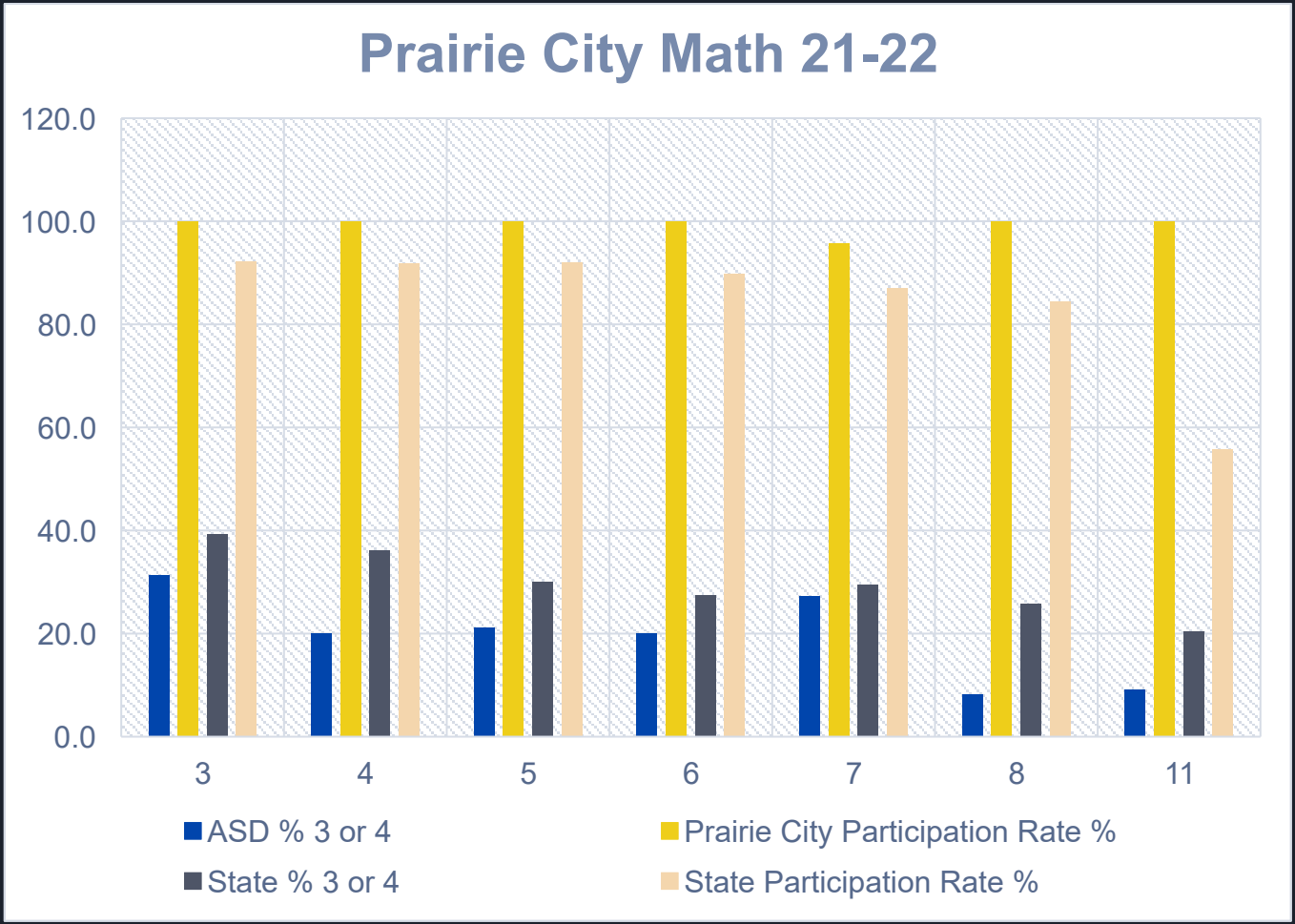
Prairie City Math 21-22
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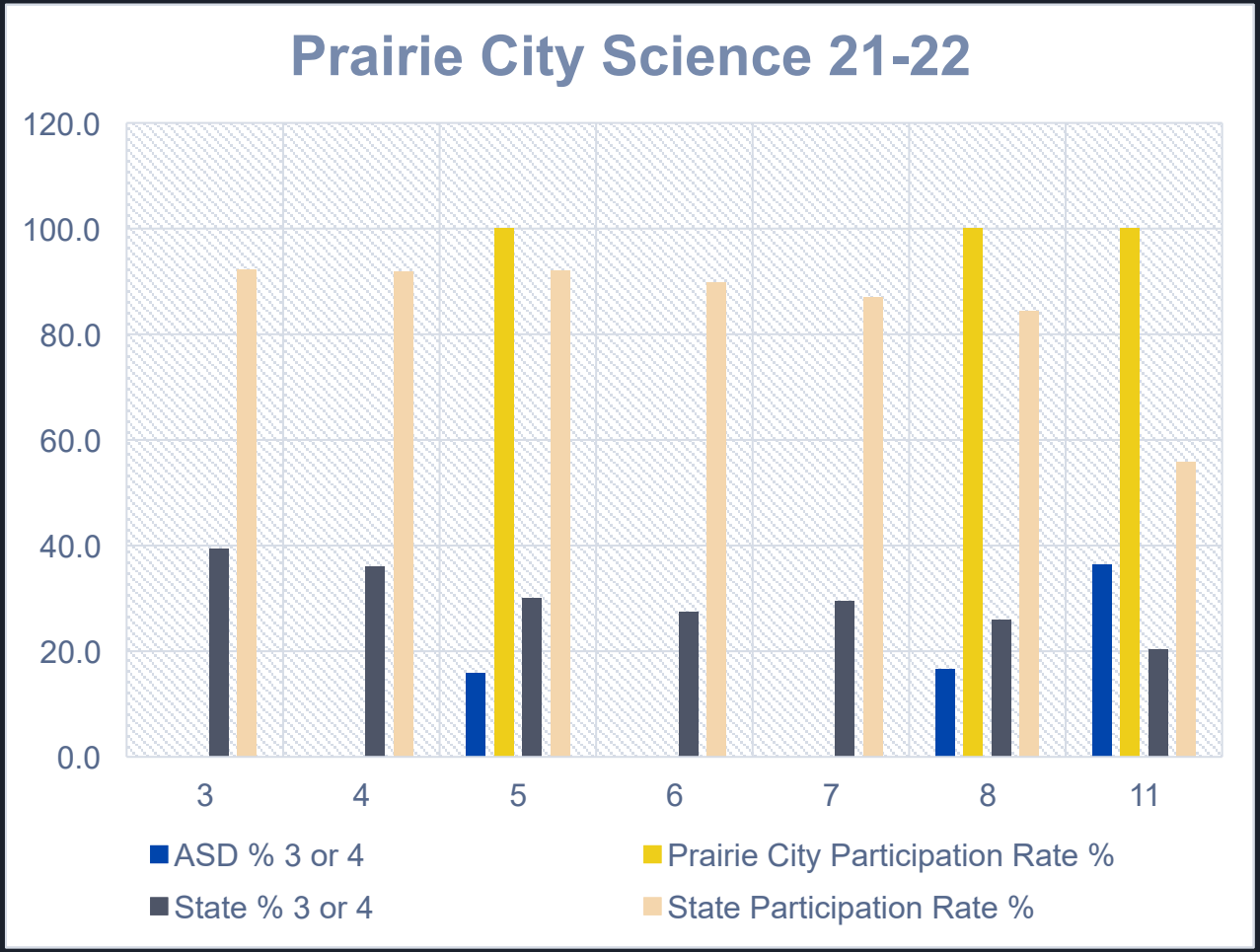
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ALSEA

OREGON

SCHOOL DISTRICT

LEGISLATIVE REPORT

OCT 27, 2022

By Sean Gallagher - Superintendent

PRESENTATION TITLE

AGENDA

Record Political Leadership Change

State School Fund

Public Instructional Needs

Key Dates

POLITICAL LEADERSHIP

Record Legislative Leadership Changes

New Governor

- Record campaign spending ~$60M

House

- All 60 seats open

Senate

- 16/30 seats open

When was the last time our political leaders stepped foot into a public school?

STATE SCHOOL FUND

State School Fund

Currently

- $9.3B

Proposed

- $9.52B

ASD Share

- ~$188K, $342/student
- Predicted ASD cost increases? TBD

State estimates SSF +$750M - $1B to cover normal increased costs. Does not include any additions.

PUBLIC EDUCATION NEEDS

Public Education Needs

Students

- Social/Emotional Support
- Mental Health / Suicide Prevention
- COVID learning gap
- Transition services back to in-person instruction

Staffing Needs

- Competitive Wages
- PERS & benefit increased costs
- Counselors and specialists
- Mentor Support
- Labor shortage

Public Education Needs

Safety

- Buildings with open access
- SRO Resources
- Safety equipment
- Staff and student training

Facilities

- Lack of taxable property in rural communities
  - Creates equity issues
- Environmental quality
  - Air, HVAC, Lighting, Space, Technology

KEY DATES

Key Dates

Revenue Forecast

- Nov 16th

Legislative Task Forces Form

- Dec 6-9

Presession Bill Filing

- Dec 21

Release of Governor's Budget

- Feb 1st

Tentative Legislative Start Date

- Feb 1st

THANK YOU

Sean Gallagher - Superintendent
Sean.Gallagher@alsea.k12.or.us
www.alsea.k12.or.us

8. **Board Discussion**

Vincent Adams

a. Supt. Survey Data Report

b. Supt. Salary Report

c. Supt Search Update

d. LBL ESD At-Large Budget Committee, Nov.15 - Dec. 15, 2022

e. The board will be voting on OSBA Board of Directors Representatives, and one resolution

f. Meeting Frequency

g. Girls Basketball CO-OP with Monroe

Presented by: Bart Rothenberger, Riki Hendrix

h. Policies First Reading

Board Discussions

a.. Policies Second Reading/Approval

i. AC, Nondiscrimination

ii. AC-AR , Discrimination Complaint Procedure

iii. ACB, Every Student Belongs

iv. ACB-AR, Bias Incident Complaint Procedure

v. BB, Board Legal Status

vi. BBA, Board Powers and Duties

vii. BBAA, Individual Board Member's Authority and Responsibilities

viii. BBB, Board Elections

ix. BBBA, Board Member Qualifications

x. BBBB, Board Member Oath of Office

xi. BBC, Board Member Resignation

xii. BBD, Board Member Removal from Office

xiii. BBE, Vacancies on the Board

xiv. BBF, Board Member Standards of Conduct

xv. BBFA, Board Member Ethics and Conflicts of Interest

xvi, BBFB, Board Member Ethics and Nepotism

xvii. BBFC, Reporting of Suspected Abuse of a Child

xviii, BC/BCA, Board Organization/Board Organizational Meeting

xix. BCB, Board Officers

xx. BCD, Board-Superintendent Relationship

xxi. BCF, Advisory Committees to the Board

xxii. BD/BDA, Board Meetings

xxiii. BDB, Special and Emergency Board Meetings

xxiv. BDC, Executive Sessions

xxv, BDD, Board meeting Procedures

xxvi. BDDC, Board Meeting Agenda

xxvii. BDDH, Public Participation in Board Meetings

xxviii. BDDH, Public Comment at Board Meetings

xxix. BDDH-AR, Public Participation in Board Meetings

xxx. BF, Policy Development

xxxi. BFC, Adoption and Revision of Policies

xxxii. BFCA, Administrative Regulations

xxxiii. BFD, Board Policy Implementation

xxxiv. BFE, Administration in the Absence of Policy

xxxv. BFF, Suspension of Policies

xxxvi. BG, Board Staff Communications

xxxvii. BH/BHA, Orientation of New Board Members

xxxviii. BHB, Board Member Development
xxxix. BHD, Board Member Compensation and Expense Reimbursement
xl. BHE, Board Member Liability Insurance
xli. BI, Board Legislative Program
xlii. BJ, Board Membership
xliii. BK, Evaluation of Board Operational Procedures
xliv. CB, Superintendent
xlv. CBA, Qualifications and Duties of the Superintendent
xlvi. CBB, Recruitment and Appointment of the Superintendent
xlvii. CBC, Superintendent's Contract
xlviii. CBG, Evaluation of the Superintendent
xlix. CCB, Line and Staff Relations
xlx. CCG, Licensed Evaluation - Administrators
xlxi. CHCA, Approval of Handbooks and Directives

Alsea School District 7J

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Discrimination Complaint Procedure ..... AC-AR
Every Student Belongs ..... ACB
Bias Incident Complaint Procedure ..... ACB-AR

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Board Powers and Duties ..... BBA
Individual Board Member's Authority and Responsibilities ..... BBAA
Board Elections ..... BBB
Board Member Qualifications ..... BBBA
Board Member Oath of Office ..... BBBB
Board Member Resignation ..... BBC
Board Member Removal from Office ..... BBD
Vacancies on the Board ..... BBE
Board Member Standards of Conduct ..... BBF
Board Member Standards of Conduct ..... BBF
Board Member Ethics and Conflicts of Interest ..... BBFA
Board Member Ethics and Nepotism ..... BBFB
Reporting of Suspected Abuse of a Child ..... BBFC

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Board Officers ..... BCB
Board-Superintendent Relationship ..... BCD
Advisory Committees to the Board ..... BCF

Board Meetings ..... BD/BDA
Special and Emergency Board Meetings ..... BDB
Executive Sessions ..... BDC
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Board Meeting Agenda ..... BDDC
Public Participation in Board Meetings ..... BDDH
Public Comment at Board Meetings ..... BDDH
Public Participation in Board Meetings ..... BDDH-AR

Policy Development ..... BF
Adoption and Revision of Policies ..... BFC
Administrative Regulations ..... BFCA
Board Policy Implementation ..... BFD
Administration in the Absence of Policy ..... BFE
Suspension of Policies ..... BFF

Board Staff Communications ..... BG

Orientation of New Board Members ..... BH/BHA
Board Member Development ..... BHB

Board Member Compensation and Expense Reimbursement..... BHD
Board Member Liability Insurance ..... BHE

Board Legislative Program ..... BI

Board Memberships ..... BJ

Evaluation of Board Operational Procedures..... BK

The following symbols are used on some sample policies:

* May be subject to collective bargaining.

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

[ ] Brackets occur in sample policies to indicate the need for districts to select or tailor information specific to their particular situations.

Alsea School District 7J

Code: **AC**
Adopted: 5/11/16
Orig. Code: AC

Nondiscrimination

The district prohibits discrimination ~~shall promote nondiscrimination~~ and ~~an environment free of~~ harassment ~~based~~ on any basis protected by law, including but not limited to, an individual's perceived or actual race[1], color, religion, sex, sexual orientation, gender identity[2], national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates.

The ~~In keeping with requirements of federal and state law, the~~ district prohibits~~strives to remove any vestige of~~ discrimination and harassment in, but not limited to, employment, assignment and promotion of personnel; ~~in~~ educational opportunities and services offered students; ~~in~~ student assignment to schools and classes; ~~in~~ student discipline; ~~in~~ location and use of facilities; ~~in~~ educational offerings and materials; and ~~in~~ accommodating the public at public meetings.

The Board encourages staff to improve human relations within~~in~~ the schools, to respect all individuals~~school~~ and to establish channels through which patrons~~citizens~~ can communicate their concerns to the administration and the Board.

The superintendent shall appoint ~~and make known the~~ individuals at the district to contact on issues concerning the Americans with Disabilities Act and~~of 1990, the~~ Americans with Disabilities Act Amendments Act (ADA),~~of 2008,~~ Section 504 of the Rehabilitation Act, Titles ~~, Title~~ VI and~~, Title~~ VII of the Civil Rights Act, Title IX of the Education Amendments , and ~~and~~ other civil rights or discrimination issues, and notify students, parents, and staff with their names, office addresses, and phone numbers.[3]~~.~~ The district~~Board~~ will ~~adopt and the district will~~ publish complaint~~grievance~~ procedures providing for prompt and equitable resolution of ~~student and employee~~ complaints from students, employees and the public, and such procedures will be available at the district's administrative office and available on the home page of the district's website.

The district prohibits retaliation and~~Federal civil rights laws prohibit~~ discrimination against an individual who~~because he/she~~ has opposed any discrimination act or practice; ~~or~~ because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and~~. The ADA~~ further

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[1] Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047. Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

~~[2] "Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individuals's gender identity, appearance, expression or behavior differs from that traditionally associated with the individuals's sex at birth.~~

~~[3] Districts are reminded that the district is required to notify students and employees of the name, office address and telephone number of the employee or employees appointed.~~

prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any~~the~~ rights guaranteed under state and federal law~~the Act~~.

END OF POLICY

Legal Reference(s):

ORS 174.100
ORS 192.630
ORS 326.051(1)(e)
ORS 408.230
ORS 659.805
ORS 659.815
ORS 659.850 - 659.860
ORS 659.865
ORS 659A.001
ORS 659A.003
ORS 659A.006
ORS 659A.009
ORS 659A.029
ORS 659A.030
ORS 659A.040
ORS 659A.103 - 659A.145
ORS 659A.230 - 659A.233
ORS 659A.236
ORS 659A.309
ORS 659A.321
ORS 659A.409
OAR 581-002-0001 – 002-0005
OAR 581-021-0045
OAR 581-021-0046
OAR 581-021-0047
OAR 581-022-2310
OAR 581-022-2370
OAR 839-003

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2018); 29 C.F.R Part 1626 (2019).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12112 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2018).
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2018); 34 C.F.R. Part 104 (2019).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018); 29 C.F.R. § 1601 (2019).
Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212 (2018).
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2018); 29 C.F.R. Part 1635 (2019).
House Bill 2935 (2021).
House Bill 3041 (2021~~21~~).

Alsea School District 7J

Code: **AC-AR**
Adopted:

PROPOSED

Discrimination Complaint Procedure

Complaints regarding discrimination or harassment, on any basis protected by law, shall be processed in accordance with the following procedures:

Step 1: Complaints may be oral or in writing and must be filed with the principal. Any staff member that receives an oral or written complaint shall report the complaint to the principal.

The principal shall investigate and determine the action to be taken, if any, and reply in writing, to the complainant within 10 school days of receipt of the complaint.

Step 2: If the complainant wishes to appeal the decision of the principal, the complainant may submit a written appeal to the superintendent or designee within five school days after receipt of the principal's response to the complaint.

The superintendent or designee shall review the principal's decision within five school days and may meet with all parties involved. The superintendent or designee will review the merits of the complaint and the principal's decision. The superintendent or designee will respond in writing to the complainant within 10 school days.

Step 3: If the complainant is not satisfied with the decision of the superintendent or designee, a written appeal may be filed with the Board within five school days of receipt of the superintendent's or designee's response to Step 2. The Board may decide to hear or deny the request for appeal at a Board meeting. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative a Board meeting. The Board's decision will be final and will address each allegation in the complaint and contain reasons for the Board's decision. A copy of the Board's final decision shall be sent to the complainant in writing or electronic form within 10 days of this meeting.

If the principal is the subject of the complaint, the individual may start at Step 2 and should file a complaint with the superintendent or designee.

If the superintendent is the subject of the complaint, the complaint may start at Step 3 and should be referred to the Board chair. The Board may refer the investigation to a third party.

Complaints against the Board as a whole or against an individual Board member, may start at Step 3 and should be submitted to the Board chair and may be referred to district counsel. Complaints against the Board chair may start at Step 3 and be referred directly to the Board vice chair.

The timelines established in each step of this procedure may be extended upon mutual consent of the district and the complainant in writing, but will not be longer than 30 days from the date of the submission of the complaint at any step. The overall timeline of this complaint procedure may be extended beyond 90

days from the initial filing of the complaint upon written mutual consent of the district and the complainant.

The complainant, if a person who resides in the district, a parent or guardian of a student who attends school in the district or a student, is not satisfied after exhausting local complaint procedures, the district fails to render a written decision within 30 days of submission of the complaint at any step or fails to resolve the complaint within 90 days of the initial filing of the complaint, may appeal[1] the district's final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) 581-002-0001 – 581-002-0023.

Charter Schools of which the District Board is a Sponsor

The district Board, also serving as the charter school board, through this administrative regulation, will be the final appeal board in Step 3 above on a complaint alleging violation of Oregon Revised Statute (ORS) 659.850 or Oregon Administrative Rule (OAR) 581-021-0045 or 581-021-0046 (Discrimination). A final decision reached by this district Board may be appealed to the Oregon Department of Education under OAR 581-002-0001 - 581-002-0023.

PROPOSED

[1] An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

DISCRIMINATION COMPLAINT FORM

PROPOSED

_____

Name of Person Filing Complaint Date School or Activity

Student/Parent ☐ Employee ☐ Job applicant ☐ Other ☐ _____

Type of discrimination:

- ☐ Race
- ☐ Color
- ☐ Religion
- ☐ Sex
- ☐ National or ethnic origin
- ☐ Gender identity
- ☐ Mental or physical disability
- ☐ Marital status
- ☐ Familial status
- ☐ Economic status
- ☐ Veterans' status
- ☐ Age
- ☐ Sexual orientation
- ☐ Pregnancy
- ☐ Discriminatory use of a Native American mascot
- ☐ Other _____

Specific complaint: (Please provide detailed information including names, dates, places, activities and results of the discussion.) _____

_____

_____

_____

_____

_____

Who should we talk to and what evidence should we consider? _____

_____

_____

_____

_____

_____

Suggested solution/resolution/outcome: _____

_____

_____

_____

_____

_____

This complaint form should be mailed or submitted to the principal.

Direct complaints related to educational programs and services may be made to the U.S. Department of Education, Office for Civil Rights. Direct complaints related to employment may be filed with the Oregon Bureau of Labor and Industries, Civil Rights Division, or the U.S. Department of Labor, Equal Employment Opportunities Commission.

Alsea School District 7J

Code: ACB
Adopted: 3/11/21
Orig. Code(s): ACB

~~All Students Belong~~ Every Student Belongs

All staff and students of the Alsea School District are valued participants of our school community. All Wolverines are bestowed with the right of equal access to all school programs, staff and educational opportunities. In Alsea ALL means EVERYONE who graces our school doors. Equity is best expressed in-action through caring, service and recognition that all people are imbued with the full rights of human dignity that endowed in all human beings. Equity in action means that all students can expect to be met where they are at and be supported based on individual need in pursuit of meaningful and relevant learning in an accepting and welcoming environment.

All students ~~can expect~~ are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled~~can expect~~ to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin .

All visitors are entitled~~welcome~~ to participate in a school or educational~~an~~ environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin .

"Bias incident" means a person's hostile expression of animus toward another person, relating to the other person's perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior~~. directed at or about any of the preceding demographic groups.~~

"Symbol of hate" means nooses[1], symbols of neo-Nazi ideology or the battle flag of the Confederacy ~~a symbol, image,~~ or ~~object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including, the noose, swastika, or confederate~~ flag[2]~~, and whose display:~~

1. ~~Is reasonably likely to cause a substantial disruption of or material interference with school activities; or~~

~~2. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.~~

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[1] The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).

~~[2] While commonly referred to as the "confederate flag," the official name of the prohibited flag is the Battle Flag of the Armies of Northern Virginia.~~

~~The district prohibits the use or display of any symbols of hate on district grounds or in any district- or school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly, except where used in teaching curriculum that is aligned to the Oregon State Standards. Because the appropriate use of these symbols in the context of the academic teaching of history is necessary for the erudition of student learning and awareness, so as to understand the stains of our past and value of our progress in the pursuit of a more perfect union. The symbol ban is qualified to the "inappropriate use" of these symbols outside of a supervised or approved academic purpose.~~ The district prohibits the use or display of any symbols of hate{[3]} on school property[4] or in an education program[5] except where used in teaching curriculum that is aligned with state standards of education for public schools.

In responding to the use of any symbols of hate or bias incidents, the district will use non-disciplinary remedial action whenever appropriate.

The district prohibits retaliation against an individual[6] because that ~~person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an~~ individual has in good faith reported information that the individual believes is evidence of a violation of a state or~~for exercising any rights guaranteed under state and~~ federal law, rule or regulation.

Nothing in this policy is intended to interfere with the lawful use of district facilities pursuant to a lease or license.

The district will use administrative regulation ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

END OF POLICY

Legal Reference(s):

ORS 174.100
ORS 339.347
ORS 659.850
ORS 659.852
OAR 581-002-0005
OAR 581-022-2312
OAR 581-022-2370

[3] {Prior to adopting the symbols of hate prohibition, or adding other symbols to the list, we recommend that the district document why the district feels that the presence of these symbols will cause a "material and substantial interference with schoolwork or discipline" or collide "with the rights of other students to be secure and be let alone." These reasons may include previous incidents, current conditions in the schools and other factors.}

[4] "School property" means any property under the control of the district.

[5] "Education program" includes any program, service, school or activity sponsored by the district.

[6] ORS 659.852 prohibits retaliation only against students. Other statutes (and other complaint procedures) prohibit retaliation against staff and others for reporting or providing information regarding a complaint or investigation.

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).
Dariano v. Morgan Hill Unified Sch. Dist., 767 F.3d 764 (9th Cir. 2014).
State v. Robertson, 293 Or. 402 (1982).

Alsea School District 7J

Code: **ACB-AR**
Adopted:

Bias Incident Complaint Procedure

The terms "bias incident" and "symbols of hate" are defined in policy. Persons impacted by a bias incident or display of a symbol of hate shall be defined broadly to include persons directly targeted by an act, as well as the community of students as a whole who are likely to be impacted by the act.[1]

Step 1{[2]}: When a staff member learns of a potential bias incident or display of a symbol of hate, the staff member will prioritize the safety and well-being of all persons impacted and immediately report the incident to the principal.

Step 2: The principal shall acknowledge receipt of the complaint, reduce the complaint to writing, and investigate any complaint of a bias incident. Principal will recognize the experience of all persons impacted, acknowledge the impact, commit to taking immediate action, and commit to preventing further harm against those persons impacted from taking place. Educational components and redirection procedures, if any, will:

- Address the history and impact of bias and hate;
- Advance the safety and healing of those impacted by bias and hate;
- Promote accountability and transformation for people who cause harm; and
- Promote transformation of the conditions that perpetuated the harm.{[3]}

The principal must consider whether the behavior implicates other district policies or civil rights laws, and if so, respond accordingly[4].

The principal will make a decision within 10 days of receiving the complaint.

All persons impacted by the act will be provided with information[5] relating to the investigation and outcome of the investigation, including:

- Notice that an investigation has been initiated;
- Notice when an investigation has been completed;

PROPOSED

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[1] The term "complainant" in this administrative regulation includes persons filing formal complaints and persons reporting bias incidents, regardless of whether the complainant is a victim. Similarly, the term "complaint" includes any report, information or complaint.

[2] {These specific steps and procedures are not required.The procedures must include all of the requirements listed in House Bill 2697 § 1(3)(e) (2021) and OAR 581-022-2312(4)(e). If making changes, we recommend working closely with legal counsel.}

[3] {Additional guidance from ODE can be found here.}

[4] The nature of the behavior or act must determine the process used to respond; what rights and protections are available to the person(s) impacted by the behavior or act; and an individual's right to appeal to the Oregon Department of Education or the U.S. Department of Education.

[5] For additional information regarding required notices, see OAR 581-022-2312(4)(e)(E).

- Findings of the investigation and the final determination based on those findings;
- Actions taken to remedy a person's behavior and prevent reoccurrence; and
- When applicable, the legal citation of any law prohibiting disclosure of any information described above, and an explanation of how that law applies to the current situation.

Step 3: If complainant or a respondent wishes to appeal the decision of the principal the complainant or respondent may submit a written appeal to the superintendent within five school days after receipt of the principal's response to the complaint.

The superintendent or designee shall acknowledge receipt of the appeal and may meet with all parties involved. The superintendent or designee will review the merits of the complaint and the principal's decision. The superintendent or designee will respond in writing to the complainant within 10 school days.

The superintendent or designee will ensure that the requirements in Steps 1 and 2 (redirection procedures, notice, etc.) are continued to be met through Step 3, as appropriate.

Step 4: If the complainant or respondent is not satisfied with the decision of the superintendent or designee, a written appeal may be filed with the Board within five school days of receipt of the superintendent or designee's response to Step 3. The Board may decide to hear or deny the request for appeal at a Board meeting. The Board may use an executive session if the subject matter qualifies under Oregon law. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative at a Board meeting. The Board's decision will be final and will address each allegation in the complaint and contain reasons for the Board's decision. A copy of the Board's final decision shall be sent to the complainant in writing within 10 days of this meeting.

The Board will ensure that the requirements in Steps 1 and 2 (redirection procedures, notice, etc.) are continued to be met through Step 4, as appropriate.

Complaints can be filed with or communicated directly to the principal, in which case Step 1 will be skipped. Complaints against the principal can be directed to the superintendent or designee and will begin at Step 3. Complaints against the superintendent or a Board member(s) can be directed to the Board and will begin at Step 4. If complaints begin later than Step 1, the individuals reviewing the complaint will ensure that all requirements are met.

The complainant, if a person who resides in the district, a parent or guardian of a student who attends school in the district or a student, is not satisfied after exhausting local complaint procedures, the district fails to render a written decision within 30 days of submission of the complaint at any step or fails to resolve the complaint within 90 days of the initial filing of the complaint, may appeal[6] the district's final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) 581-002-0001 – 581-002-0023.

Complaints may also be filed directly with the U.S. Department of Education Office for Civil Rights.[7]

PROPOSED

[6] An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

[7] Complaints must meet criteria as established by law. For more information, visit http://www.ed.gov/about/offices/list/ocr/complaintintro.html

Principal will develop and implement instructional materials to ensure that all school employees, staff and students are made aware of the policy, this administrative regulation and related practices. The materials will include reporting procedures, educational processes, and possible consequences.

When necessary, timelines may be adjusted by the district by communicating to all parties in writing. This communication must include a new timeline and an explanation of why the timeline must be adjusted.

PROPOSED

Alsea School District 7J

Code: **BB**
Adopted: 2/11/15
Orig. Code: BB

Board Legal Status

The Constitution of the state~~State~~ of Oregon charges the Legislature with providing – by statute – for a uniform and general system of common schools. The Legislature enacts laws to delegate the immediate control of the schools to locally elected boards of directors~~Boards~~; thus, the Board is the governing body of the Alsea School District.

Federal and state statutes and the State Board of Education rules define and outline the general powers and duties of the Board. The Oregon statutes authorize the Board to transact all business within the jurisdiction of the district, control the district schools and educate the children~~students~~ residing in the district. Oregon Administrative Rules establish further requirements and guidelines for the districts. The Board's duty is to carry out those statutes and rules~~regulations~~ that are mandatory, e.g., "The Board shall...;" where the laws are permissive, e.g., "The Board may...," the Board is empowered to exercise judgment and discretion.

This district will be known as the Alsea School District.

The regular term of office for Board members will be four years. The terms of office will commence on the first day of July following regular district elections. The term of office for members appointed to fill a vacancy will be until June 30 following the next regular district election. The term of office for members elected to fill a vacancy will be the time remaining in the vacated Board position.

END OF POLICY

Legal Reference(s):

ORS 255.335
ORS 332.018(1)
ORS 332.030(4)
ORS 332.072
ORS 332.075
ORS 332.105
ORS 332.107
ORS 335.505

OR. CONST., art. VIII, § 3.

Alsea School District 7J

Code: **BBA**
Adopted: 2/11/15
Orig. Code: BBA

Board Powers and Duties

The Legislature of the ~~S~~state of Oregon delegates to the Board responsibility for the conduct and governance of programs and services in the district.~~schools.~~ The general powers granted to the Board are:

1. Legislative or Rule-Making Authority

   In regular or special public meetings, after open discussion and after members' votes are recorded, the Board will establish rules or policy to govern the conduct of its members and the proceedings of the Board.

   The Board shall establish policies~~rules~~ for governing the programs~~school~~ and services of the district~~students~~ consistent with State Board of Education rules and with local, state and federal laws.

   The Board is responsible for providing adequate and direct means for keeping informed about the needs and wishes of the public~~,~~ and for keeping local community patrons~~citizens~~ informed about the schools.

2. Judicial Authority

   As provided by law, policy or contract, the Board acts as a fact-finding body or a court of appeal for staff members, students and the public when issues involve Board policies or agreements and their implementation, and when the Board must determine the rights, duties or obligations of those who address the Board.

3. Executive/Administrative Authority

   The Board will appoint a superintendent delegated to establish administrative regulations to implement Board policy and goals. The Board will evaluate the superintendent's performance.

   The Board may establish academic and financial goals for the district and evaluate the superintendent's implementation of those goals.

   The Board will oversee the district's financial affairs by authorizing, appropriating and adopting budgets and by proposing local option or bond elections, when appropriate and as allowed by law, to provide for program operation and maintenance or acquisition of district property.

   The Board will authorize the superintendent to approve payment on all contracts and business transactions of the district in accordance with Board policies on purchasing and budget requirements. The Board will provide for an annual audit of the district's assets.

The Board will employ the staff necessary to carry out the educational program and will provide for regular evaluation of staff.

The Board will direct the collective bargaining process to establish collective bargaining agreements with the district's personnel. The Board will establish, through the collective bargaining process where appropriate, salaries and salary schedules, other terms and conditions of employment, and personnel policies for districtwide application.

The Board will establish the days of the year and the hours of the day when school will be in session.

END OF POLICY

Legal Reference(s):

ORS 192.630
ORS 243.656
ORS Chapters 279A, 279B and 279C
ORS 294.305 to -294.565
ORS 328.205 to -328.304
ORS 332.072
ORS 332.075
ORS 332.105
ORS 332.107
ORS Chapter 339
ORS 342.805 to -342.937
ORS Chapter 343

Alsea School District 7J

Code: **BBAA**
Adopted: 5/13/21
Orig. Code: BBAA

Individual Board Member's Authority and Responsibilities

An individual Board member exercises the authority and responsibility of their~~his/her~~ position when the Board is in legal session only.

A Board member has the authority to act in the name of the Board when authorized by a specific Board motion. The affirmative vote of the majority of members of the Board is required to transact any business. When authorized to act as the district's designated representative in collective bargaining, a Board member may make and accept proposals in bargaining subject to~~without~~ subsequent approval by the Board.

When expressing ~~A Board member has the right to express~~ personal opinions~~. When expressing such opinions~~ in public, the Board member should~~must~~ clearly identify the opinions as their own.

Members will be knowledgeable of information requested through Board action, supplied by the superintendent, gained through attendance at district activities and through professional Board activities.

Members of the Board will adhere to the following in carrying out the responsibilities of membership:

1. Request for Information

   Any individual Board member who desires a copy of an existing written report or survey prepared by the administrative staff will make such a request to the superintendent. A copy of the material may be made available to each member of the Board. Requests for the generation of reports or information, which require additional expense to the district, must be submitted to the Board for consideration.

2. Requests for Legal Opinions

   Requests~~A request~~ for ~~a~~ legal advice or opinions~~opinion~~ by a Board member that will incur a cost for the district~~,~~ must be approved by a majority vote of the Board before the request is made to legal counsel. ~~If the legal opinion sought involves the superintendent's employment or performance, the request should be made to the~~ The Board chair is authorized to obtain legal advice or opinions if advantageous to do so prior to the next meeting (e.g., advice regarding an executive session or a decision to invite district legal counsel) without a need for Board approval.~~.~~ Legal counsel is responsible to the Board.

3. Action on Complaints or Requests Made to Board Members

   When Board members receive complaints or requests for action from staff, students or members of the public, the Board members will direct the staff, students, members of the public to the appropriate complaint policy Board policy KL - Public Complaints. Such information will~~is to~~ be conveyed to the superintendent.

4. Board Member's Relationship to Administration

Individual Board members will be informed about the district's educational program, may visit the school or other facilities to gain information and may request information from the superintendent. No individual Board member may direct the superintendent to action without Board authorization. Board members will not intervene in the administration of the district or its school.

5. Contracts or Agreements

All contracts of the district must be approved by the Board, unless otherwise delegated by the Board to the superintendent or designee for approval, before an order can be drawn for payment. If a contract is made without authority of the Board, the individual making such contract shall be personally liable.

END OF POLICY

Legal Reference(s):

ORS 332.045	ORS 332.057	
ORS 332.055	ORS 332.075	

38 OR. ATTY. GEN. OP. 1995 (1978)
S. Benton Educ. Ass'n v. Monroe Union High Sch. Dist., 83 Or. App. 425 (1987).

Alsea School District 7J

Code: **BBB**
Adopted: 2/11/15
Orig. Code: BBB

Board Elections

1. Number of Directors

   The Board will consist of five members elected at large and will be known as the district school board.

2. Designation of Board Positions

   Board members' positions and their respective successors in office will be designated by numbers as Position No. 1, No. 2, No. 3, No. 4 and No. 5~~.~~ In all proceedings for the nomination or election of candidates for or to the office of Board member, every petition for nomination, declaration of candidacy, certificate of nomination, ballot or other document used in connection with the nomination or election will state the position number to which the candidate aspires.

   Re-elections for Board positions will occur as follows:

   Position No. 1: Spring ~~2017~~2025, and every four years thereafter
   Position No. 2: Spring ~~2017~~2025, and every four years thereafter
   Position No. 3: Spring ~~2019~~2023, and every four years thereafter
   Position No. 4: Spring ~~2019~~2023, and every four years thereafter
   Position No. 5: Spring ~~2019~~2023, and every four years thereafter

END OF POLICY

Legal Reference(s):

ORS 249.013
ORS 255.235
ORS 255.245
ORS 332.011
ORS 332.018
ORS 332.118 to -332.138

Alsea School District 7J

Code: **BBBA**
Adopted: 2/11/15
Orig. Code: BBBA

Board Member Qualifications

A person is eligible to serve as a Board member if the person~~he/she~~ is a qualified~~an~~ elector[1] of the district~~. An "elector" means an individual qualified to vote under Section 2, Article II of the Oregon Constitution. The individual must be 18 years of age or older, registered to vote at least 20 calendar days immediately preceding any election in the manner provided by law~~ and has~~must have~~ been a resident within the district for one year immediately preceding the election or appointment. If the district and the position sought is one elected or nominated by zone, the person must also reside in the zone from which the person is nominated except as authorized by law.

~~No~~A person who is an employee of the district is not eligible to serve as a Board member while so employed. A person who is an employee of a public charter school may not serve as a member of the Board of the district in which the public charter school that employs the person is located.

All candidates for election to the position of Board member should fully inform themselves of the duties and responsibilities of that office. Oregon Revised Statutes provides for certain penalties for failure to perform those duties according to law. The oath of office must be taken. Any person unwilling to abide by those conditions of office should not become a candidate.

END OF POLICY

Legal Reference(s):

ORS 247.002
ORS 247.035
ORS 249.013
ORS 332.016
ORS 332.018
ORS 332.030
ORS 332.124
ORS 332.126

[1] "Elector" means an individual qualified to vote under Article II, section 2, Oregon Constitution.

Alsea School District 7J

Code: **BBD**
Adopted: 2/11/15
Orig. Code: BBD

Board Member Removal from Office

The Board shall declare the office of a director vacant upon any of the following:

1. The death or resignation of an incumbent;

2. When an incumbent ceases to be a resident of the district;

3. When an incumbent ceases to discharge the duties of office for two consecutive months unless prevented by sickness or unavoidable cause;

4. When an incumbent ceases to discharge the duties of office for four consecutive months for any reason;

5. When an incumbent is removed from office by judgment ~~or decree~~ of any ~~competent~~ court;

6. When an incumbent has been recalled from office by district voters.

Vacancies will be filled through appointment by the Board unless a majority of the positions are vacant at the same time. In that case, vacancies will be filled by the Linn Benton Lincoln Education Service District.

END OF POLICY

Legal Reference(s):

ORS 249.865 to -249.877 ORS 332.030 ORS 408.240

Alsea School District 7J

Code: **BBE**
Adopted: 2/11/15
Orig. Code: BBE

Vacancies on the Board

Vacancies will be filled through Board appointment. The Board appointee must be a legally registered voter and a resident within the district for one year immediately preceding the appointment~~.~~

~~Board elections are held every odd-numbered year which for purposes of this policy are termed "election" years. The appointee:~~

~~1. Will serve until June 30 following the next "election," at which time the individual elected in March of that year will fill the remaining portion of an unexpired term or serve a full four year term; or~~

~~2. Will serve until June 30 of a subsequent "election" year if the vacancy occurs after the filing date in an "election" year.~~

~~A Board member so elected as a replacement will serve the remaining year(s) of the term of office of the Board member being replaced.~~

In the event of multiple vacancies, the position vacated~~of the Board member who resigned~~ first will be filled first.

Upon appointment by the Board, the newly appointed Board member(s) will be sworn and seated immediately.

If the offices of a majority of ~~district~~ Board members are vacant at the same time, the ~~D~~directors of the Linn-Benton-Lincoln Education Service District shall appoint persons to fill the vacancies from qualified district voters.

Board elections are held every odd-numbered year, which for the purposes of this policy, are termed "election" years.

The appointee will:

~~3.~~1. Serve until June 30 following the next election, at which time the individual elected in May of that year will fill the remaining portion of an unexpired term or serve a full four-year term; or

~~4.~~2. Serve until June 30 of a subsequent election year if the vacancy occurs after the filing date in an election year.

A Board member so elected as a replacement will serve the remaining year(s) of the term of office of the Board member being replaced.

END OF POLICY

Legal Reference(s):

ORS 249.865 to -249.877	ORS 255.335	ORS 332.122
ORS 255.245	ORS 332.030	ORS 332.124

Alsea School District 7J

Code: **BBF**
Adopted: 2/11/15
Orig. Code: BBF

Board Member Standards of Conduct

(Version 1)

(note: see version 2 which has a bit more)

The Board adopts the following basic code of ethics for the conduct of its members. A Board member should:

1. Understand that his/her basic functions are "legislative" and "judicial" rather than "administrative" and learn to intelligently differentiate between them;

2. Recognize that authority rests only with the Board in official meetings and that he/she has no legal status to act for the Board without specific Board authorization;

3. Not compromise his/her later decisions by making prior commitments on matters that may come before the Board as a whole and make decisions only after all available facts on a question have been presented and discussed;

4. Urge all persons having problems and complaints to take them up with the proper administrative personnel;

5. Present personal criticism of any district operations to the superintendent, rather than to other district personnel;

6. Insist that all district business transacted be on an ethical and above-board basis;

7. Refuse to use his/her position on the Board for personal gain or prestige;

8. Respect the opinions of others and graciously accept the principle of majority rule in Board decisions;

9. Comply with the ethics laws for public officials provided in state law;

10. Recognize that the Board must comply with the Public Meetings Law and only has authority to make decisions at official Board meetings;

11. Respect the right of the public to attend and observe Board meetings;

12. Remember that content discussed in executive session is confidential;

13. Use social media websites judiciously in a manner that does not violate Oregon's Public Meetings Laws;

14. Treat and refer to other Board members, staff, students and the public with respect, when using social media websites;

15. Never post confidential information about students, staff or district business on any websites.

END OF POLICY

Legal Reference(s):

ORS 162.015 - 162.035
ORS 162.405 - 162.425
ORS 192.610 - 192.710
ORS 244.040
ORS Chapter 244
ORS 332.055
ORS 419B.005
ORS 419B.010
ORS 419B.015

DELETE

Alsea School District 7J

Code: BBF
Adopted:

Board Member Standards of Conduct
(Version 2)

A Board member should:

1. Comply with ethics laws for public officials;

2. Understand that the Board sets the standards for the district through Board policy. Board members do not manage the district on a day-to-day basis;

3. Understand that the Board makes decisions by a quorum vote of the Board. Individual Board members may not commit the Board to any action;

4. Respect the right of other Board members to have opinions and ideas which differ;

5. Recognize that decisions made by a quorum vote are the final decisions of the Board. Such decisions should be supported by all Board members;

6. Make decisions only after the facts are presented and discussed;

7. Understand the chain of command and refer problems or complaints to the proper administrative office;

8. Recognize that the Board must comply with the Public Meetings Law and only has authority to make decisions at properly noticed Board meetings;

9. Insist that all Board and district business is ethical and honest;

10. Be open, fair and honest — no hidden agendas;

11. Understand that Board members will receive information that is confidential and cannot be shared;

12. Recognize that the superintendent is the Board's employee and designated as the chief executive officer of the district;

13. Take action only after hearing the superintendent's recommendations;

14. Refuse to bring personal or family problems into Board considerations;

15. Give district staff the respect and consideration due to skilled, professional employees;

16. Present personal criticism of district operations to the superintendent, when appropriate, not to district staff;

17. Respect the right of the public to attend and observe Board meetings;

18. Respect the right of the public to be informed about district decisions and school operations as allowed by law;

19. Remember that content discussed in executive session is confidential;

20. Use social media, websites, or other electronic communication judiciously, respectfully, and in a manner that does not violate Oregon's Public Meetings Laws;

21. When posting online or to social media, Board members will treat and refer to other Board members, staff, students and the public with respect, and will not post confidential information about students, staff or district business;

22. A Board member is a mandatory reporter of child abuse. A Board member having reasonable cause to believe that any child with whom the Board member comes in contact with has suffered abuse or that any person with whom the Board member comes in contact with has abused a child shall immediately make an oral report by telephone or otherwise to the local Department of Human Services (DHS), to the designee of the department or to a local law enforcement within the county where the person making the report is located at the time of contact.

END OF POLICY

Legal Reference(s):

ORS 162.015 - 162.035
ORS 162.405 - 162.425
ORS 192.610 - 192.710
ORS Chapter 244
ORS 332.055
ORS 419B.005
ORS 419B.010
ORS 419B.015

PROPOSED

Alsea School District 7J

Code: **BBFA**
Adopted: 5/11/16
Orig. Code: BBF

Board Member Ethics and Conflicts of Interest

No Board member will use their~~his/her~~ official position or office to obtain personal financial benefit or to avoid financial detriment for themself~~him or herself~~, relatives or~~,~~ household members, or for any business with which the Board member, a household member or a relative is associated.

This prohibition does not apply to any part of an official compensation package, honorarium allowed by Oregon Revised Statute (ORS) 244.042, reimbursement of expenses, or unsolicited awards of professional achievement. Further, this prohibition does not apply to gifts from one without a legislative or administrative interest. Nor does it apply if the gift is under the annual $50 gift limit from one who has a legislative or administrative interest in any matter subject to the decision or vote of the Board member. District-provided meals at board meetings are acceptable under the reimbursement of expenses exception.

I. Conflicts of Interest

"Business" means any corporation, partnership, proprietorship, enterprise, association, franchise, firm, organization, self-employed individual or any legal entity operated for economic gain. This definition excludes any income-producing tax exempt 501(c) not-for-profit corporation with which a public official or a relative of the public official is associated only as a member or board director or in a nonremunerative capacity.

"Business with which a Board member or relative is associated" means any private business or closely held corporation of which a Board member or relative is a director, officer, owner, employee or agent or any private business or closely held corporation in which a Board member or relative owns or has owned stock, another form of equity interest, stock options or debt instruments worth $1,000 or more at any point in the preceding year; any publicly held corporation in which a Board member or relative owns or has owned $100,000 or more in stock or another form of equity interest, stock options or debt instruments at any point in the preceding calendar year; or any publicly held corporation of which a Board member or relative is a director or officer.

"Relative" means the~~: 1) the Board member's or candidate's~~ spouse[1], parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law~~; 2) the spouse~~ of the Board member;~~member's~~ or the~~candidate's~~ parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the spouse of the Board member. Relative also includes any individual for whom the Board member has a legal support obligation, whose employment provides benefits[2] to the Board member, or who receives any benefit from the Board member's public position.

"Member of the household" means any person who resides with the public official.

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[1] The term spouse includes domestic partner.

[2] Examples of benefits may include, but not be limited to, elements of an official compensation package including benefits such as insurance, tuition or retirement allotments.

No Board member will solicit or receive, either directly or indirectly, any pledge or promise of future employment based on any understanding that the Board member's vote, official action or judgment would be thereby influenced.

No Board member will attempt to use or use for personal gain any confidential information gained through their~~his/her~~ official position or association with the district. A Board member will respect individuals' privacy rights when dealing with confidential information gained through association with the district.

If a Board member participates in the authorization of a public contract, the Board member may not have a direct beneficial financial interest in that public contract for two years after the date the contract was authorized.

Individual Board members and the Board as a public entity are bound by the ethics laws for public officials as stated in Oregon law.

Potential Conflict of Interest

"Potential conflict of interest" means any action or any decision or recommendation by a Board member that could result in a financial benefit or detriment for self or relatives or for a business with which the Board member or relatives are associated, unless otherwise provided by law.

A Board member must publicly declare a potential conflict of interest. A Board member may, after declaring a~~his/her~~ potential conflict of interest, either vote or abstain on the issue. Abstaining from a vote does not meet the legal requirement of publicly stating a potential conflict.

Actual Conflict of Interest

"Actual conflict of interest" means any action or any decision or recommendation taken by a Board member that would result in a financial benefit or detriment to self or relatives or for any business with which the Board member or relatives are associated, unless otherwise provided by law.

A Board member must publicly declare an actual conflict of interest. The Board member may not vote lawfully if an actual conflict of interest exists unless a vote is needed to meet a minimum requirement of votes to take official action. Such a vote does not allow the Board member to participate in any discussion or debate on the issue out of which an actual conflict arises.

Class Exception

It will not be a conflict of interest if the Board member's action would affect to the same degree a class consisting of all inhabitants of the state, or a smaller class consisting of an industry, occupation or other group including one of which or in which the person, or the person's relative or business with which the person or the person's relative is associated, is a member or is engaged. For example, if a Board member's spouse is a member of the collective bargaining unit, the Board member may vote to approve the contract, as it will affect all members of that class to the same degree. However, if the collective bargaining unit is very small, the class exception may not apply. Similarly, if the contract contains special provisions that might apply only to particular persons, then the class exception may not apply. For example, if a Board member's spouse is the only one in the bargaining unit that has a doctorate and there is a pay differential

for employees with doctorates in the collective bargaining agreement, the Board member should not vote on the contract.

II. Gifts

Board members are public officials and therefore will not solicit or accept a gift or gifts with an aggregate value in excess of $50 from any single source in a calendar year that has a legislative or administrative interest in any matter subject to the decision or vote of the Board member. All gift related provisions apply to the Board member, their relatives, and members of their household. The $50 gift limit applies separately to the Board member~~,~~ and to the Board member's relatives or members of household, meaning that the Board member, ~~and~~ each member of their household and relative can accept up to $50 each from the same source/gift giver.

1. "Gift" means something of economic value given to a Board member without valuable consideration of equivalent value, which is not extended to others who are not public officials on the same terms and conditions.

2. "Relative" means: the spouse[3]~~a) the Board member's or candidate's spouse1~~, parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law~~; b) the spouse~~ of the Board member;~~member's~~ or the~~candidate's~~ parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the spouse of the Board member. Relative also includes any individual for whom the Board member has a legal support obligation, whose employment provides benefits[4] to the Board member, or who receives any benefit from the Board member's public position.

3. "Member of the household" means any person who resides with the Board member.

Determining the Source of Gifts

Board members should not accept gifts in any amount without obtaining information from the gift giver as to who is the source of the gift. It is the Board member's personal responsibility to ensure that no single source provides gifts exceeding an aggregate value of $50 in a calendar year, if the source has a legislative or administrative interest in any matter subject to the decision or vote of the Board member. If the giver does not have a legislative/administrative interest, the ethics rules on gifts do not apply and the Board member need not keep track of it, although they are advised to do so anyway in case of a later dispute.

Determining Legislative and Administrative Interest

A "legislative or administrative interest" means an economic interest distinct from that of the general public, in any action subject to the decision or vote of a person acting in the capacity of a Board member. For example, everyone within a county has a general interest in the fire department, but the person who sells the uniforms to the fire department has a legislative or ~~/~~administrative interest in the fire department that is distinct from the general public.

Determining the Value of Gifts

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[3] Ibid. p. 1

[4] Ibid. p. 1

The fair market value of the merchandise, goods, or services received will be used to determine benefit or value.

"Fair market value" is the dollar amount goods or services would bring if offered for sale by a person who desired, but was not obligated, to sell and purchased by one who is willing, but not obligated, to buy. Any portion of the price that was donated to charity, however, does not count toward the fair market value of the gift if the Board member does not claim the charitable contribution on personal tax returns. Below are acceptable ways to calculate the fair market value of a gift:

1. In calculating the per person cost at receptions or meals the payor of the Board member's admission or meal will include all costs other than any amount donated to a charity.

   For example, a person with a legislative or administrative interest buys a table for a charitable dinner at $100 per person. If the cost of the meal was $25 and the amount donated to charity was $75, the benefit conferred on the Board member is $25. This example requires that the Board member does not claim the charitable contribution on personal tax returns.

2. For receptions and meals with multiple attendees, but with no price established to attend, the source of the Board member's meal or reception will use reasonable methods to determine the per person value or benefit conferred. The following examples are deemed reasonable methods of calculating value or benefit conferred:

   a. The source divides the amount spent on food, beverage and other costs (other than charitable contributions) by the number of persons whom the payor reasonably expects to attend the reception or dinner;
   b. The source divides the amount spent on food, beverage and other costs (other than charitable contributions) by the number of persons who actually attend the reception or dinner; or
   c. The source calculates the actual amount spent on the Board member.

3. Upon request by the Board member, the source will give notice of the value of the merchandise, goods, or services received.

4. Attendance at receptions where the food or beverage is provided as an incidental part of the reception is permitted without regard to the fair market value of the food and beverage provided.

Value of Unsolicited Tokens or Awards: Resale Value~~value~~

Board members may accept unsolicited tokens or awards that are engraved or are otherwise personalized items. Such items are deemed to have a resale value under $25 (even if the personalized item cost the source more than $50), unless the personalized item is made from gold or some other valuable material that would have value over $25 as a raw material.

Entertainment

Board members may not solicit or accept any gifts of entertainment over $50 in value from any single source in a calendar year that has a legislative or administrative interest in any matter subject to the decision or vote of the Board member unless:

1. The entertainment is incidental to the main purpose of another event (i.e.,~~.~~ a band playing at a reception). Entertainment that involves personal participation is not incidental to another event (such as a golf tournament at a conference); or

2. The Board member is acting in their official capacity for a ceremonial purpose.

   Entertainment is ceremonial when a Board member appears at an entertainment event for a "ceremonial purpose" at the invitation of the source of the entertainment who requests the presence of the Board member at a special occasion associated with the entertainment. Examples of an appearance by a Board member at an entertainment event for a ceremonial purpose include throwing the first pitch at a baseball game, appearing in a parade and ribbon cutting for an opening ceremony.

Exceptions

The following are exceptions to the ethics rules on gifts:~~.~~

1. Campaign contributions are not considered gifts under the ethics rules;~~.~~

2. Gifts from "relatives" and "members of the household" to the Board member are permitted in an unlimited amount; they are not considered gifts under the ethics rules;~~.~~

3. Informational or program material, publications, or subscriptions related to the recipient's performance of official duties;~~.~~

4. Contributions made to a legal expense trust fund if certain requirements are met;~~.~~

5. Food, lodging, and travel generally count toward the $50 aggregate amount per year from a single source with a legislative or ~~/~~administrative interest, with the following exceptions:

   a. Organized Planned Events. Board members are permitted to accept payment for travel conducted in the Board member's official capacity, for certain limited purposes:

      (1) Reasonable expenses (i.e., food, lodging, travel, fees) for attendance at a convention, fact-finding mission or trip, or other meeting do not count toward the $50 aggregate amount IF:

         (a) The Board member is scheduled to deliver a speech, make a presentation, participate on a panel, or represent the district; AND

            (i) The giver is a unit of a:

               1) Federal, state, or local government;
               2) An Oregon or federally recognized Native American Tribe; OR
               3) Nonprofit corporation.

         (b) The Board member is representing the district:

            (i) On an officially sanctioned trade-promotion or fact-finding mission; OR
            (ii) Officially designated negotiations or economic development activities *where receipt of the expenses is approved in advance by the Board.*

(2) The purpose of this exception is to allow Board members to attend organized, planned events and engage with the members of organizations by speaking or answering questions, participating in panel discussions or otherwise formally discussing matters in their official capacity. This exception to the gift definition does not authorize private meals where the participants engage in discussion.

6. Food or beverage, consumed at a reception, meal, or meeting IF held by an organization and IF the Board member is representing the district. Again, this exception does not authorize private meals where the participants engage in discussion.

   "Reception" means a social gathering. Receptions are often held for the purpose of extending a ceremonial or formal welcome and may include private or public meetings during which guests are honored or welcomed. Food and beverages are often provided, but not as a plated, sit-down meal;~~.~~

7. Food or beverage consumed by Board member acting in an official capacity in the course of financial transactions between the public body and another entity described in ORS 244.020(7~~6~~)(b)(I)(i);~~).~~

8. Waiver or discount of registration expenses or materials provided to Board member at a continuing education event that the Board member may attend to satisfy a professional licensing requirement;~~.~~

9. A gift received by the Board member as part of the usual or customary practice of the Board member's private business, employment or position as a volunteer that bears no relationship to the Board member's holding of public office.

Honoraria

A Board member may not solicit or receive, whether directly or indirectly, honoraria for the Board member or any relative or member of the household of the Board member if the honoraria are solicited or received in connection with the official duties of the Board member.

The honoraria rules do not prohibit the solicitation or receipt of an honorarium or a certificate, plaque, commemorative token or other item with a value of $50 or less; or the solicitation or receipt of an honorarium for services performed in relation to the private profession, occupation, avocation or expertise of the Board member or candidate.

END OF POLICY

Legal Reference(s):

ORS 162.015 - 162.035
ORS 162.405 - 162.425
ORS 244.010 - 244.400
ORS 332.055
OAR 199-005-0001 - 199-010-0150

38 OR. ATTY. GEN. OP. 1995 (1978)
OR. ETHICS COMM'N, OR. GOV'T ETHICS LAW, A GUIDE FOR PUBLIC OFFICIALS.

Alsea School District 7J

Code: **BBFB**
Adopted: 5/11/16
Orig. Code: BBF

Board Member Ethics and Nepotism

In order to avoid both potential and actual conflicts of interests, Board members will abide by the following rules when a Board member's relative or member of the household is seeking and/or holds a position with the district:

1. A Board member may not appoint, employ, promote, discharge, fire, or demote or advocate for such an employment decision for a relative or ~~a~~ member of the household, unless the Board member complies with the conflict of interest requirements of Oregon Revised Statute (ORS) Chapter 244.~~;~~

2. This policy does not apply to decisions regarding unpaid volunteer positions unless it is a Board member position or another Board-related unpaid volunteer position (i.e.~~.,~~ a Board committee position).~~);~~

3. A Board member may not participate as a public official in any interview, discussion, or debate regarding the appointment, employment, promotion, discharge, firing, or demotion of a relative or ~~a~~ member of the household. A Board member may still serve as a reference or provide a recommendation.

For the purposes of this policy~~, a "member of the household" means any person who resides with the Board member and "relative" means~~:

"Member of the household" means any person who resides with the Board member.

~~1.~~ "Relative" means: the ~~The Board member's~~ spouse[1], parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law~~;~~

~~2.~~4. ~~The spouse~~ of the Board member; or the~~member's~~ parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the spouse of the Board member. Relative also includes any individual for whom the Board member has a legal support obligation, whose employment provides benefits[2] to the Board member, or who receives any benefit from the Board member's public employment.

Class Exception

It will not be a conflict of interest if the Board member's action would affect to the same degree a class including the Board member's relative or household member. For example, if a Board member's spouse is

[1] The term spouse includes domestic partner.

[2] Examples of benefits may include, but not be limited to, elements of an official compensation package including benefits such as insurance, tuition or retirement allotments.

a member of the collective bargaining unit, the Board member may vote to approve the contract, as it will affect all members of that class to the same degree. However, if the collective bargaining unit is very small, the class exception may not apply. Similarly, if the contract contains special provisions that might apply only to particular persons, then the class exception may not apply. For example, if a Board member's spouse is the only one in the bargaining unit that has a doctorate and there is a pay differential for employees with doctorates in the collective bargaining agreement, the Board member should not vote on the contract.

END OF POLICY

Legal Reference(s):

ORS 244.010 to -244.400 ORS 659A.309 OAR 199-005-0001 to -199-010-0150

OR. ETHICS COMM'N, OR. GOV'T ETHICS LAW, A GUIDE FOR PUBLIC OFFICIALS.

Alsea School District 7J

Code: BBFC
Adopted:

Reporting of Suspected Abuse of a Child

A Board member is a mandatory reporter of child abuse. A Board member having reasonable cause to believe that any child with whom the Board member comes in contact with has suffered abuse or that any person with whom the Board member comes in contact with has abused a child shall immediately notify the Oregon Department of Human Services (DHS) or local law enforcement pursuant to Oregon Revised Statute (ORS) 419B.015.

The Board member making a report of child abuse, as required by ORS 419B.010, shall make an oral report by telephone or otherwise to the local office of the Department of Human Services, to the designee of the department or to a law enforcement agency within the county where the Board member making the report is located at the time of the contact.

The report shall contain, if known: the names and addresses of the child and the parents of the child or other persons responsible for the care of the child; the child's age; the nature and extent of the abuse, including any evidence of previous abuse; the explanation given for the abuse; and any other information that the Board member making the report believes might be helpful in establishing the cause of the abuse and the identity of the perpetrator.

END OF POLICY

Legal Reference(s):

ORS 332.107
ORS 419B.005
ORS 419B.010
ORS 419B.015

PROPOSED

Alsea School District 7J

Code: **BC/BCA**
Adopted: 2/11/15
Orig. Code: BC/BCA

Board Organization/Board Organizational Meeting

No later than~~At~~ the next~~first~~ regular meeting following~~after~~ July 1, the Board will organize itself for the year. In a Board election year, the Board organizational meeting must be no later than July 31st.

The organizational meeting will consist of, but not be limited to, the following actions:

1. Election of a Board chair;

2. Election of a vice chair;

3. Provision for a time and place for regular meetings;

4. Other organizational actions prescribed by law or by Board practice.

The incumbent Board chair will preside until a successor is elected, whereupon the successor will assume the chair. In the event no incumbent chair or vice chair remains on the Board, or neither is able to continue to serve as an officer, the Board will select a temporary chair to conduct the election.

END OF POLICY

Legal Reference(s):

ORS 255.335 ORS 332.040 to -332.045 ORS 332.057

Alsea School District 7J

Code: **BCB**
Adopted: 2/11/15
Orig. Code: BCB

Board Officers

At its first scheduled meeting after July 1, the Board will elect one of its members to serve as chair and one to serve as vice chair. No member of the Board may serve as chair more than four years in succession. If a Board member is unable to continue to serve as an officer, a replacement will be elected immediately. The replacement officer will serve the remainder of the officer's term until the following July.

The Board chair will:

1. Assist the superintendent in establishing the agenda for regular Board meetings;

2. Call special meetings when required;

3. Preside at all meetings of the Board and enforce the rules of order;

4. Sign the minutes and other official documents that require the signature of the chair;

5. Represent the district and the Board at official functions, unless this duty is delegated by the ~~chair of the~~ Board chair to another Board member;

6. Appoint all committees and will be an ex-officio member of all such committees unless otherwise ordered by the Board;

7. Have the right to discuss and vote on any issue.

In the absence, incapacitation or death of the chair, the vice chair will perform the duties of chair and, when so acting, will have the chair's powers. The vice chair will perform other functions as designated by the Board.

The superintendent will designate a staff member to serve as Board secretary and will directly supervise and evaluate the secretary. The secretary to the Board will take notes at Board meetings, compile minutes and perform related work as assigned by the superintendent or requested by the Board chair. These duties will include, but not be limited to, the following:

1. Record the disposition of all matters on which the Board considered action;

2. Prepare, review ~~check~~ and distribute minutes in advance for approval at the next Board meeting;

3. Maintain properly authenticated official copies of the minutes;

4. Maintain the official record of Board policies;~~.~~

5. Properly post all Board meetings.

Board or District Spokesperson

The Board may appoint one of its members, usually the chair, or another person to make authorized statements to the public or the media when the Board deems that, under the circumstances, the district's position should be articulated by a single voice. The spokesperson serves at the Board's direction and may be removed or replaced at any time by action of a majority of the ~~entire~~ Board.

END OF POLICY

Legal Reference(s):

ORS 255.335	ORS 332.045	OAR 166-400-0010(9)
ORS 332.040	ORS 332.057	

Alsea School District 7J

Code: **BCD**
Adopted: 2/11/15
Orig. Code: BCD

Board-Superintendent Relationship

The superintendent shall be the chief executive officer and shall be responsible for the professional leadership necessary to translate the will of the Board into administrative action.

The superintendent shall be responsible for all aspects of district operation and for such duties and powers pertaining thereto as directed or delegated by the Board, and to develop such procedures and regulations as ~~he/she~~ they consider~~s~~ necessary to ensure efficient operation of the district~~school~~.

The Board expects that the superintendent is professionally able and possesses outstanding qualities of leadership, vision and administrative skill~~,~~ and ~~that the superintendent~~ will implement all Board policies in good faith.

The superintendent can expect ~~that~~ the Board will respect the superintendent's professional competence and extend to ~~him/her~~ them full responsibility for implementation of Board policy decisions.

The Board holds the superintendent responsible for carrying out its policies within established guidelines and for keeping the Board informed about district operations~~operation~~.

END OF POLICY

Legal Reference(s):

ORS 332.107 ORS 332.505 ORS 332.515

Alsea School District 7J

Code: **BCF**
Adopted: 3/11/15
Orig. Code: BCF

Advisory Committees to the Board

In an ongoing effort to increase communication with the public and to provide for community~~citizen~~ involvement, the Board may appoint advisory committees which include community members to consider matters of districtwide importance. The Board shall have no permanent or standing advisory committees other than those required by statute.

Recommendations of such committees will be given careful consideration by the Board, but such recommendations will not relieve the Board of its legal responsibility to make final decisions about such matters.

All meetings of advisory committees shall follow the Public Meetings Law~~be considered open meetings~~. The press may attend and report proceedings. Visitors shall sit apart from the committee members and shall speak only when invited to do so by the committee chair.

The composition of advisory committees to the Board will be broadly representative and will take into consideration the specific tasks assigned to the committee. The process for the appointment of community members to an advisory committee will be determined by the Board. When requested and approved by the Board, appointment~~Appointment~~ of staff members, when appropriate, will be made by the superintendent.

The Board will adopt guidelines for each committee as appropriate, which will include, but not be limited to, the following:

1. The committee's written charge which shall include, but not be limited~~task, setting forth the service the Board wishes the committee~~ to, a statement of purpose~~ render~~ and responsibility~~the extent and limitations of its responsibilities~~;

2. The resources the Board will provide;

3. The length of time the committee is asked to serve and the approximate date(s) on which the Board wishes to receive the committee report(s).

Except as specifically provided by the Board, ~~citizen~~ advisory committees will cease to function when their reports have been received by the Board or when the purposes for which they were established have been accomplished.~~ or cease to be relevant.~~

The Board may be represented on lay and professional committees that serve the Board in an advisory capacity, with specific Board members appointed by the chair, but normally such Board members will function as ex-officio members of the committees.

The Board's responsibility cannot be delegated or surrendered to others; therefore, all recommendations of an advisory committee must be submitted to the Board for action and must be recognized as advisory in nature.

{This following section is recommended for immediate adoption for districts with more than 10,000 ADM. For districts with an ADM of 10,000 or less, this is recommended for adoption prior to September 15, 2025.}

Educational Equity Advisory Committee{[12]}

The duties of the district's educational equity advisory committee shall include:

1. Advising the Board about the educational equity impacts of policy decisions;

2. Advising the superintendent about the educational equity impacts of policy decisions; and

3. Informing the Board and superintendent when a situation arises in a district school that negatively impacts underrepresented students and advising the Board and superintendent on how best to handle that situation.

The educational equity advisory committee may prepare an annual report that:

4. Contains the following information:

    a. The successes and challenges the district has experienced in meeting the educational equity needs of students in the district;
    b. Recommendations the committee made to the Board and superintendent, and the actions that were taken in response to those recommendation; and
    c. Any other information required by the State Board of Education.

5. Is made available by being:

    a. Distributed to parents of district students;
    b. Posted on the district's website;
    c. Presented to the Board in at a board meeting with adequate opportunity for public comment; and
    d. Sent to the State Board of Education.

The educational equity advisory committee shall be appointed by the Board and superintendent and must be composed of parents, employees, students and community members from the district. For the purposes of selecting members, the Board and superintendent:

1. Shall solicit name of possible members from the community;

2. Must ensure that membership is primarily representative of underserved student groups;

3. May not exclude members based on immigration status; and

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[1] {District with ADM over 10,000 must convene an educational equity advisory committee no later than September 15, 2022. Districts with ADM of 10,000 or under are not required to convene an educational equity advisory committee until September 15, 2025.}

[2] Additional information on the formation, membership and responsibility of the committee can be found in OAR 581-022-2307.

4. Must comply with any other requirements established by the State Board of Education.

A member of the educational equity advisory committee will also serve on the school district budget committee.[3]

END OF POLICY

Legal Reference(s):

ORS 192.610
ORS 192.630
ORS 294.414
ORS 329.704
ORS 329.711
ORS 332.107

[3] The district is not required to add an educational equity advisory committee member to the budget committee until there is a non-school board member vacancy on the budget committee.

Alsea School District 7J

Code: **BD/BDA**
Adopted: 6/13/17
Orig. Code: BD/BDA

Board Meetings

The Board has the authority to act only when a quorum is present at a duly called regular, special or emergency meeting. "Meeting" means the convening of a quorum of the Board as the district's governing body to make a decision or to deliberate toward a decision on any matter. This includes meeting for the purpose of gathering information to serve as the basis for a subsequent decision or recommendation by the governing body, i.e. a work session. The affirmative vote of the majority of members of the Board is required to transact any business.

All regular, special and emergency meetings of the Board will be open to the public except as provided by law. Access to and the ability to attend all meetings (excluding executive sessions) by telephone, video or other electronic or virtual means will be made available when reasonably possible. All meetings will be conducted in compliance with state and federal statutes. For information how to give or submit public comment it is outlined in Board policy BDDH - Public Comment at Board Meetings[1] and/or posted on the district's website.

All Board meetings, including Board retreats and work sessions, will be held within ~~the~~ district boundaries, except as allowed by law[2]. The Board may attend training sessions outside the district boundaries but cannot deliberate or discuss district business.[3] No meeting will be held at any place where discrimination on the basis of disability, race, creed, color, sex, sexual orientation, gender identity[4], age or national origin is practiced.

The Board will give public notice reasonably calculated to give actual notice to interested persons, including those with disabilities, of the time and place for all Board meetings and of the principal subjects

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[1] When telephone or other electronic means of communication is used during a meeting open to the public, the Board shall make at least one place available to the public where, or at least one electronic means by which, the public can listen during the meeting. At all meetings of the Board open to the public, the public will be provided an opportunity, to the extent reasonably possible, to access and attend the meeting by telephone, video or other electronic or virtual means. If in-person oral testimony (or public comment) is allowed, the public will be provided, to the extent reasonably possible, an opportunity to submit oral testimony during the meeting[, at the designated portion of the agenda,] by telephone, video or other electronic or other means. If in-person written testimony is allowed, the public will be provided, to the extent reasonably possible, an opportunity to submit written testimony including by email or other electronic means, so that the Board is able to consider the submitted testimony in a timely manner.

[2] ORS 192.630(4). Meetings of the governing body of a public body shall be held within the geographic boundaries over which the public body has jurisdiction, or at the administrative headquarters of the public body or at the other nearest practical location. Training sessions may be held outside the jurisdiction if no deliberations toward a decision are involved.

~~[3] ORS 192.630(4). Meetings of the governing body of a public body shall be held within the geographic boundaries over which the public body has jurisdiction, or at the administrative headquarters of the public body or at the other nearest practical location. Training sessions may be held outside the jurisdiction as long as no deliberations toward a decision are involved.~~

~~[4] As defined in ORS 174.100.~~

to be considered. The Board may consider additional subjects at a meeting, even if they were not included in the notice.

If requested to do so at least 48 hours before a meeting held in public, the Board shall make a good faith effort to provide an interpreter for hearing -impaired persons. Other~~Such other~~ appropriate auxiliary aids and services will be provided upon request and appropriate advance notice. ~~Communications with all qualified individuals with disabilities shall be as effective as communications with others.~~

If requested to do so at least 72 hours before a meeting held in public, the Board will make a reasonable effort to provide translation services.{[5]}

All meetings held in public shall comply with the Oregon Indoor Clean Air Act~~ and the smoking provisions contained in the Public Meetings Law~~.

The possession of dangerous or deadly weapons and firearms, as defined in law and Board policy, is prohibited on district property.

1. Regular, Special and Emergency Meetings

~~No later than the next regular meeting following July 1, the Board will hold an organizational meeting to elect Board officers for the coming year and to establish the year's schedule of Board meetings (in Board election years (odd numbered years), the first meeting will be held no later than July 31).~~ Generally, a regular Board meeting will be held each month. The regular meeting schedule will be established at the annual organizational meeting and may be changed by the Board with proper notice. The purpose of each regular monthly meeting will be to conduct the regular Board business.

No later than the next regular meeting following July 1, the Board will hold the annual organizational meeting to elect Board officers for the coming year and to establish the year's schedule of Board meetings. In Board election years (odd numbered years), the first meeting will be held no later than July 31.

~~Regular meetings will adjourn by 11 p.m. Extension of this deadline requires a majority vote of Board members present.~~

Special meetings can be convened by the Board chair, upon request of three Board members, or by common consent of the Board at any time to discuss any topic. A special meeting may also be scheduled if less than a quorum is present at a meeting or additional business still needs to be conducted at the ending time of a meeting. At least 24 hours' notice must be provided to all Board members, the news media, which have requested notice, and the general public for any special meeting.

Emergency meetings can be called by the Board in the case of an actual emergency upon appropriate notice under the circumstances. The minutes of the emergency meeting must describe the emergency. Only topics necessitated by the emergency may be discussed or acted upon at the emergency meeting.

{[5] Districts are encouraged to evaluate translation needs and resources prior to adding this language. A district may decide that translating the agenda, minutes or other documents, or public comment is sufficient.}

2. Communications Outside of Board Meetings

Communications, to, by and among a quorum of Board members outside of a legally called Board meeting, in their capacity as Board members, shall not be used for the purpose of discussing district business. This includes electronic communication. Electronic communications among Board members shall be limited to messages not involving deliberation, debate, decision-making or ~~the~~ gathering of information on which to deliberate.

Electronic communications may contain:

a. Agenda item suggestions;
b. Reminders regarding meeting times, dates and places;
c. Board meeting agendas or information concerning agenda items;
d. One-way information from Board members or the superintendent to each Board member (e.g., an article on student achievement or to share a report on district progress on goals);~~) so long as that information is also being made available to the public;~~
e. Individual responses to questions posed by community members, subject to other limitations in Board policy.

E-mails sent to other Board members will have the following notice:

Important: Please do not reply or forward this communication if this communication constitutes a decision or deliberation toward a decision between and among a quorum of a governing body which could be considered a public meeting. Electronic communications on district business are governed by public meetings law.~~Public Records and Meetings Law.~~

3. Private or Social Meetings

Private or social meetings of a quorum of the Board for the purpose of making a decision or to deliberate toward a decision on any matter are prohibited by public meetings law.~~the Public Meetings Law.~~

4. Work Sessions

The Board may use regular or special meetings for the purpose of conducting work sessions to provide its members with opportunities for planning and thoughtful discussion. Work sessions will be conducted in accordance with ~~the~~ state law on public meetings, including notice and minutes. The Board is discouraged from making official decisions during a work session. Generally, Boards do not take official action during work sessions, although there is no legal prohibition to do so.

5. Executive Sessions

Executive sessions may be held as an agenda item during regular, special or emergency meetings for a reason permitted by law (~~s~~See Board policy BDC - Executive Sessions).

END OF POLICY

Legal Reference(s):

ORS 174.100 ORS 174.104 ORS Chapter 192	ORS Chapter 193 ORS 255.335 ORS 332.040 - 332.061	ORS 433.835 - 433.875

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2020); 28 C.F.R. Part 35 (2020).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).
OR. ATTY. GEN. Public Records and Meetings Manual.
Oregon House Bill 2560 (2021).
Oregon House Bill 3041 (2021).

Alsea School District 7J

Code: **BDB**
Adopted: 3/11/15
Orig. Code: BDB

Special and Emergency Board Meetings

(Moved into BD/BDA)
Special meetings may be convened by order of the chair, upon request of three Board members or by common consent of the Board members. The district clerk will post notice at least 24 hours before such a meeting is to be convened.

The Board may schedule special meetings for the purpose of conducting work sessions to provide its members with opportunities for planning and thoughtful discussion. Topics for discussion and study will be announced publicly. Work sessions will be conducted in accordance with the state law on public meetings.

Local news media will receive written notice of the meeting at least 24 hours in advance.

Emergency meetings may be called only in the event of an actual emergency. Appropriate notice will be given to the public and the press. The minutes of the meeting will describe the nature of the emergency. No business other than that related to the emergency will be discussed at these meetings.

END OF POLICY

Legal Reference(s):

ORS 192.640 ORS 332.045

OACE v. Salem Keizer Sch. Dist., 95 Or. App. 28 (1989).

DELETE

Alsea School District 7J

Code: **BDC**
Adopted: 6/13/17
Orig. Code: BDC

Executive Sessions

The Board may meet in executive session to discuss subjects allowed by statute but may not take final action except for the expulsion of a student~~s~~ and matters pertaining to or examination of the confidential ~~medical~~ records of the~~a~~ student~~, including that student's educational program~~.

An executive session may be convened by order of the Board chair, upon request of three Board members or by common consent of the Board for a purpose authorized under Oregon Revised Statute (ORS) 192.660 during a regular, special or emergency meeting. The presiding officer will announce the executive session by identifying the authorization under ORS 192.660 for holding such session and by noting the subject of the executive session.

The Board may hold an executive session:

1. To consider the employment of a public officer, employee, staff member or individual agent. (ORS 192.660(2)(a))

2. To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing. (ORS 192.660(2)(b))

3. To conduct deliberations with persons designated by the governing body to carry on labor negotiations. (ORS 192.660(2)(d))

4. To conduct deliberations with persons designated by the governing body to negotiate real property transactions. (ORS 192.660(2)(e))

5. To consider information or records that are exempt by law from public inspection. (ORS 192.660(2)(f))

6. To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))

7. To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing. (ORS 192.660(2)(i))

8. To consider matters relating to school safety or a plan that responds to safety threats made toward a school. (ORS 192.660(2)(k))

9. To review the expulsion of a minor student from a public elementary or secondary school. (ORS 332.061(1)(a))

10. To discuss matters pertaining to or examination of the confidential ~~medical~~ records of a student~~, including that student's educational program~~. (ORS 332.061(1)(b))

Members of the press may attend executive sessions except those matters pertaining to:

1. Deliberations with persons designated by the Board to carry on labor negotiations;

2. Hearings on the expulsion of a minor student~~s~~ or examination of the confidential ~~medical~~ records of a student~~ including that student's educational program~~; and

3. Current litigation or litigation likely to be filed if the member of the news media is a party to the litigation or is an employee, agent or contractor of a news media organization that is a party to the litigation.

If an executive session is held pursuant to ORS 332.061, the following shall not be made public: the name of the minor student; the issue, including the student's confidential ~~medical~~ records~~ and educational program~~; the discussion; and each Board member's vote on the issue.

Minutes shall be kept for all executive sessions.

Content discussed in executive sessions is confidential.

END OF POLICY

Legal Reference(s):

ORS 192.660 ORS 332.045 ORS 332.061

Alsea School District 7J

Code: **BDD**
Adopted: 3/11/15
Orig. Code: BDD

Board Meeting Procedures

1. **Quorum**

   A quorum will consist of the majority of the Board members.

2. **Vote Needed for Exercise of Powers**

   The affirmative vote of a majority of Board members will be necessary for exercising any of the Board's powers.

3. **Board Member Voting**

   Each member's vote on all motions will be recorded in the minutes.

4. **Abstaining** from~~From~~ **Vote**

   If a Board member chooses to abstain from voting, and the abstention is due to a conflict of interest, the Board member will state the reason for the abstention and such abstention will be recorded.

5. **Parliamentary Procedure**

   Official Board business will be transacted by motion or resolution at duly called regular or special meetings.

   Except as otherwise provided by state law and/or Board policy, the rules of parliamentary procedure comprised in Robert's Rules of Order~~,~~ Newly Revised, "*Procedures for Small Boards*" as modified by the Board~~,"~~ will govern the Board in its deliberation. Modifications will include the following: Motions will all be seconded prior to consideration for discussion by the Board and motions to close or limit debate will be acceptable.

   The Board chair will decide all questions relative to points of order, subject to an appeal to the Board.

END OF POLICY

Legal Reference(s):

ORS 192.650
ORS 244.120(2)
ORS 332.045
ORS 332.055
ORS 332.057
ORS 332.107

38 OR. ATTY. GEN. OP. 1995 (1978)
41 OR. ATTY. GEN. OP. 28 (1980)

Alsea School District 7J

Code: **BDDC**
Adopted: 3/11/15
Orig. Code: BDDC

Board Meeting Agenda

The Board chair and the superintendent will prepare an agenda for all regular meetings of the Board. Items of business may be suggested by any Board member, staff member, student or patron~~citizen~~ of the district by notifying the superintendent at least five working days prior to the meeting.

A consent agenda may be used by the Board for noncontroversial business. The consent agenda will consist of routine business that requires action but not necessarily discussion. These items may all be approved at the same time. A Board member may ask that any item be removed from the consent agenda. The removed item will then be placed on the regular agenda.

The agenda will follow a general order established by the Board. Opportunities for the audience to be heard may~~will~~ be included on the agenda. The Board will follow the order of business set up by the agenda unless the order is altered by a consensus of the Board.

Items of business not on the agenda may be discussed and acted upon if the majority of the Board agrees to consider them.

The agenda, together with supporting materials, will be distributed by the district office or superintendent to Board members at least three full working days prior to the meeting. The agenda will be available to the press and to interested patrons through the superintendent's office at the same time it is available to the Board members. Copies of the agenda for the press and public will not contain any confidential information included in the Board members' packets.

A copy of the agenda will be posted on the district website in each district facility on the day of the meeting. Members of the public may request a copy of the agenda through~~at~~ the superintendent's office. ~~All minutes shall be available to the public within a reasonable time after the meeting. Minutes are available in the deputy clerk's office.~~

The district will ensure equally effective communications are provided to qualified persons with disabilities, upon request, as required by the Americans with Disabilities Act.

Appropriate auxiliary aids and services may include, but are not limited~~available~~ to, ~~ensure equally effective communications with~~ qualified interpreters, assistive listening systems, note takers,~~persons with disabilities may include~~ large print, Braille materials, audio recordings and readers. Primary consideration will be given to the request~~requests~~ of the person with a disability in the selection of the appropriate auxiliary aid~~aids~~ and/or service. ~~services.~~

Should the Board demonstrate such a request~~requests~~ would result in a fundamental alteration in the service, program or activity or an~~in~~ undue financial and administrative burden, an ~~burdens,~~ alternate, equally effective communication~~communications~~ will be used.

Auxiliary aids and services for persons with disabilities will be available at no charge to the individual.

END OF POLICY

Legal Reference(s):

ORS 192.630 ORS 192.640

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 29 C.F.R. Part 1630 (2015); 28 C.F.R. Part 35 (2015).
Americans with Disabilities Act Amendments Act of 2008.

Alsea School District 7J

Code: **BDDH**
Adopted: 3/11/15
Orig. Code: BDDH

Public Participation in Board Meetings

(Version 1)

(note: see proposed version)

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites district citizens to attend Board meetings to become acquainted with the program and operation of the school. Members of the public also are encouraged to share their ideas and opinions with the Board when appropriate.

It is the intent of the Board to ensure communications with individuals with disabilities are as effective as communications with others. Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings. Primary consideration will be given to requests of qualified individuals with disabilities in selecting appropriate auxiliary[1] aids and services.

Auxiliary aids and services for persons with disabilities will be available at no charge to the individual.

All auxiliary aids and/or service requests must be made with appropriate advance notice. Should the Board demonstrate such requests would result in a fundamental alteration in the service, program or activity or in undue financial and administrative burdens, alternative, equally effective means of communication will be used.

Audience

During an open session of a Board meeting, members of the public are specifically invited to present concerns during the designated portion of the agenda. At the discretion of the chair, further public participation may be allowed.

Request for an Item on the Agenda

A member of the public may request the superintendent place an item of concern on the agenda of a regular Board meeting. This request should be made in writing and presented to the superintendent for consideration at least five working days prior to the scheduled meeting.

Procedures for Public Participation in Meetings

The Board will establish procedures for public participation in open meetings. The purpose of these procedures will be to inform the public how to effectively participate in Board meetings for the best interests of the individual, the district and the patrons. The information will be easily accessible and available to all patrons attending a public Board meeting.

[1] Auxiliary aids include, but are not limited to such services and devices as qualified interpreters, assistive listening systems, note takers, readers, taped texts, Brailled materials and large print.

Discussion or presentation concerning a published agenda item is limited to its designated place on the agenda, unless otherwise authorized by the chair.

A visitor speaking during the meeting may introduce a topic not on the published agenda. The Board, at its discretion, may require that a proposal, inquiry or request be submitted in writing, and reserves the right to refer the matter to the administration for action or study.

Any person who is invited by the chair to speak to the Board during a meeting should state his/her name and address and, if speaking for an organization, the name and identity of the organization. A spokesperson should be designated to represent a group with a common purpose.

Statements by members of the public should be brief and concise. The chair may use discretion to establish a time limit on discussion or oral presentation by visitors.

Questions asked by the public, when possible, will be answered immediately by the chair or referred to staff members for reply. Questions requiring investigation may, at the discretion of the chair, be referred to the superintendent for response at a later time.

At the discretion of the Board chair, anyone wishing to speak before the Board, either as an individual or as a member of a group, on any agenda item or other topic, may do so by providing the Board secretary with a completed registration card prior to the Board meeting in order to allow the chair to provide adequate time for each agenda item.

Petitions

Petitions may be accepted at any Board meeting. No action will be taken in response to a petition before the next regular meeting. Petitions will be referred to the superintendent for consideration and recommendation.

Criticisms of Staff Members

Speakers may offer objective criticism of school operations and programs, but the Board will not hear complaints concerning individual school personnel. The chair will direct the visitor to the appropriate means for Board consideration and disposition of legitimate complaints involving individuals.

END OF POLICY

Legal Reference(s):

ORS 165.535
ORS 165.540
ORS 192.610 - 192.690
ORS 332.057
ORS 332.107

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2020); 28 C.F.R. Part 35 (2020).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).
Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).
Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).
Oregon House Bill 2560 (2021).

Alsea School District 7J

Code: BDDH
Adopted:

Public Comment at Board Meetings
(Version 2)

{HB 2560 (2021) goes into effect on January 1, 2022, and requires that districts provide the same opportunity for public comment to those attending virtually as is provided to those attending in person. We recommend that districts review current public comment practices and adopt policy language that meets the law and the desired district practice.}

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites the district's community members to attend Board meetings to become acquainted with the program and operation of the district. The public has a right to attend public meetings held in open session, and may be invited to share comments, ideas and opinions with the Board during designated times on the agenda. The Board may conduct a meeting without public comment.

Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings and submit written comments to the Board. Individuals requesting assistance, aids or accommodations are encouraged to notify the district at least 48 hours prior to the Board meeting with the request, consistent with Board policy BD/BDA – Board Meetings.

Procedures for Oral Public Comment

The Board establishes the following procedures for public comment at Board meetings held in open session. The information will be accessible and available to all patrons accessing or attending such a Board meeting.

1. Public comment is limited to its designated place on the agenda and while time allows.

2. A person wishing to provide public comment, if an opportunity is provided by the Board during a meeting open to the public, will sign in on the public comment sheet provided, submit their name electronically prior to the Board meeting.[1] A request to give public comment in-person or electronically does not guarantee time will be available.

3. A person speaking during the public comment portion of the meeting may comment only on agenda items.

4. A person speaking during the public comment portion of the meeting should state their name and, if speaking for an organization, the name of the organization. A spokesperson should be designated to represent a group with a common purpose.

5. A person giving public comment is limited to an established time limit of three minutes. Statements should be brief and concise. The Board chair has discretion to waive time limits or extend the overall time allotted for public comment. Additional time will be allocated in a fair and equitable manner.

[1] When in-person attendees are allowed to provide oral comment, virtual attendees will be afforded the same opportunity.

Time limits will be determined based on the number of commenters and the amount of time available for public comment. If a person has more comments than time allows or is unable to comment due to time constraints, the person is encouraged to submit additional written comments to the Board through the district office as directed.

6. Inquiries from the public during the designated portion of the agenda will not generally be responded to immediately by the Board chair, and may be referred to the superintendent for reply at a later date. The Board will not respond to inquiries that are expected to be addressed during another designated portion of the agenda.

The Board will not hear public comment at Board work sessions.

Topics raised during the public comment portion may be considered for inclusion as agenda items at future Board meetings.

Procedures for Written Comment

Members of the public may submit written comments or materials to the Board at any time at the district office, by mail or by email. Materials or comments submitted at least 72 hours in advance of a Board meeting will be provided to the Board before the Board meeting, but will not be read at the Board meeting. Written materials or comments submitted may not warrant action by the Board.

Comments Regarding Staff Members

A person speaking during the designated portion of the agenda for public comment may offer objective criticism of district operations and programs. The Board will not hear comments regarding any individual district staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for consideration of a legitimate complaint involving a staff member. Any association contract governing the employee's rights will be followed. A commendation involving a staff member should be sent to the superintendent, who will forward it to the employee, a supervisor and the Board.

END OF POLICY

Legal Reference(s):

ORS 165.535
ORS 165.540
ORS 192.610 - 192.690
ORS 332.057
ORS 332.107

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2020); 28 C.F.R. Part 35 (2020).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).
Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).
Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).
Oregon House Bill 2560 (2021).

PROPOSED

Alsea School District 7J

Code: **BBBB**
Adopted: 2/11/15
Orig. Code: BBBB

Board Member Oath of Office

Any elected or appointed Board member ~~New directors~~ must qualify by taking an~~the~~ oath of office before assuming the duties of office.

The chair, or acting chair, of the Board meeting at which the new director presents ~~himself/herself~~ themselves for the purpose of taking the oath of office shall administer the oath in the following manner: the chair shall read, and the candidate with his/her right hand raised, shall repeat after him/her, using their respective names in the blank space, the following oath:

> I, _____, do solemnly swear (or affirm) that I, ~~_____, being first duly sworn,~~ will support the Constitution ~~and the laws,~~ of the United States~~, of America, and of~~ the Constitution of the state~~State~~ of Oregon and the laws thereof, and~~,~~ the policies of the Alsea School District. During my term, I ~~and~~ will faithfully and impartially discharge the responsibilities of the Office of School Board Member ~~duties of school board member~~ to the best of my ability. ~~(so help me God).~~

END OF POLICY

Legal Reference(s):

ORS 332.005

Alsea School District 7J

Code: **BBC**
Adopted: 6/13/17
Orig. Code: BBC

Board Member Resignation

The Board believes that any citizen who files and seeks election or appointment to the Board should do so with full knowledge of and appreciation for the investment in time, effort and dedication expected of all Board members, and that the citizen's intent is to serve a full term of office.

When a member decides to terminate service, the Board requests earliest possible notification of intent to resign so ~~that~~ the Board may plan for the continuity of Board business. Resignations must be made in writing. Board members can resign the office effective at a future date. If the resignation is effective at a future date, the resignation is binding unless withdrawn in writing by the end of the third business day after the resignation is made.

The Board will announce the resignation and declare the vacancy at a Board meeting.

The Board will determine the procedures to be used in filling the vacancy. The Board may begin a replacement process and select a successor prior to the effective date of resignation; however, the actual appointment shall not be made before the resignation date.

END OF POLICY

Legal Reference(s):

ORS 236.320 ORS 236.325 ORS 332.030

Alsea School District 7J

Code: **BFD**
Adopted: 3/11/15
Orig. Code: BFD

Board Policy Implementation

Effective Date of Policies

All new or amended policies will become effective on the day after adoption by the Board, unless a specific date is included in the motion for adoption.

Policy Implementation

The superintendent and administrative staff will implement ~~B~~board policies. The superintendent may formulate administrative regulations and procedures to assist policy implementation.

It will be the Board's duty to evaluate the effectiveness of the policy and the effectiveness of the administration's implementation of the policy.

Policy Dissemination

The written board policies that govern the district will be maintained in a policy manual to be updated by district staff as new policies are developed or existing policies are revised or repealed.

Each Board member will be informed how to access the~~provided with a~~ current board policy manual.

~~The district shall make available for inspection to the public and district employees, copies of the Board's policy manual.~~ Each district employee will be ~~specifically~~ notified of the existence and availability of personnel policies.

The district shall make a copy of the Board's policy manual available to the public and district employees. The Board's policy manual will be considered a public record and will be open for inspection at the district~~superintendent's~~ office during regular working hours.

~~The superintendent will provide channels for disseminating appropriate policies to the community.~~

END OF POLICY

Legal Reference(s):

ORS 332.107	OAR 581-022-2305	
ORS 332.505	OAR 581-022-2405	

Alsea School District 7J

Code: **BFE**
Adopted: 3/11/15
Orig. Code: BFE

Administration in the Absence of Policy

In cases where action must be taken within the school system and the Board has not provided policy to guide administrative action, the superintendent will have the power to act~~, but his/her~~ Their decision~~s~~ will be subject to Board review at the next regular meeting. It will be the superintendent's responsibility to promptly inform the Board of such action.

END OF POLICY

Legal Reference(s):

ORS 332.107

OAR 581-022-2305

Alsea School District 7J

Code: **BFF**
Adopted: 3/11/15
Orig. Code: BFF

Suspension of Policies

In the event of emergency or special circumstances, the operation of any individual policy, section or sections of Board policy, including those governing its own operational procedures, may be temporarily suspended[1] by a majority of the Board members at any regular, ~~or~~ special or emergency meeting. This suspension, however, does not apply to any section of Board policy that may be established by law, collective bargaining agreement or other contract.

END OF POLICY

Legal Reference(s):

ORS 332.107
OAR 581-022-2305

[1] Be sure to establish a time limit for the suspension, e.g., This policy is suspended for [.....].

Alsea School District 7J

Code: **BG**
Adopted: 3/11/15
Orig. Code: BG

Board Staff Communications

The Board desires to maintain open channels of communication between itself and the district staff. The basic line of communication will~~, however,~~ be through the superintendent.

Staff Communications to the Board

All formal communications or reports to the Board, or any Board committee, from ~~the principal, teachers or other~~ staff members will be submitted through the superintendent. This procedure will not be construed as denying the right of any employee to address the Board about issues which are neither part of an active administrative procedure, nor disruptive to the operation of the district. In addition, this procedure does not restrict protected labor relations communications of bargaining unit members. Staff members are invited to Board meetings, which provide an opportunity to observe the Board's deliberations on matters of district operation~~staff concern~~.

Board Communications to Staff

All official Board communications, policies and directives of staff interest and concern will be communicated to staff members through the superintendent. The superintendent will provide appropriate communication to keep staff fully informed of the Board's policies, priorities~~, concerns~~ and actions.

Visits to the School

Visits by Board members will be conducted only under Board authorization and with full knowledge of staff, including the superintendent, principals and other supervisors.

School visits by Board members will be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. ~~Official visits by Board members will be carried on only under Board authorization and with the full knowledge of staff, including the superintendent, principal and other supervisors.~~

END OF POLICY

Legal Reference(s):

ORS 332.107 OAR 581-022-2405

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).
Lebanon Education Association/OEA v. Lebanon Community School District, 22 PECBR 323 (2008).

Alsea School District 7J

Code: **BH/BHA**
Adopted: 3/11/15
Orig. Code: BH/BHA

Orientation of New Board Members

A new member is to be given the Board's and staff's fullest measure of courtesy and cooperation. Board and staff will make every effort to assist the new member to become fully informed about the Board's functions, policies, procedures and issues. In the interim between election and assuming office or following an appointment, the new Board member~~(s)~~ will be assisted in the following ways:

1. The newly elected or appointed Board member will be given materials related to~~on~~ the role of a Board member;

2. The newly elected or appointed Board member will be invited to attend Board meetings to observe the operation of the Board until they assume office~~but will not be a voting member~~;

3. The newly elected or appointed Board member will be given a copy of Board policies, Board priorities, any long -range plans and the adopted district ~~adopted~~ budget;

4. The superintendent will supply material pertinent to meetings and will explain its content;

5. The newly elected or appointed Board~~The incoming~~ member will be invited to meet with the superintendent and other administrative personnel, by arrangement with the superintendent, to discuss services they perform for the district;

6. The newly elected or appointed Board member will be encouraged to attend the Summer Board Conference and the Board training conferences planned~~sponsored~~ by the Oregon School Boards Association;

7. The newly~~Newly~~ elected or appointed Board member~~s~~ will receive all materials, reports and communications normally sent to Board members.

END OF POLICY

Legal Reference(s):

ORS 332.107

Alsea School District 7J

Code: **BHB**
Adopted: 3/11/15
Orig. Code: BHB

Board Member Development

The complexity of Board membership demands opportunities for development, study and training for Board members. The Board places a high priority on the importance of a planned and continuing program of professional development~~in-service education~~ for its members.

In order to develop leadership capabilities, become informed about current issues in education~~,~~ and improve their skills as members of a policy-making body, Board members will participate in opportunities for professional development that may include, but not be limited to, the following:

1. In-service activities planned by the Board and by the administration for staff members, as appropriate;

2. Participation in conferences, workshops, ~~and~~ conventions and training held by state and national school board~~s~~ associations and other educational organizations;

3. Subscriptions to publications addressing Board member related topics~~concerns~~.

Recognizing the need for continuing training and development of its members, the Board encourages the participation of all members in appropriate conferences, conventions and workshops. To control both the investment of time and funds necessary to implement this policy, the Board establishes these principles and procedures for its guidance:

1. The superintendent will inform Board members~~, in a timely manner,~~ of upcoming conferences, conventions, ~~and~~ workshops and training.~~.~~ The Board will decide which ~~meetings~~ appear to ~~be most likely to~~ produce the greatest benefit to the Board and the district.~~;~~

2. Funds for participation at such professional development~~meetings~~ will be included in the district budget~~ed~~. When funds are limited, the Board will designate which members will ~~would be most appropriate to~~ participate at a given meeting or training.~~;~~

3. If authorized ~~to attend and reimbursement is approved~~ by the ~~entire~~ Board to attend, Board members will be reimbursed, upon request, for reasonable and necessary expenses actually incurred.~~;~~

4. When a conference, convention or workshop is not attended by the full Board, those who ~~do~~ participate will ~~be requested to~~ share, by means of written or oral reports, information, recommendations and materials acquired at the meeting.

END OF POLICY

Legal Reference(s):

ORS 332.018(3) ORS 332.107

Alsea School District 7J

Code: **BHD**
Adopted: 3/11/15
Orig. Code: BHD

Board Member Compensation and Expense Reimbursement

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.

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

END OF POLICY

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).

Alsea School District 7J

Code: **BHE**
Adopted: 3/11/15
Orig. Code: BHE

Board Member Liability Insurance

The district~~Board~~ will purchase liability insurance and errors-and-omissions insurance to protect its school board members individually and collectively from claims made against them as a result of official Board actions taken in the course of official duties.

END OF POLICY

Legal Reference(s):

ORS 30.260 to -30.300 ORS 332.072 ORS 332.435

Alsea School District 7J

Code: **BI**
Adopted: 3/11/15
Orig. Code: BI

Board Legislative Program

The Board will represent the district's interests in legislative action to promote the welfare of public education in the state of Oregon or will direct those interests to be represented through ~~it's~~ the superintendent or designee.

The Board will periodically study, discuss and weigh the merits of pending legislation for the purpose of determining its official position through Board action. If established, these official positions will be the stand of the district in the legislative process.

Board members, individually or as members of professional organizations, will not seek to represent any other positions on legislative matters unless it is made clear that such representation is not the official stand of the district.

END OF POLICY

Legal Reference(s):

ORS 332.107

Alsea School District 7J

Code: **BJ**
Adopted: 3/11/15
Orig. Code: BJ

Board Memberships

The Board will maintain memberships in the national and state school board~~s~~ associations and may take an active part in the activities of these groups~~this group~~.

It may also maintain ~~institutional~~ memberships in other educational organizations that the superintendent and Board find to be of benefit to members and district personnel.

The materials and benefits of ~~institutional~~ memberships will be distributed and used to the best advantage of the Board and the staff.

END OF POLICY

Legal Reference(s):

ORS 332.105(2) ORS 332.107

Alsea School District 7J

Code: **BK**
Adopted: 3/11/15
Orig. Code: BK

Evaluation of Board Operational Procedures

The Board will plan an annual evaluation of its function as a Board. This evaluation may be broadly based on relationships and activities or may focus on a particular activity or area.

Working with the superintendent, the Board chair and an ad hoc Board committee appointed by the chair may develop the evaluation plan. Upon Board approval, an outside consultant may develop and lead the appraisal session(s).

END OF POLICY

Legal Reference(s):

ORS 332.107

Alsea School District 7J

Code: **CBC**
Adopted: 5/12/15
Orig. Code: CBC

Superintendent's Contract

The superintendent, upon appointment by the Board, will receive a written contract which will state the terms of employment such as compensation, benefits and other conditions. The Board may not issue a contract that includes terms which direct the superintendent[1] to take any action that conflicts with a local, state or federal law[2] that applies to the district[3], or which allows the Board to take an adverse employment action against the superintendent for complying with such laws. Contracts shall not be issued for more than three years in duration~~at a time~~. The contract shall automatically expire at the end of its term. The Board may~~, however,~~ elect to issue a subsequent contract at any time for up to~~not more than an additional~~ three years~~ at any time~~.

The compensation and benefits for the position of superintendent will be fixed by the Board and~~,~~ based upon the responsibilities required of the superintendent in performing their~~his/her~~ duties. The Board may not enter into an employment contract that contains provisions that expressly obligate~~s~~ the district to compensate the superintendent for work that is not performed.

Provisions for termination of the superintendent's employment, either by the Board or the superintendent, will also be set forth in the superintendent's employment contract. The employment contract, if it includes a mutually agreed to termination-without-cause provision by the Board, will include a 12-month notice of termination for such provision.

The district may provide health benefits for a superintendent that is no longer employed by the district until the superintendent:

1. Reaches 65 years of age; or

2. Finds new employment that provides health benefits.

For a period of one year after termination of the contract, the superintendent may not:

1. Purchase property or surplus property owned by the district or public charter school; or

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[1] The term "superintendent" includes an interim superintendent.

[2] "Local, state or federal law" means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS Chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

[3] Also includes taking any action that conflicts with law that applies to education services districts.

2. Use property owned by the district or public charter school in a manner other than the manner permitted for the general public.

END OF POLICY

Legal Reference(s):

ORS 332.432
ORS 332.505
ORS 342.549
ORS 342.815
OAR 584-005-0005(51)

Senate Bill 1521 (2022)

Alsea School District 7J

Code: **CBG**
Adopted: 6/13/17
Orig. Code: CBG

Evaluation of the Superintendent

The Board will formally evaluate the superintendent's job performance at least once each year. The evaluation will be based on the administrative job description, any applicable standards of performance, Board policy and progress in attaining any goals for the year established by the superintendent and/or the Board.

Additional criteria for the evaluation, if any, will be developed at a public board meeting prior to conducting the evaluation. The superintendent will be notified of the additional criteria prior to the evaluation.

The Board's discussion and conferences with and about the superintendent and his/her performance will be conducted in an executive session, unless the superintendent requests a session open to the public. Such an executive session will not include a general evaluation of any district goal, objective or operation. Results of the evaluation will be written and placed in the superintendent's personnel file.

At the Board's discretion, it may notify the superintendent in writing of specific areas to be remedied, and the superintendent may be given an opportunity to correct the problem(s). Where the Board provided written notice pursuant to the prior sentence, if the Board determines the superintendent's performance remains unsatisfactory, the Board may dismiss or non-renew the superintendent pursuant to Board policy, the superintendent's employment contract and state law and rules. In those situations where the superintendent's employment contract includes an evaluation, dismissal or non-renewal provision, it shall take precedent over this policy.

END OF POLICY

Legal Reference(s):

ORS 192.660(2), (8)
ORS 332.107
ORS 332.505
ORS 342.513
ORS 342.815
OAR 581-022-2405

Hanson v. Culver Sch. Dist. (FDAB 1975).

Alsea School District 7J

Code: **CCB**
Adopted: 5/12/15
Orig. Code: CCB

Line and Staff Relations

The Board expects the superintendent to establish a clear understanding of working relationships in the school system with all staff~~personnel~~.

Lines of direct authority will be those approved by the Board and shown on the district organization charts.

Staff members will be expected to refer matters requiring administrative action to the administrator to whom they report.~~are responsible.~~ That administrator will refer such matters to the next higher administrative authority, when necessary. All~~Additionally, all~~ staff will inform their immediate supervisor~~are expected to keep the person to whom they are immediately responsible informed~~ of their activities by whatever means the supervisor considers~~person in charge deems~~ appropriate.

Lines of authority should not restrict the cooperative working relationship of all staff members in developing the best possible district~~school~~ programs and services. In addition, this policy does not restrict protected labor relations communications of bargaining unit members. The established lines of authority represent direction of authority and responsibility. When the staff work~~is working~~ together, the lines represent ~~avenues for~~ a two-way flow of ideas to improve the programs and operations in~~of~~ the district~~school system~~.

END OF POLICY

Legal Reference(s):

ORS 332.505 OAR 581-022-2405

Lebanon Education Association/OEA v. Lebanon Community School District, 22 PECBR 323 (2008).

Alsea School District 7J

Code: **CCG**
Adopted: 9/09/15
Orig. Code(s): CCG

Licensed Evaluation - Administrators

The superintendent will implement and supervise an evaluation system for administrative personnel. The purpose of administrator evaluations is to assist an administrator with developing and strengthening professional abilities, to improve the instructional program and management of the school system, and for supervisors to~~He/She will report to the Board annually on the performance of all administrators and~~ make recommendations regarding their employment and/or salary status.

A formal evaluation~~Formal evaluations~~ will be conducted~~made~~ at least ~~annually~~once a year. The~~y~~ evaluation shall be conducted according to the following guidelines:

1. Evaluative criteria for each position will be in written form and made available to the administrator;

2. Evaluations will be made by the superintendent and/or a qualified, licensed designee;

3. Evaluations will be in writing and discussed with the administrator by the person who conducts~~makes~~ the evaluation; and

4. The administrator being evaluated will have the right to attach a memorandum to the written evaluation, and have the right of appeal through established grievance procedures, if applicable.

An ~~'A~~administrator's~~'~~ evaluations shall use the following~~be customized based on collaborative efforts and include the~~ educational leadership-administrator standards[1] adopted by the State Board of Education.

~~The standards include:~~

1. Visionary leadership;

2. Instructional improvement;

3. Effective management;

4. Inclusive practice;

5. Ethical leadership; and

6. Socio-political context.

[1] These standards are aligned with the Interstate School Leaders Licensure Consortium (ISLLC) and the Educational Leadership Constituents Council (ELCC) standards for Education Leadership.

Administrator evaluations shall be based on the core administrator standards adopted by the Oregon State Board of Education. The standards shall be customized based on collaborative efforts with the administrators and any exclusive bargaining representative of the administration.

Local evaluation and support systems established by the district for administrators must be designed to meet or exceed the requirements defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems, including:

1. Four performance level ratings of effectiveness;

2. Consideration of multiple measures of administrator practice and responsibility which may include, but are not limited to:

    a. Classroom-based assessments including observations, lesson plans and assignments;
    b. Portfolios of evidence:
    c. Supervisor reports; and
    d. Self-reflections and assessments.

3. Consideration of evidence of student academic growth and learning based on multiple measures of student progress including performance data of students, schools and districts that is both formative and summative. Evidence may also include other indicators of student success;

4. A summative evaluation method for considering multiple measures of professional practice, professional responsibilities, and student learning and growth to determine the administrator's professional growth path;

5. Customized by the district, which may include individualized weighting and application of the standards.

An evaluation using the administrator standards

~~Evaluations~~ must attempt to:

6. Strengthen the knowledge, skills, disposition and administrative practices of the administrator~~s~~;

7. Refine the support, assistance and professional growth opportunities offered to the~~an~~ administrator, based on the individual needs of the administrator and the needs of the students, the school and the district;

8. Allow the administrator to establish a set of administrative practices and student learning objectives that are based on the individual circumstances of the administrator, including other assignments of the administrator;~~;~~

9. Establish a formative growth process for each administrator that supports professional learning and collaboration with other administrators;~~ and~~

10. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the administrator; and~~.~~

11. Address ways to help all educators strengthen their culturally responsive practices.

Evaluation and support systems established by the district must evaluate administrators on a regular cycle.

The superintendent shall regularly report to the Board on the implementation of the evaluation and support systems and educator effectiveness.

END OF POLICY

Legal Reference(s):

ORS 192.660(2),(8)
ORS 332.505
ORS 342.513
ORS 342.815
ORS 342.850
ORS 342.856
OAR 581-022-2405
OAR 581-022-2410
OAR 581-022-2420

Hanson v. Culver Sch. Dist. (FDAB 1975).

Alsea School District 7J

Code: **CHCA**
Adopted: 5/12/15
Orig. Code: CHCA

Approval of Handbooks and Directives

In order that pertinent Board policies, administrative regulations, school rules and procedures may be known by all staff members, patrons, students and parents affected;~~,~~ district administrators and principals are granted authority to issue staff and student/parent handbooks.

The ~~It is essential that the~~ contents of all handbooks must conform with districtwide board policies and administrative regulations. The publication shall bear~~It is also important that all handbooks bearing~~ the name of the district and be of a quality that reflects favorably on the district. The Board~~, therefore,~~ expects all handbooks to be approved by the ~~Board and/or~~ superintendent or designee before publication.

The district will make all published handbooks available to the Board for informational purposes.

END OF POLICY

Legal Reference(s):

ORS 332.107

Alsea School District 7J

Code: **BDDH-AR**
Revised/Reviewed: 3/11/15
Orig. Code(s): BDDH-AR

Public Participation in Board Meetings

This form must be completed and returned to the Board secretary at least 48 hours before the date of the meeting at which you want to speak. Your request will be referred to the Board's committee on communication. After a review of the request the committee will make one of four recommendations of which you will be advised. They are:

1. Appearance before the Board at a regular Board meeting;

2. Appearance before the Committee-of-the-Whole in executive session;

3. Referral of request to an appropriate Board committee;

4. Referral of request to the appropriate administrator.

Permission to appear before a meeting of the Board is subject to the following rules:

1. Time limit of presentation will not exceed 10 minutes;

2. Subject matter, other than that of policy, will be referred to the administration for proper handling;

3. Subject matter must be limited to issues, without reference to individuals;

4. Presentation will be in consonance with good taste and decorum befitting the occasion and dignity of the Board meeting;

5. Typed copy or outline of the presentation must be included with this request form.

Name_____

Address _____ Telephone _____

Individual or organization (if any) you represent_____
_____
_____

Address_____

Signature _____ Date _____

DELETE

Alsea School District 7J

Code: **BF**
Adopted: 3/11/15
Orig. Code: BF

Policy Development

The Board has the authority and responsibility to establish policy. The Board accepts the definition of policy set forth by the National School Boards Association:

School Board policies are statements which set forth the purposes and prescribe in general terms the organization and program of a school system. They create a framework within which the superintendent and ~~his/her~~ their staff can discharge their assigned duties with positive direction. They tell what is wanted.

The formulation and adoption of policies, recorded in writing, will constitute the basic method by which the Board will exercise its leadership in the operation of the school system.

The policies shall be consistent with Oregon Revised Statutes, Oregon Administrative Rules~~,~~ and all federal laws and regulations.

The basic responsibility for initiating, reviewing and recommending new policies or policy modification will rest with the superintendent. New~~; however, new~~ policies or changes in existing policy may be proposed by any Board member, group or organization, staff member, parent, student or other member of the community to the superintendent for the Board to consider.~~.~~ The superintendent, in developing these policies, may be guided by the recommendations of the staff and may seek parent and community input during the preparation and subsequent review of policy statements. Advice from legal counsel may be appropriate. The superintendent will furnish necessary background information to the Board.

The final authority~~superintendent will furnish necessary information~~ and responsibility for Board~~make recommendations on new policies and on~~ policy lies with the Board~~changes~~.

END OF POLICY

Legal Reference(s):

ORS 332.107	ORS 339.240	OAR 581-022-2305
ORS 332.505		OAR 581-022-2405

Alsea School District 7J

Code: **BFC**
Adopted: 6/13/17
Orig. Code: BFC

Adoption and Revision of Policies

Adopting new policies and changing or repealing existing policies is the Board's responsibility. Policy will be adopted and amended or repealed only by the affirmative vote of a majority of the Board members. Such action will be scheduled on the agenda of a regular or special meeting.

Proposed policies or policy changes and repeal of existing policies will be presented in writing for consideration by the Board.

To permit time for studying all new policies or amendments to policies and to provide an opportunity for interested parties to react, proposed policies or amendments will be presented as a Board agenda item in the following sequence:

1. First reading of a proposed policy or policies:

   This is an information item and no action is required by the Board. A first reading announces that a new policy, a revision of an existing policy or consideration to rescind a policy, is being considered by the Board. Comments, questions, concerns and recommended edits should be forwarded to the superintendent for consideration prior to the meeting in which the policy is recommended for a second reading and/or adoption. If a Board member wishes to discuss a proposed policy or administrative regulation listed as an information item, the policy must be moved to the agenda for discussion with a majority vote of the Board. Any organization which represents employees of the district shall be furnished a copy of personnel policies and revisions as they are made.

2. Second reading/~~a~~Adoption of a proposed policy (or policies):

   This is an action by the Board and may be placed on the consent agenda. Any revisions to a policy from the first reading will not require the policy go through an additional reading, except as the Board determines that the revision(s) need(s) further study and an additional reading would be advantageous.

When, in the best interest~~s~~ of the district, immediate adoption of a proposed policy is necessary, the Board may adopt such policy at the first meeting in which it is presented.

Policies and amendments adopted by the Board will be attached to, and made a part of, the minutes of the meeting at which they are adopted and also will be included in the district's board policy manual.

END OF POLICY

Legal Reference(s):

ORS 332.107
ORS 332.505
OAR 581-022-2305
OAR 581-022-2405

Alsea School District 7J

Code: **BFCA**
Adopted: 3/11/15
Orig. Code: BFCA

Administrative Regulations

Administrative regulations are detailed directions governing the operation of the district~~school~~.

The superintendent is authorized to formulate such administrative regulations appropriate for the implementation of policies adopted by the Board and necessary for the consistent operation of the district.

When approved by the superintendent, administrative regulations shall be distributed to the Board and the staff as appropriate.~~policy book holders.~~

The Board may review any administrative regulation and may direct its revision if, in the Board's judgment, such administrative regulation is not consistent with adopted board policies.

END OF POLICY

Legal Reference(s):

ORS 332.107 OAR 581-022-2305 OAR 581-022-2405

9. **Patron Comments**
10. **Board Comments**
11. **Approval of Minutes, October 13,2022**

Alsea School Board Meeting
Thursday, October 13, 2022 7:00 PM Pacific

Alsea School Library
301 South 3rd Street
Alsea, OR 97324

1. Call to Order

2. Flag Salute

3. Approval of the Agenda
The agenda was approved with no corrections or changes.

4. District Recognition:
   a. Brick and Mortar
      i. Student:
      ii. Employee

Brick & Mortar:

i. Listed the students of the month for each grade K-12

ii. Employee: October National Custodian and Coaches day. Please tell them they are appreciated.

5. Superintendent Report:
   Sean Gallagher
   a. Fireside Chat Schedule Report
   b. State Assessment Scores Report
   c. Role of a Project Manager
   d. Bond Update: Sean Gallagher
      a. GMP
      b. Budget
   e. Safety Assessment for our District

1. **Fireside chats scheduled, calendar posted, will be held in the gym or on the stage, depending on events scheduled.**

2. **State Assessments: Anna DuBord: presentation to board, purpose of the tests, goes over what is needed or areas that need to be focused on (math, language arts, ect). Participation rates: 95% MUST HAVE, district needs to be greater than 80% participation to validate the scores. Opt Out ORS 329.479 states can opt out for English language arts and math, not including science 3,4,5,6,7,8 &11. Science can only be opted out for religious or medical reasons. Risteen would like to have something given to the parents to see what exactly their student will be tested on. Data Presented: bar graph, Alsea students did not have a large number of children participate. We need the community to help change the culture that these are needed for us to get access to funding.**

Anna will be conducting and training individuals for this next batch of tests. She goes through all the training. Risteen would like to see some comparisons with other local districts. Sean said she could bring that information back.

3. **Role of a Project Manager: Sean Gallagher memo: just an overview, they provide a service that is very important, they make sure the customers' interests are adhered to, keep the project on budget and timelines, organize the different moving pieces. Often, they will look at the engineer's plan and help cut costs where they don't always need certain things added. Safety regulations adhered to. Construction market place knowledge.**

4. **Bond Update:**

    1. **GMP: K-12 HVAC update: we wanted to bring 3 GMP's to the board, however time crunch didn't allow. They are trying to get a comprehensive budget made for the board. Want to get the GMP hard numbers done.**

    2. **Budget: was included with Bond.**

5. **Safety Assessment: establish a rural grant for our small district to get help with our safety plans. The inspector walked around to evaluate our building to make recommendations for both the short and long term. New safety requirements will be addressed. Willamette ESD will get us recommendations (safety assessment), current intercom system and then also add one push door lock. More drills this year for the students, get them prepared, not meant to scare.**

6. Financials
    a. Accounts

1. **LaRae Sullivan: A new AP report that breaks down the BMO better, highlights that we are at 84% or less on our budget. Enrollment on 10/1: 244 B&M, 278 LaHO. General Fund Revenue: 13.4M (includes the supplemental from last year). Expenditures went over the "over/under budget" to show where we can save money, SPED Purchases lower, Charter payments lower. Still need to talk to the state school fund representative. Appropriations: done by fund and function piece. Risteen: your recommendation is to be at 84% of the budget, are we hitting that? LaRea: We can do it, but will need to look at it line by line when we have more hard numbers. Get a realistic look. Sean Gallagher said we have been looking at it closely and we are concerned about LaHO enrollment numbers and will meet as administrators to see how we can increase that. What's the breaking point for LaHO? We will need to tighten our belts this year to see when our finances will take a hit. The ships are not sinking, but we need to be strategic.**

7. Payment of Bills for October

Motion to approve the bills for October; Seconded, All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0

7. Payment of bills:

1. **Deb Lindberg would like to discuss this. Going through last night, everything looks wonderful. Check written on page 7/17, the total is the combined for all the purchases BMO (credit card). Predominantly LaHO postage and advertising. Risteen Folllett and Ryan Van Leauven, now we see more transparency in credit cards. LaRea: we get credit back the more we use it. Curtis Restaurant, CNP grant for the dishwasher. The grant terms changed so it wasn't 100% covered. Ryan Van Leaven asked what's the modular long-term office plan? We need to think of something for offices. Sean Gallagher we will see where we can add offices if there is any money left over. Maybe use the Firehouse? Risteen Follett, should we have the Preschool pay for the building they get to use now for free? Sean Gallagher, we can look into this in the future. Buses: what's the plan there? LaRea lump sum then pay over time. LaHO so far spent $95,000 on advertising and they still need to do more. Looking into a more cost effective option for the LaHO advertising (social media). Deb motioned for approval, Ryan second. All in Favor**

8. Patron Comments:

1. **Binky Hendrix asked Sean Gallagher and Anna Dubord about RTI/MTSS: Testing yearly MAP's for benchmark/growth testing. English, Math, and Science (6-8)(MAP's K-8). ACT/PSAT/SAT for HS kids. Reading fluency K-2 (Dyslexia screening built in) Dibels K-2 monitoring for reading fluency, catching trouble spots in real time. MTSS (Multi Tier Support Systems). Heather Schunk is going to be providing more training during the teacher's work day. If parents have concerns or would like to know what test results are for their child, reach out to the teacher and they are more than happy to sit down and discuss. The goal is to make the students stronger in areas they are struggling with.**

9. Board Comments
   a. Superintendent Search and Survey
   b. Upcoming Open Board Member Seats
   c. Communication with State Legislators

1. **Vince Adams is collecting data from the survey, Deb Lindberg said the data will be to the board by October 27th. Begin to identify who the Board would want in the community. Risteen Follett asked if Vince Adams had advice on how we should be going about starting to talk to people.. Sean Gallagher the survey is on the home page. Also is he getting a superintendent's salary report.**

2. **3 seats will be open in the next election cycle; Robert Webb and Ryan VanLeaven, and Linda Montanez.**

3. **The board encourages the community to reach out to local OSBA and board members.**

10. Approval of Minutes: September 22, 2022, September 24, 2022
    Motion to approve the minutes for September 22, and September 24th: Seconded, All in Favor. This motion, made by Robert Webb and seconded by Ryan VanLeuven, Carried.
    Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
    Yea: 5, Nay: 0

Approval of minutes for September 22nd and September 27th: Rob motioned, Ryan second.

All in favor

11. First Reading of FMLA
    i. GCBDA/GDBDA - Family Medical Leave

Sean had planned on bringing more to the board, but just didn't have enough time. The policy that they are looking at is what they will be adopting once the administrative rules are brought to the board. Their policy revamp started this week, So more policy will be coming soon.

12. Seconded Reading and approval of Policies:
    i. JHCCF Pediculosis (Head Lice)
    ii. JHCC/GBEB-AR Communicable Diseases
    iii. JHCCF-AR Pediculosis (Head Lice)
    Motion to approve JHCCF Pediculosis (Head Lice): Deb motioned to approve Version 3, Rob second. All in favor. This motion, made by Deb Lindberg and seconded by Robert Webb, Carried.
    Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
    Yea: 5, Nay: 0
    JHCCF-AR Pediculosis (Head Lice): Risteen Follett would like to make notification to parents part of the AR. Risteen Follett motioned to approve Version 2, Deb Lindberg seconded. All in favor. This motion, made by Risteen Follett and seconded by Deb Lindberg, Carried.
    Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
    Yea: 5, Nay: 0

12. Second Reading and approval of policies:

1. **JHCCF Pediculosis (Head Lice): Deb motioned to approve Version 3, Rob second. All in favor.**

2. **JHCC/GBEB-AR Communicable Diseases: Not loaded in Boardbooks, did not go over during the last meeting. Will table for next time. All agree.**

3. **JHCCF-AR Pediculosis (Head Lice): Risteen would like to make notification to parents part of the AR. Risteen motioned to approve Version 2, Deb second. All in favor.**

13. Action Items:
    a. Approval for RFP to get a Project Manager
    b. Alsea School Board Operating Agreement
    c. Approval of Grant 23178, Stay on track to Graduate
    d. Approval of Weather Station Grant Request
    e. Surplus, Math Books
    f. Surplus Equipment
    g. Approval of Division 22 Standards
    h. Approve GMP for the Bond

Motion to approve a RFP to get a Project Manager; Seconded; All in Favor. This motion, made by Ryan VanLeuven and seconded by Linda Montanez, Carried.
Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0
Motion to approve the Alsea School Board Operating Agreement; Seconded, All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.
Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0
Motion to approve the Grant 2378, Stay on Track to Graduate: Seconded, All in Favor. This motion, made by Robert Webb and seconded by Deb Lindberg, Carried.
Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0
Motion to approval of Weather Station Grant Request; Seconded, All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.
Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0
Motion to approve Surplus of Math Books; Seconded, All in Favor. This motion, made by Ryan VanLeuven and seconded by Robert Webb, Carried.
Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0
Motion to Approve Division 22 Standards; Seconded, All in Favor. This motion, made by Robert Webb and seconded by Risteen Follett, Carried.
Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea
Yea: 5, Nay: 0

1. **Sean fully explored options and recommends going out for an RFP (192,000 roughly the cost), they will save that and then some. Motion for approval: Ryan Vanleaven, 2nd: Linda Montanez. Discussion: Ryan VanLeaven clarifies that this is just to get things moving forward, Linda Montanez thinks it's important to just move forward with something at this time. An outside party could help us. All in favor.**

2. **Alsea School Board Operating Deb Lindberg moved to approve, Ryan VanLeaven seconded. Discussion: Deb Lindberg likes it and recommends that the community read it. Deb Lindberg wants to remind patrons that if there is a complaint made to her that it will potentially take her voice out of voting. Risteen Follett asked to get it uploaded to our Board portion on the website. All in favor.**

3. **Approval of Grant 23178: Sean Gallagher: $2675- for keeping kids on track to graduate. A counselor hired and she will be focusing on this. Rob Webb motioned, Deb Lindberg Seconded, All in Favor**

4. **Approval of Weather Station: Sean Gallagher: started by Mr David Crowe, wants to find a correlation between old and new forest growth for small forests. Recommend the approval. Deb Lindberg motioned, Ryan VanLeaven seconded, All in favor**

5. **Surplus of Math books: Sean Gallagher: Lori Greenfield has gone through old books that were not adopted, would like to sell to another district who does use it. Ryan VanLeaven motioned, Rob Webb seconded, All in favor**

6. **Surplus Equipment: Move to October 27th Board Meeting, there was nothing loaded into Boardbooks.**

7. **Division 22 standards (2021/2022): Sean Gallagher: every Superintendent has to go over this report and evaluate the different areas. This report is about half full, there are 22 non compliance areas in this report and we are already fixing and making plans to fix the areas that we are out of compliance in. It goes over almost every area in the school. In 2013, the ODE changed evaluations for teachers. Student assessments were included in that to make sure they are growing their students. In this example we are now utilizing all the different aspects to grow our employees through meaningful feedback. In the areas we are non compliant with, we have already created game plans to get our district in compliance. It will also align the Board goals to our school policies as well. Get kids focused on goals and start early to get them where they need to be...more prepared. Graduation requirements, we were out of compliance and we have taken out the areas that were not aligned with any longer. There are many staff that are adding to get our School into compliance. Board policies were another area. That's why we are doing the OSBA Policy revamp for this year. Next year's report will look much better since we are fixing all the areas we were lacking. Our athletics are in complete compliance. Student Success we are working on getting into compliance with, we will create a District improvement plan. LBLESD assigned to us that will help in this area. We are doing the heavy lifting to get ourselves back into compliance.**

Deb Lindberg motioned to approve, Rob Webb seconded, Risteen Follett: Question: rather than revisit in October, is there a way to see where we are at the end of the year to make sure we are staying on track. Sean will create an exit document to keep the next Superintendent up to date. It has been posted on the Superintendent page on our website. All in favor.

8. **Approve GMP for the Bond: Move to October 27th Board Meeting with the option to call a special session if the numbers come in sooner, no objections.**

14. Adjourn

At 8:44pm by Risteen Follett.

15. Key Dates and Calendar Updates:

October 10 - 14, National School Lunch Week
October 13, 7:00pm Regular Board Meeting
October 14, Teacher Work Day
October 17, OSBA Legislative Road Show
October 21, In-service/Grading
October 26, 8:00am Picture Retakes
October 27, 7:00pm Regular Board Meeting
October 27, Early Release/Student Conferences
October 28, Student Conferences
October 29, Haunted House, 6 - 10
October 30, Haunted House, 6 - 9
October 31 Haunted House, 6 - 10
November 11 - 13, 76th OSBA Annual Convention

The Haunted House was canceled due to the potential for disruption of normal operations and the school day.

12. **Action Items**
    a. **LBL ESD Budget Committee Appointment**
    b. **Approve Superintendent Recruitment Committee**
    c. **AEA MOU Approval**
    d. **Meeting Frequency**
    e. **Girls Basketball CO-OP with Monroe**
    f. **Capital Bond Project Support**

MEMORANDUM OF AGREEMENT

The Alsea School District (District) and the Alsea Education Association (Association) hereby enter into the following Memorandum of Agreement (Agreement) for the purposes of memorializing a variance in compensation for bargaining unit members for the 2022-23 school year. The District and the Association agree to the following:

1. Article 12, Section B is currently outdated and cannot be enforced in a fair and meaningful manner. Consequently, the District and the Association agree to waive this provision for the remainder of the 2021-23 collective bargaining agreement.

2. All bargaining unit members who were employed by the District for a minimum of one hundred thirty-five (135) days during the 2021-22 work year shall be advanced one step on the 2022-23 salary schedule provided that they are not already at the highest paying step of their respective columns. This step advancement shall be retroactive to July 1, 2022. The one hundred thirty-five days shall be measured consistent with the standards for measuring a year of probationary teacher service as outlined in ORS 342.840.

3. The District and the Association will enter into successor negotiations with the intent of negotiating a mutually agreeable alternative to Article 12, Section B for the future. In the event that such an agreement is not reached by June 30, 2023, the one hundred thirty-five day standard outlined in Section 2 of this Agreement shall be considered the "status quo" for determining step movement for the 2023-24 school year.

4. Any bargaining unit members who have their salaries adjusted as a result of this Agreement will receive written confirmation of their new 2022-23 salaries by November 15, 2022. Any retroactive pay shall be paid no later than January 1, 2023.

5. This Agreement is contractual and enforceable under the terms of the 2021-23 collective bargaining agreement.

For the District	For the Association
Date	Date

HMK COMPANY

April 6, 2022

Sean Gallagher, Interim Superintendent
Alsea School District
301 S 3rd Street
Alsea, Oregon 97324

Re: Alsea School District – Capital Bond Project Support

Dear Jason,

HMK is pleased to present a fee to provide services assisting the Alsea School District to assess the current state of their Capital Bond Project. The fee is based upon actual time spent and will be invoiced on a monthly basis with an itemized breakdown of the time spent by our staff and administrative support specific to that work.

We are requesting that a budget of $7,500 be established for the initial Due Diligence Project review phase of work. These services are provided primarily from 3 HMK Company staff David McKay, Principal in Charge, Sean Yoder, Project Accountant, and Anna Chamberlin, Administrative Support. Hourly rates are as follows with invoices submitted monthly with itemized hourly back up.

David McKay, Principal in Charge	$165.00
Sean Yoder, Project Accountant	$ 85.00
Anna Chamberlin, Project Administrator	$. 85.00

Our scope of services for the initial work is:

- Review of the current state of the project.
- Review the SEL 803 determining whether the current project designed is meeting the project commitment.
- Review the comprehensive project budget paying special consideration for the estimated project costs and associated soft costs.
- Review of the overall program schedule.
- Review of contract with the Design Firm.
- Review of contract with Construction Manager | General Contractor (CM|GC).
- Review of project cost expended to date.
- Development of comprehensive project budget that reports the budget and cost paid to date.
- Assist project team with develop a program implementation plan.

This Contract is entered into this 6th day of April, 2022, by and between Alsea School District (hereinafter “SD”) and the Harlan McKay Company LLC (hereinafter “HMKCO”),

each acting by and through their respective Boards of Directors, for Project Management services.

Terms and Conditions

1. Statement of Work

The work to be performed under this Contract, the quality of performance, and other issues related to the scope and intent of work under this Contract is set out in Attachment A attached hereto and by this reference incorporated herein. Any change in the scope of work, or assignment of extra work shall be in writing.

Neither party shall be entitled to claim damages or compensation for any hindrance or delay in the progress of the work that is beyond the reasonable control of the other party, nor be held responsible for delay or default caused by fire, riot, act of God, or war, which are beyond the parties' reasonable control.

The parties acknowledge that HMKCO is acting in its capacity as an independent contractor in discharging the contracted work under this agreement. HMKCO is authorized to enter into subcontracts as it deems appropriate.

2. Term of Contract & Duration of Work

The term of this contract shall be from April 6, 2022 to May 31, 2022. The work shall be performed within this time frame as directed.

3. Consideration

For the work described above, HMKCO shall be compensated with a fee for service rendered not to exceed Seven Thousand Five Hundred Dollars and Zero Cents, $7,500.00 plus reimbursables. HMKCO shall be entitled to submit requests based upon actual time spend at the hourly rates stated for work completed each month.

The ESD certifies that at the time this Contract is executed, sufficient funds are available and authorized for expenditure to finance this Contract within the ESD's current budget.

4. Indemnification

Each party shall release, indemnify and hold the other party harmless from any claim, loss, suit, or action of whatsoever nature arising out of or resulting from the activities or negligence of, or any condition under the control of, the indemnifying party or its subcontractors, agents, employees, or officers.

5. Termination

This contract may be terminated immediately without cause or statement of cause at any time by mutual consent of both parties, or by either party upon Thirty (30) days written notice to the other party. Any termination hereunder shall be without prejudice to any obligations or liabilities of either party already accrued prior to such termination.

Additionally, each party retains all other rights available to seek legal remedy for breach or default hereon [subject to the restrictions of this Section below]. Default shall be any failure to provide or perform any service or exchange of consideration hereunder, which is not cured within Thirty (30) days of written notice of the default. [Prior to resort to any other legal remedy, the parties shall be obligated to participate in good faith mediation of the dispute hereunder.]

6. Miscellaneous

A. Amendment & Merger: Terms of this Contract shall not be waived, altered, modified, supplemented, changed or amended, in any manner whatsoever, except by written instrument signed by both parties. Such waiver, consent, alteration, modification, supplementation, change or amendment shall be effective only in the specific instance and for the specific purpose given. There are no understandings, agreements, or representations, oral or written, not specified in this Contract regarding the agreement of the parties.

B. Waiver: The failure of either party to enforce any provision of this Contract shall not constitute a waiver by that party of that or any other provision.

C. Assignment & Successors In Interest: Neither party may assign or transfer interest in this Contract without the express written consent of the other party or its representative. The provisions and responsibilities of this Contract, however, shall be binding upon and shall inure to the benefit of the parties hereto, and their respective successors and assigns.

D. Compliance With Applicable Laws: The parties hereto agree to comply with all federal, state, county and local laws, ordinances, codes and regulations applicable to this Contract.

E. Severability: If any provision of this Contract is held invalid or unenforceable by any court or the competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision of this Contract. Further, the parties agree that if any term or provision of this Contract is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions shall not be affected and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular term or provision held to be invalid.

In witness whereof, and intending to be legally bound, the authorized representatives of the Parties hereto subscribe their names to the terms set forth in this agreement and as per the terms and conditions of the Agreement for Program Management Services.

Harlan McKay Company LLC		**Alsea School District**	
By:		**By:**	
	David McKay		**Sean Gallagher**
Title:	**Managing Member**	**Title:**	**Interim Superintendent**
Date:		**Date:**	
Federal Id #	**46-2838549**		

Resolution to adopt the OSBA 2021-2022 Legislative Priorities and Principles as recommended by the Legislative Policy Committee

WHEREAS, the OSBA Legislative Policy Committee is charged under the OSBA Bylaws with developing the association's recommended Legislative Priorities and Principles, and

WHEREAS, the OSBA Legislative Policy Committee met in January, May and June to develop the Proposed OSBA Legislative Priorities and Principles for 2021-22, and

WHEREAS, the OSBA Legislative Policy Committee sent the Proposed OSBA Legislative Priorities and Principles for 2021-22 out to the membership of OSBA for comment and suggested changes, and

WHEREAS, the overwhelming majority of the comments received by the membership were in support of the Proposed OSBA Legislative Priorities and Principles for 2021-22 developed by the OSBA Legislative Policy Committee, and

WHEREAS, the OSBA Legislative Policy Committee met via Zoom video conference call in August to review the feedback received by the membership, and

WHEREAS, the OSBA Legislative Policy Committee discussed the feedback from the membership and made no modifications to the Proposed OSBA Legislative Priorities and Principles for 2021-22, and

WHEREAS, the OSBA Legislative Policy Committee approved the Proposed OSBA Legislative Priorities and Principles for 2021-22 at its August meeting and urged the OSBA Board of Directors to approve the Proposed OSBA Legislative Priorities and Principles for 2021-22 and place them before the membership for approval.

THEREFORE, BE IT RESOLVED by the OSBA Board of Directors that the Proposed OSBA Legislative Priorities and Principles for 2021-22 be placed before the membership for consideration during the 2020 OSBA election season, and

BE IT FURTHER RESOLVED that the Proposed OSBA Legislative Priorities and Principles for 2021-22 and a copy of this resolution be forwarded to all member boards of the Association in accordance with the OSBA Board of Directors adopted elections calendar.

2021-2022 Legislative Priorities and Principles

Proposed: August 25, 2020

Preamble

The Oregon School Boards Association (OSBA) remains fiercely committed to advocating on behalf of equity for Oregon's students. Equity is the driving force behind the Student Success Act (HB 3427), and OSBA will remain dedicated to advancing legislation that makes significant impacts for equity across the education spectrum, including investments targeting increased academic achievement for students and legislation to reduce academic disparities for historically underserved students.

OSBA is committed to social justice and assuring Oregon's education system is free of institutional bias through such means as culturally relevant teaching and professional development that promotes cultural competence, and discipline that is free of bias.

OSBA believes funding a strong public education system is the best investment Oregonians can make to strengthen our economy, create thriving communities, and improve the quality of life for every Oregonian.

To accomplish these goals, OSBA will introduce and support legislation to:

Priorities

Promote Adequate, Predictable, and Stable Funding

The State School Fund rises and falls every two years because Oregon's revenue-raising and funding systems have substantial variance. Stable and adequate funding is crucial to providing a quality education to all students across the education continuum. To ensure stable and adequate funding, OSBA will actively promote legislation that accurately calculates current service level funding for school districts.

Protect the 2019 Student Success Act

The Student Success Act provides local school districts and education service districts unprecedented opportunities to target new funding toward educational programs. OSBA will actively promote legislation to protect the funding allocated for the Student Success Act in order to deliver equitable outcomes for all K-12 students.

Close the Opportunity Gap

In every community a disparity in academic achievement exists between student groups. OSBA will support legislation aimed at closing achievement and opportunity gaps that exist across Oregon's public schools.

Contain Cost Drivers

The costs associated with health care and retirement benefits are eating into funding available for instructional opportunities for students. OSBA will promote legislation that provides relief for districts related to benefit costs controlled by the State.

Support Local Governance and Oppose Mandates

Locally elected officials, local education professionals, and the local community are in the best position to respond to the needs of all students. New mandates must have necessary funding and be researched-based with results indicating increased achievement for all students.

Support Capital Improvements

Students need schools that are safe, comfortable, and appropriate for a modern and/or digital learning environment. OSBA will actively promote the allocation of state-level resources to help pay for construction and capital improvement. OSBA will promote legislation aimed at diversifying the funding methods available to school districts.

Ensure Access to Post-Secondary Credits

All students should have access to post-secondary credit opportunities. OSBA will advocate for a seamless transfer of credits throughout Oregon's higher education system.

Address Education Workforce Shortages

OSBA will promote efforts both state and at the local level to preserve and improve initiatives that combat the workforce shortage. OSBA will advocate for programs that will help districts recruit and retain a diverse and well-prepared workforce.

Principles

Finance

OSBA supports the allocation of state resources to ensure school districts and education service districts have the necessary resources to equitably and fully support all students' instructional, behavioral, and programmatic needs. OSBA supports appropriate financial tax policy to make Oregon schools competitive, nationally, and globally, including the preservation of other funding options for local district consideration.

Student Programs

OSBA supports high-quality programs that equitably serve all students in obtaining a comprehensive and well-rounded education. OSBA supports new and continued partnerships with education stakeholders to increase educational and career opportunities for students.

Student Safety and Wellness

OSBA supports safe and secure school environments, the physical health and overall well-being of all students, and services that promote social, emotional, and behavioral health.

Personnel

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Governance and Operations

OSBA believes locally elected school district, ESD, and community college boards are best equipped to make decisions in the best interest of students and communities. OSBA supports cross-system collaboration, alignment, and accountability among education stakeholders and partners.

Federal Education Issues

OSBA will advocate for the federal government to prioritize, streamline, and fully fund programs that support students.

The Oregon School Boards Association is dedicated to improving student success and education equity through advocacy, leadership, and service to Oregon public school boards.

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13. **Resignation:**
    a. **Tim France, LaHO, Principal**
    b. **Jennifer Lookabaugh, LaHO, 6th Grade Teacher**

October 14, 2022

To: Alsea School Board and Supt Mr Gallagher
Re: Resignation

I am submitting my resignation of my administration position effective for the end of this contract, ie end of the 2022-23 school year. I will also not return as the football coach. I have appreciated the opportunity to work for the Alsea School District.

Thank you,

Tim France

October 17,2022

Dear LaHO and Alsea SD Administration,

After much consideration, I am resigning from my position as an Online Teacher for Learn at Home Oregon. As the requirement for teachers is to provide a 60 day notice, my last day will be December 16, 2022.

Thank you,

Jennifer Lookabaugh

OK for Board approval 10/18/22

14. **Executive Session:**

a. To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing. (ORS 192.660(2)(b))

b. To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))

15. **Return to Open Session**
16. **Adjourn**
17. **Key Dates and Calendar Updates:**

Thursday, November 10, 7:00pm, Regular Board Meeting
Tuesday, November 15, 12:00pm – 6:00pm, Blood Drive, GYM
Tuesday, November 15, 6:00pm, Fireside Chat
Monday 21 -25, All Week Thanksgiving Vacation