

Fern Ridge School District Board of Directors

Monday, December 16, 2024 The doors will open at 6:15pm

District Administration Office, 88834 Territorial Road, Elmira, Oregon 97437

1. Call to Order: Public - 6:30 pm

We have a shared vision in the Fern Ridge School District: Provide excellence for every student so that each will reach their greatest potential.

Thank you to the members of the public who have joined us. As a reminder, School Board meetings and work sessions are meetings of the Board held in public, providing an opportunity to observe the Board's discussion and actions.

In an effort to conduct official Board business, we ask that the audience be respectful and refrain from questions, comments, and unnecessary noise while the Board conducts the meeting.

There is an opportunity for citizen comment tonight, and the Board looks forward to hearing from those who signed up. I will share some reminders when we get to that portion of the meeting.

Also, please note that all Board meetings are live-streamed and posted on the School Board area of the website.

2. Citizenship Award

Presenter: Cydney Vandercar

3. Flag Salute led by Citizenship Award Winner

4. Public Comment: None at this time.

5. Monthly Items:

5.A. Approval of Minutes - Board Action

6. Business Office

Presenter: Business Manager, Quannah Bennett

6.A. Enrollment Report

6.B. General Fund Revenue and Expenditure Report - Board Action

7. Reports:

7.A. Student Representative(s) to the School Board Report

Presenter: Fern Valle Arvizu and JT Myers

7.B. Fern Ridge Education Association

Presenter: Forrest Cooper

7.C. Director of K-12 Programs

7.D. Superintendent's Report

8. Discussion Items

8.A. SB 732- Update/Application Process

8.B. Targeted Feedback Survey-Three Standards -
Board Action

8.C. Second Reading of Proposed Policy Updates

9. Personnel

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

9.A.1. None at this time

9.B. Non-Licensed Personnel Report

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

11. Upcoming Events

Elmira Elementary:

December 17: PTA 6pm

December 18: Choir Concert 5:30pm at EHS

December 19: Holiday Luncheon

December 23-January 3: Winter Break

January 20: MLK No School

January 21: PTA 6pm

January 24: End of 2nd Q No School

Veneta Elementary:

December 19: Holiday Luncheon

December 23-January 3: Winter Break

January 14: PALS 6pm

January 20: MLK No School

January 24: End of 2nd Q No School

Fern Ridge Middle:

December 23-January 3: Winter Break

January 20: MLK No School

January 24: End of 2nd Q No School

Elmira High:

December 23-January 3: Winter Break

January 20: MLK No School

January 24: End of 2nd Q No School

12. Adjournment



FERN RIDGE SCHOOL DISTRICT 28J
School Board Meeting Minutes

REGULAR MEETING of the FERN RIDGE SCHOOL BOARD

November 18, 2024

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

CALL TO ORDER (Agenda Item 1): The regular meeting was called to order at 6:30 pm.

In attendance were Directors Barbara Graham-Adams, Andrea Larson, Mark Boren, Lisa McCann, and Kathleen Pizzola joined via Zoom.

We have a shared vision in the Fern Ridge School District: Provide excellence for every student so that each will reach their greatest potential.

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There is an opportunity for citizen comment tonight, and the Board looks forward to hearing from those who signed up. I will share some reminders when we get to that portion of the meeting.

Also, please note that all Board meetings are live streamed and posted on the School Board area of the website.

CITIZENSHIP AWARD (Agenda Item 2): The November Citizenship Award was presented to Fern Ridge Middle School student Lillian Curtis.

FLAG SALUTE (Agenda Item 3): Fern Ridge Middle School student Lillian Curtis led the flag salute.

PUBLIC COMMENT (Agenda Item 4): None at this time

MONTHLY ITEMS (Agenda Item 5):

5. A. Approval of Minutes: The minutes from the work session and regular meeting on October 21, 2024, were presented for approval.

Director McCann moved to approve the minutes from the work session October 21, 2024, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

Director Larson moved to approve the minutes from the regular session October 21, 2024, seconded by Director Boren.

There was a time of discussion on how a singular board member would respond to a public comment from the month prior. Director Lisa McCann addressed agenda item 9.B. and Jennifer Prutzman and the details of the presentations from FREA as being redundant and wanting more teacher and union information.

The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

BUSINESS OFFICE (Agenda Item 6):

6. A. Enrollment Report: Business Manager Quanah Bennett reviewed the enrollment report as of November 1, 2024. District Enrollment is 1298, which is 14 over our budgeted enrollment, elementary is up by 3, the middle school is up by 27, and the high school is down by 16. There are eight more out of district placements than what was projected in the budget. Director McCann asked about the home tutoring line on the report and there was a time of discussion around this topic.

6. B. General Fund Revenue and Expenditure Report: Business Manager Quanah Bennett reviewed the general fund revenue and expenditure report as of October 31, 2024 with the amended details of revenues. The district has received 29% of our operating revenue, this time last year was 33% because we had received our state timber payment which the district has not received yet. Large tax payments start this month so the revenue will be bumping up by the next report. The district's operating expenditures are at 21%, last year at this time it was 20%. Director McCann asked for clarification on purchased services, and asked for an itemization of those services.

Director Boren moved to approve the general fund and expenditure report for October 31, 2024, seconded by Director McCann. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

REPORTS (Agenda Item 7):

7. A. Student Representatives: Student representatives JT Meyers and Fern Valle-Arvizu reported on the happenings of State Testing with an assembly to follow awarding the perfect attenders. Two cross country runners placed 4th and 9th at districts and one placed 13th at state. Senior nights for football recognized their most valuable player. The leadership team has a school newspaper that will be fully organized soon. For the Holiday Bazaar, leadership is selling table space at the Highschool. During the bazaar the student body coffee cart will be running and there will be wreaths for sale as well. Winter sports, basketball and wrestling started today. National Honor Society is arranging the adopt a family for the Christmas holiday, and getting all

the shopping and gifts before winter break.

7. B. Fern Ridge Education Association: There was a time of discussion about what was requested of FREA to present and share monthly to the board. FREA President Jennifer Prutzman presented slides of each building activities and events.

7. C. Director of K-12 Programs: Director Michelle Marshall presented the Longitudinal Performance Growth Targets (LPGT) and the Spotlight on Data Assessment.

7. C.1 Longitudinal Performance Growth Targets: Director Michelle Marshall presented the 24-25 Board Goals, with goal number two being the first of three presentations. The presentations will be pushed out in the future, working from the results of data being embargoed for another week and not being able to share with the public yet.

7. C.2 Spotlight on Data Assessment: Director Michelle Marshall presented the Spotlight on Data Assessment within the Longitudinal Growth Targets presentation.

7. D. Superintendent's Report: Superintendent Carpenter was not present.

DISCUSSION ITEMS (Agenda Item 8):

8. A. Budget Committee: There was a time of discussion on the process that the board agreed to follow to appoint budget committee members.

Director Boren moved to appoint **David Voltz** as a budget committee member, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

Director Boren moved to appoint **Eric Carlstrom** as a budget committee member, seconded by Director McCann. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

Director Boren moved to appoint **Lorrie Daniels** as a budget committee member, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, and McCann voting yes, and, Pizzola voting no. 4-1.

Director Boren moved to appoint **Tory Macklin** as a budget committee member, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and Director McCann voting yes. 5-0.

Director Boren moved to appoint **Tracy Robinson** as a budget committee member, there was no second, motion failed.

Director Pizzola asked for clarification about the remaining budget committee candidates without a motion, since the board had voted so far. When it was clear that the last motion had failed due to no second, Director Larson made a motion and then Director Pizzola made a motion because she could not hear Director Larson's motion.

Director Larson moved to appoint **Krista Spencer** as a budget committee member, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

There was a time of discussion about the voting process again and a suggestion of voting for an alternate budget committee member was presented and applied.

Director Larson moved to appoint **Haley Herbert** as a budget committee alternate member if one of the five declines, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

8. B. OSBA Resolution 1: Adopts the proposed Resolution to Amend the OSBA Dues Schedule.

Director Larson referenced an email that was sent to the board and she asked the questions that were in that email for discussion. Director McCann asked if the district is in contract with OSBA. There was a time of discussion on the percentage increases for different districts. There was a time of discussion with Business Manager, Quanah Bennett about being able to budget for the increases in OSBA dues.

Director Larson moved to accept the Resolution to amend the OSBA dues schedule, seconded by Director Boren. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, and Pizzola voting yes, and, Director McCann voting no. 4-1.

8. C. OSBA Resolution 2: Adopts the proposed Resolution to Amend Oregon School Boards Association's Bylaws Relating to Composition of the Board of Directors.

There was a time of discussion of the defining properties of the resolution.

Director Graham-Adams moved to adopt Resolution 2 to have a PRIDE representative on the OSBA Board of Directors, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, and Pizzola voting yes, and, Director McCann voting no. 4-1.

8. D. OSBA Resolution 3: Adopts the proposed Resolution to Amend Oregon School Boards Association's 2023 Bylaws.

Director McCann moved to accept the Resolution to amend the OSBA 2023 bylaws, seconded by Director Pizzola. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

8. E. Gary and Sue Christian Award in Science (In honor of EHS teacher Harald S. Platou):
The board gave recognition and gratitude for the donation to the EHS Science Scholarship in the amount of \$50,000 in 2021, \$45,000 in 2022, and \$45,000 last month.

8. F. OSBA Conference Report: Director McCann shared that she completed her conference bronze, silver, and gold levels. Shared two topics that were important to her. One was that the communication of the board should be transparent with the public. The second was an author that shared his story of how the school and teachers impacted him as a student. Director Boren

shared a few sessions that he attended.

8. G. Fern Ridge School District/Crow School District Girls Wrestling Co-Op: The board elected to approve both 8.G. and 8.H. in the same motion.

8. H. Fern Ridge School District/Marist School District Swim Co-Op: The board elected to approve both 8.G. and 8.H. in the same motion.

Director Larson moved to approve both the athletics co-ops that have been proposed, seconded by Director McCann. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

8. I. Surplus Property-Football Storage Semi Trailer: There was a time of discussion to explain what the surplus item was and why the district wants to surplus it.

Director Boren moved to declare the football storage semi-trailer as surplus, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

8. J. Authority to Negotiate Purchase of Property: There was a time of discussion to explain what property and how it would be used. This is an approval to negotiate only.

Director Boren moved to allow Superintendent Carpenter to negotiate on behalf of the district for purchase of property, seconded by Director Larson. There was no discussion. The motion carried with Directors Boren, Larson, Graham-Adams, Pizzola, and McCann voting yes. 5-0.

8. K. First Reading of Proposed Policy Updates: A first reading was held on the following proposed administrative rule and policy updates:

GCDA_GDDA R D1-Delete, GCDA_GDDA G1-Delete, GCDA_GDDA G1 (2)-Replace

PERSONNEL (Agenda Item 9):

9. A. Licensed Employees Resignations/New hires/Transfers/Other:

9. A.1 None at this time.

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

Resignations/Retirements

1. Resignation of Mikah Reed, 1.0 FTE Maintenance, effective November 1, 2024.
2. Resignation of Whitney Fox, 6.75 Special Education Instructional Assistant at Fern Ridge Middle School, effective November 11, 2024.

New Hires/Transfers

1. Hiring of Gavin Hood, 1.0 FTE Custodian, effective October 29, 2024.
2. Hiring of Liliana Morales, 6.75 Special Education Instructional Assistant at Fern Ridge Middle School, effective November 18, 2024.

Other

1. None at this time.

Coaches

1. Resignation of Tessa Slager, Head Volleyball Coach 23-24 at Elmira High School, effective October 30, 2024.
2. Resignation of Emmy Erwin, Assistant Track Coach 23-24 at Elmira High School, effective October 31, 2024.
3. Hiring of Nick Anderson, JV Girls Basketball Coach 24-25 at Elmira High School, effective November 18, 2024.

LATE ITEMS/CLOSING COMMENTS/BOARD COMMUNITY INVOLVEMENT (Agenda Item 10):

10. A. None at this time.

UPCOMING EVENTS (Agenda Item 11):

11. A. Upcoming Events:

Elmira Elementary:

November 19: PTA 6pm

November 23-24: PTA Holiday Bazaar & Santa Photos

November 25: Conferences 8-8pm

November 26: Conferences 8-12pm

November 25-29: No School

December 10: Family Bingo Night 5pm

Veneta Elementary:

November 21-26 Book Fair

November 25: Conferences 8-8pm

November 26: Conferences 8-12pm

November 25-29: No School

December 5: Tree Lighting 6pm

December 10: PALS Meeting 5pm

Fern Ridge Middle:

November 20: 8th Grade Girls Basketball 4:30pm

November 27-29: Thanksgiving Break

December 2: 7th Grade Girls Basketball 4:30pm

December 3: Winter Concert

December 4: 7th Grade Girls Basketball 4:30pm

December 9: 8th Grade Girls Basketball 4:30pm

December 11: 7th Grade Girls Basketball 4:30pm

Elmira High:

November 27-29: Thanksgiving Break

EXECUTIVE SESSION (Agenda Item 12): 8:35pm

Executive Session under ORS 192.660(2)(i): to review and evaluate the performance of the chief executive officer or any other public officer, employee or staff member, unless the person whose performance is being reviewed and evaluated requests an open hearing.

ADJOURNMENT (Agenda Item 13): Chair Graham-Adams adjourned the meeting at 9:00 pm.

Attest: _____
School Board Representative

Gary E. Carpenter, Jr., Superintendent



FERN RIDGE SCHOOL DISTRICT 28J
ENROLLMENT REPORT

December 1, 2024

Avg.
Class
Size

| | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL |
|---|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|-----------|--------------|
| EES Teacher 1 | 16 | | | | | | | | | | | | | 16 |
| EES Teacher 2 | 16 | | | | | | | | | | | | | 16 |
| EES Teacher 3 | | 17 | | | | | | | | | | | | 17 |
| EES Teacher 4 | | 16 | | | | | | | | | | | | 16 |
| EES Teacher 5 | | | 31 | | | | | | | | | | | 31 |
| EES Teacher 6 | | | | 30 | | | | | | | | | | 30 |
| EES Teacher 7 | | | | 30 | | | | | | | | | | 30 |
| EES Teacher 8 | | | | | 21 | | | | | | | | | 21 |
| EES Teacher 9 | | | | | 22 | | | | | | | | | 22 |
| EES Teacher 10 | | | | | | 26 | | | | | | | | 26 |
| EES Teacher 11 | | | | | | 26 | | | | | | | | 26 |
| Elmira Elementary | 32 | 33 | 31 | 60 | 43 | 52 | | | | | | | | 251 |
| VES Teacher 1 | 17 | | | | | | | | | | | | | 17 |
| VES Teacher 2 | 20 | | | | | | | | | | | | | 20 |
| VES Teacher 3 | 19 | | | | | | | | | | | | | 19 |
| VES Teacher 4 | | 22 | | | | | | | | | | | | 22 |
| VES Teacher 5 | | 22 | | | | | | | | | | | | 22 |
| VES Teacher 6 | | | 22 | | | | | | | | | | | 22 |
| VES Teacher 7 | | | 24 | | | | | | | | | | | 24 |
| VES Teacher 8 | | | 23 | | | | | | | | | | | 23 |
| VES Teacher 9 | | | | 27 | | | | | | | | | | 27 |
| VES Teacher 10 | | | | 26 | | | | | | | | | | 26 |
| VES Teacher 11 | | | | | 28 | | | | | | | | | 28 |
| VES Teacher 12 | | | | | 29 | | | | | | | | | 29 |
| VES Teacher 13 | | | | | | 24 | | | | | | | | 24 |
| VES Teacher 14 | | | | | | 24 | | | | | | | | 24 |
| Veneta Elementary | 56 | 44 | 69 | 53 | 57 | 48 | | | | | | | | 327 |
| Total Elementary | 88 | 77 | 100 | 113 | 100 | 100 | | | | | | | | 578 |
| Fern Ridge Middle School | | | | | | | 104 | 107 | 95 | | | | | 306 |
| FRMS Options | | | | | | | 2 | | 4 | | | | | 6 |
| Elmira High School | | | | | | | | | | 85 | 99 | 91 | 78 | 353 |
| EHS Options | | | | | | | | | | | | 6 | 17 | 23 |
| EE Bridges (K-2) | 3 | | 4 | | | | | | | | | | | 7 |
| EE Bridges (3-5) | | | | 2 | 1 | 2 | | | | | | | | 5 |
| VES (Structured Learning) | 1 | 1 | 1 | 2 | 1 | 2 | | | | | | | | 8 |
| Home Tutor | | | | | | | | | | | | | | - |
| FRMS Bridges (6-8) | | | | | | | 2 | 3 | 3 | | | | | 8 |
| Total In-District Enrollment | 92 | 78 | 105 | 117 | 102 | 104 | 108 | 110 | 102 | 85 | 99 | 97 | 95 | 1,294 |
| <i>Change from Adopted Budget (based on ADMr of 1,284)</i> | | | | | | | | | | | | | | 10 |
| Out of District Placements | - | 2 | 3 | | 2 | 1 | 3 | 1 | 2 | 2 | - | 3 | 6 | 25 |
| <i>Change from Adopted Budget (based on ADMr of 18)</i> | | | | | | | | | | | | | | 7 |
| Total WLTL Charter School | | | | | | | | | | 14 | 19 | 25 | 34 | 92 |
| FRSD Attending WLTL | | | | | | | | | | 8 | 12 | 14 | 16 | 50 |
| <i>Change from Adopted Budget (based on ADMr of 65)</i> | | | | | | | | | | | | | | 27 |
| Total District/ Out of District /Charter School Enrollment | | | | | | | | | | | | | | 1,411 |
| <i>Change from Adopted Budget (based on ADMr of 1,367)</i> | | | | | | | | | | | | | | 44 |

22.82

23.36

FR FERN RIDGE SCHOOL DISTRICT 28J

General Fund Revenue and Expenditures

| November 30, 2024 | ADOPTED 24-25 BUDGET | 2024-2025 | | | | | TOTAL YTD | REMAINING BALANCE |
|---|-----------------------------|------------------|------------------|------------------|------------------|------------------|-------------------|--------------------------|
| | | JULY | AUG | SEPT | OCT | NOV | | |
| Beginning Fund Balance | 3,527,994 | - | - | - | - | - | - | 3,527,994 |
| OPERATING REVENUE: | | | | | | | | |
| PROPERTY TAXES | 5,562,447 | 7,802 | 13,870 | 10,581 | 6,118 | 4,237,020 | 4,275,392 | 1,287,055 |
| TRANSPORTATION FEES | 2,100 | - | - | - | - | - | - | 2,100 |
| EARNINGS ON INVESTMENTS | 250,000 | 37,683 | 34,880 | 32,691 | 29,232 | 19,440 | 153,925 | |
| EXTRACURRICULAR ACTIVITIES | 4,626 | - | - | - | - | - | - | |
| RENTALS/DONATIONS/LEASES / PY REV / GRANT FEES / MISC | 161,445 | 4,491 | 24,688 | 7,378 | 19,758 | 12,701 | 69,017 | |
| COUNTY SCHOOL FUND / ESD | 159,158 | - | - | - | - | - | - | 159,158 |
| OTHER INTERMEDIATE SOURCES | 5,500 | - | 7 | 1,853 | - | 7 | 1,867 | |
| STATE SCHOOL FUND | 11,880,479 | 2,056,928 | 999,784 | 962,504 | 981,199 | 965,042 | 5,965,458 | 5,915,021 |
| COMMON SCHOOL FUND | 210,000 | - | - | - | - | - | - | 210,000 |
| STATE MANAGED COUNTY TIMBER | - | - | - | - | - | 26,394 | 26,394 | (26,394) |
| RESTRICTED GRANTS-IN-AID | - | - | - | - | - | 7,225 | 7,225 | |
| RESTRICTED FR FED/GOV ST | - | - | - | - | - | 12,240 | 12,240 | (12,240) |
| FEDERAL FOREST FEES | 58,620 | - | - | - | - | - | - | 58,620 |
| SALE OF FIXED ASSETS | - | - | 550 | (300) | - | - | 250 | (250) |
| TOTAL OPERATING REVENUE | 18,294,375 | 2,106,904 | 1,073,778 | 1,014,708 | 1,036,307 | 5,280,069 | 10,511,767 | 7,782,608 |

TOTAL BUDGETED REVENUE (INCLUDES BEGINNING FUND BALANCE) 57%
21,822,369 **10,511,767** **(7,331,085)**

| | | | | | | | | |
|-------------------------------------|-------------------|----------------|----------------|------------------|------------------|------------------|------------------|-------------------|
| OPERATING EXPENDITURES: | | | | | | | | |
| SALARIES | 8,286,866 | 160,615 | 188,940 | 663,813 | 666,590 | 665,873 | 2,345,831 | 5,941,035 |
| BENEFITS | 6,214,859 | 98,375 | 124,819 | 480,305 | 453,348 | 447,951 | 1,604,798 | 4,610,061 |
| PURCHASED SERVICES | 3,875,536 | 89,684 | 89,787 | 148,449 | 372,884 | 330,922 | 1,031,725 | 2,843,811 |
| SUPPLIES & MATERIALS | 472,048 | 33,620 | 28,968 | 50,904 | 20,318 | 43,043 | 176,853 | 295,195 |
| CAPITAL OUTLAY | - | - | - | - | - | - | - | - |
| OTHER | 297,805 | 244,737 | 6,970 | 1,474 | 2,589 | 1,223 | 256,992 | 40,813 |
| TOTAL OPERATING EXPENDITURES | 19,147,114 | 627,031 | 439,484 | 1,344,945 | 1,515,729 | 1,489,010 | 5,416,199 | 13,730,915 |

| | | | | | | | | |
|---|------------------|----------|----------|----------|----------|----------|----------|------------------|
| NON-OPERATING EXPENDITURES | | | | | | | | |
| INTERFUND TRANSFERS | 868,500 | - | - | - | - | - | - | 868,500 |
| CONTINGENCY | 1,806,755 | - | - | - | - | - | - | 1,806,755 |
| TOTAL NON-OPERATING EXPENDITURES | 2,675,255 | - | - | - | - | - | - | 2,675,255 |

TOTAL BUDGETED EXPENDITURES 28%
21,822,369 **5,416,199**



Educational Equity Advisory Committee (SB 732)

| | |
|---------------------------|--|
| <p>Link to SB 732 OAR</p> | <p>581-022-2307 Educational Equity Advisory Committees</p> |
| <p>Purpose</p> | <p>To advise the school board and superintendent about the educational equity impacts of policy decisions</p> <p>To inform the board when a situation arises at a school that negatively impacts underrepresented students and advise on how to best handle the situation</p> <p>To inform the board when a situation arises at a school that positively impacts underrepresented students and advise on how to replicate the situation</p> |
| <p>Goals</p> | <p>Provide space for student, parent/caregiver, staff and community voice around issues related to equity, inclusion, and belonging within the district</p> <p>Prioritize input from student, parent/caregiver, staff, and community partners who identify as members of historically underrepresented and underserved communities</p> <p>Provide opportunities for meaningful feedback from a diversity of school sites, departments, and areas of involvement within Fern Ridge Schools.</p> |
| <p>Additional Duties</p> | <p>One member of the committee will also serve on the district’s budget committee when a vacancy occurs.</p> |
| <p>Timeline</p> | <p>May - September 2024: Superintendent and Director of K-12 Programs collaborated with other districts and ODE to create, refine, and align outreach and application processes. March 22- email, July 15- Board update</p> <p>September 2024 - December 2024* - Outreach</p> <p>December----- Share application docs with School board December</p> <p>January - February 2025: Continue outreach and open application</p> <p>March 2025 - April 2025: Committee member selection process Update will be provided to the Board in April 2025</p> <p>May 2025 Application review and scoring (using rubric)</p> <p>June 2025: Committee member nomination and Board approval</p> <p>Summer 2025: Onboarding of committee members</p> <p>School year 2025-26 and beyond: Committee functions in an advisory capacity to the Board and Superintendent</p> |



| | |
|---|--|
| | <p>First Meeting by September 15th- For the SY 24-25, DEC will meet quarterly (Sept, Dec., March, June)</p> <p><i>*The outreach and application period may be extended in an attempt to increase the number of applicants resulting in an applicant pool that could reflect the diversity of the district.</i></p> |
| <p>Target Membership</p> | <p>2 students 2 staff members 2 parent/guardian 2 community partners</p> |
| <p>Application & Review Process</p> | <p>The FRSD K-12 Equity team screened applications (without names) using the rubric aligned with the language of SB 732 (linked below).</p> <p>The committee rank ordered top applicants in each membership group, based on the scores generated using the rubric.</p> <p>The Director of K-12 Programs reviewed the ranking list of applicants within each group (students, parents/caregivers, staff, community members) for representation of the various “underserved groups of students” and representation of schools within the district.</p> <p>Additional outreach may be conducted in an attempt to further diversify the list of proposed committee members based on “underserved groups of students” and schools within the district.</p> <p>FRSD Equity Advisory Committee (DEAC) Application</p> <p>FRSD EAC Member Selection Rubric NEED TO MAKE PUBLIC</p> |

| Question | Neutral to Strongly Agree 165 Responses 22-23 | Neutral to Strongly Agree 201 Responses 23-24 | Neutral to Strongly Agree 214 Responses 24-25 |
|---|---|---|--|
| FRSD provides a supportive and safe school environment. | 86% | 93.53% | 94.86% |
| FRSD values diversity | 85.5% | 91.55% | 94.86% |
| Students and adults feel welcomed and respected in FRSD. | 78.8% | 88.06% | 96.26% |
| I am able to communicate easily and consistently with staff in FRSD. | 81.4% | 93.03% | 97.66% |
| FRSD maintains high expectations and promotes academic excellence. | 74.6% | 86.07% | 91.59% |
| FRSD provides instruction that builds critical thinking skills. | 78.8% | 85.58% | 94.86% |
| FRSD students are provided the opportunity to connect and apply their education to the world around them. | 72% | 85.57% | 92.53% |
| FRSD students are provided with multiple and varied enrichment opportunities. | 67.9% | 79.61% | 88.32% |

OSBA Model Sample Policy

Code: GCDA/GDDA

Adopted:

Criminal Records Checks and Fingerprinting *

{Required policy. Requirement/Authority for policy comes from OAR 581-021-0510 - 021-0512 and ORS 326.603 - 326.607.}

In a continuing effort to ensure the safety and welfare of students and staff, the district shall require certain individuals to submit to a criminal records check and fingerprinting as required by law. This includes employees, contractors, volunteers and others.

Requirements for Employees ^{1} not Licensed, Certified or Registered by the Teachers Standards Practices Commission (TSPC)

All newly hired employees² not identified under Oregon Revised Statutes (ORS) 342.223³ are required to submit to a criminal records check and fingerprinting as required by law. A newly hired employee is not subject to fingerprinting if the district has evidence on file that the person successfully completed a state and national criminal records check for a previous employer that was a school district⁴ or private school, and has not resided outside the state between the two periods of employment^{5}.

An individual shall be subject to the collection of fingerprint information, only after the offer of employment from the district. Fees associated with criminal records checks and fingerprinting for individuals applying for employment with the district and not requiring licensure shall be paid by the individual. An individual may request the fee be withheld from the amount otherwise due the individual. The district will withhold this amount only upon request of the subject individual.

The district may⁶ begin the employment of an individual on a probationary basis pending the return and disposition of the required criminal records checks.

When the criminal records check indicates an individual has been convicted of any crimes⁷ prohibiting employment, the individual will not be employed, or if employed will be terminated. When the criminal records check indicates an individual has knowingly made a false statement as to the conviction of any

¹ {If the district wants to include the larger section on TSPC-licensed employees (see p. 2), keep this bracketed language. If the district does not want to include the larger section on TSPC-licensed individuals, omit this bracketed language.}

² Any individual hired within the last three months. This does not include an employee hired within the last three months if the district has evidence on file that meets the definition in Oregon Administrative Rule (OAR) 581-021-0510(11)(b).

³ ORS 342.223 includes teachers, administrators, personnel specialist, school nurses, persons participating in supervised clinical practice experience, practicum or internship as a teacher, administrator or personnel specialist. See statute for details.

⁴ As is defined in OAR 581-021-0510(9); includes school districts, the Oregon School for the Deaf, and educational program under the Youth Corrections Education Program, public charter schools and ESDs.

⁵ {Additional exception applies through July 1, 2024. See ORS 326.603(4)(b).}

⁶ Decisions regarding which employees may begin before the return of the required criminal records checks must be made in a nondiscriminatory manner.

⁷ See OAR 581-021-0511(8).

crime, the individual may be employed by the district, or if employed by the district may be terminated. An individual who fails to disclose the presence of convictions that would not otherwise prohibit employment or contract with the district as provided by law may be employed by the district. Employment termination shall remove the individual from any district policies, collective bargaining provisions regarding dismissal procedures and appeals and the provisions of Accountability for Schools for the 21st Century Law.

Requirements for TSPC Licensed, Certified or Registered Individuals

1. Any individual who is applying for a license as a teacher, administrator or personnel specialist is subject to a criminal records check and fingerprinting, unless the individual has submitted to such a check through the Teacher Standards and Practices Commission (TSPC) within the previous three years, or has remained continuously licensed by or registered with TSPC for a different license or registration for which the individual has already submitted to a criminal records check and fingerprinting.
2. Any individual who is applying for an initial certificate under ORS 342.475 as a school nurse shall submit to a criminal records check and fingerprinting with TSPC.
3. Any individual who is applying for a registration as a public charter school teacher or administrator with TSPC shall submit to a criminal records check and fingerprinting with TSPC.
4. Any individual applying for reinstatement of an Oregon license or registration as a teacher, administrator or personnel specialist, or a certificate as a school nurse with the TSPC, whose license, registration or certificate has lapsed for at least three years, shall submit to a criminal records check and fingerprinting with TSPC.
5. Any individual registering with the TSPC for student teaching, practicum or internship as a teacher, administrator or personnel specialist, if the individual does not hold a current license issued by TSPC and has not submitted to a criminal records check by TSPC within the previous three years for student teaching, practicum or internship as a teacher, administrator or personnel specialist, shall be required to submit to a criminal records check and fingerprinting with TSPC.

Requirements for Contractors^{8}

All individuals employed as or by a contractor and considered by the district to have direct, unsupervised contact with students⁹ or unsupervised access to children are required to submit to a criminal records check and a fingerprint-based criminal records check.

The superintendent or designee will identify contractors who are subject to such requirements.

⁸ {The district should include language regarding background checks in any contract that includes direct, unsupervised contact with students whenever applicable.}

⁹ “Direct, unsupervised contact with students” means contact with students that provides the person opportunity and probability for personal communication or touch when not under direct supervision. (OAR 581-021-0510)

A contractor or an employee of a contractor required to submit to a criminal records check and fingerprinting in accordance with law and Board policy will be terminated from contract status, or withdrawal of offer of contract will be made by the district upon:

1. Refusal to consent to a criminal records check and fingerprinting; or
2. Notification¹⁰ from the Superintendent of Public Instruction that the individual has a conviction of any crimes listed in ORS 342.143, or the substantial equivalent of any of those crimes if the conviction occurred in another jurisdiction or in Oregon under a different statutory name or number.

A subject individual may be terminated from contract status upon notification from the Superintendent of Public Instruction that the individual has knowingly made a false statement as to the conviction of any crime.

Requirements for Volunteers

The district shall require a fingerprint-based criminal records check for volunteers allowed direct, unsupervised contact with students, in the following positions:

1. Head coach;
2. Assistant coach;

The service of a volunteer into a position identified by the district as requiring a fingerprint-based criminal records check may begin on a probationary basis pending the return and disposition of a state and national criminal records check based on fingerprints.

The service of a volunteer allowed to have direct, unsupervised contact with students will not begin before the return and disposition of a criminal records check.

A volunteer that is not likely to have direct, unsupervised contact with students, as determined by the district, will not be required to submit to an in-state criminal records check.

A volunteer who knowingly made a false statement on a district volunteer application form or has a conviction of a crime listed in ORS 342.143, or the substantial equivalent of any of those crimes if the conviction occurred in another jurisdiction or in Oregon under a different statutory name or number may result in immediate termination from the ability to volunteer in the district.

Fees associated with a required fingerprinting for volunteers shall be paid by the individual. Fees associated with required non-fingerprinting criminal records checks for volunteers shall be paid by the district.

A volunteer who refuses to submit, when required, to a criminal records check or a fingerprint-based criminal records check in accordance with law and Board policy will be denied such ability to volunteer in the district.

¹⁰ Prior to making a determination that results in this notification and opportunity for a hearing, the Superintendent of Public Instruction may cause an investigation pursuant to OAR 581-021-0511; involved parties shall cooperate with the investigation pursuant to law.

Requirements for Others

Any community college faculty member providing instruction at the site of an early childhood education program, at a school site as part of an early childhood program or at a grade K through 12 school site during the regular school day is required to submit to a criminal records check and a fingerprint-based criminal records check.

Any individual who is an employee of a public charter school and not identified under ORS 342.223 is required to submit to a criminal records check and a fingerprint-based criminal records check.

Notification

The district will provide written notice about the requirements of fingerprinting and criminal records checks through means such as staff handbooks, employment applications, contracts or volunteer forms.

The district will provide the following notification to individuals subject to criminal records checks and fingerprinting:

1. Such criminal records checks and fingerprinting are required by law or Board policy;
2. All employment or contract offers or the ability to volunteer are contingent upon the results of such checks;
3. A refusal to consent to a required criminal records check and fingerprinting shall result in immediate termination from employment, contract status or the ability to volunteer in the district;
4. A determination by the Oregon Department of Education (ODE) which affects an individual's eligibility to be employed, or contracted with, by the district may be appealed to the Superintendent of Public Instruction under ORS 183.413 – 183.470;
5. An individual determined to have knowingly made a false statement as to the conviction of any crime on district employment applications, contracts, ODE forms (written or electronic) may result in immediate termination from employment or contract status;
6. An individual determined to have been convicted of any crime that would prohibit employment or contract will be immediately terminated from employment or contract status.
7. A volunteer candidate who knowingly made a false statement or has a conviction of the crimes listed in ORS 342.143, or the substantial equivalent of any of those crimes if the conviction occurred in another jurisdiction or in Oregon under a different statutory name or number may result in immediate termination from the ability to volunteer in the district. The district may remove the volunteer from the position allowing direct, unsupervised contact with students.

Processing and Reporting Procedures

Immediately following an offer and acceptance of employment or contract, an individual subject to criminal records checks and fingerprinting shall complete the appropriate forms authorizing such checks and report to an authorized fingerprinter as directed by the district. The district shall send such authorization, any collection of fingerprint information, and the request to ODE pursuant to law.

Fingerprints may be collected by one of the following:

1. Employing district staff;
2. Contracted agent of employing district;
3. Local or state law enforcement agency; or
4. Statewide vendor identified by the Oregon Department of Administrative Services.

To ensure the integrity of the fingerprinting collection and prevent any compromise of the process, the district will provide the name of the individual to be fingerprinted to the authorized fingerprinter.

The authorized fingerprinter will obtain the necessary identification and fingerprinting and notify ODE of the results. ODE will then review and notify the district of said results as well as the identity of any individual it believes has knowingly made a false statement as to conviction of a crime or has a conviction of a crime prohibiting employment, contract or volunteering.

A copy of the fingerprinting results will be kept by the district. The district's use of criminal history must be relevant to the specific requirements of the position, services or employment.

END OF POLICY

Legal Reference(s):

[ORS 181A.180](#)
[ORS 181A.230](#)
[ORS 326.603](#)
[ORS 326.607](#)
[ORS 332.107](#)

[ORS 336.631](#)
[ORS 342.143](#)
[ORS 342.223](#)
[OAR 414-061-0010 – 061-0030](#)
[OAR 581-021-0510 – 021-0512](#)

[OAR 581-022-2430](#)
[OAR 584-050-0012](#)
[OAR 584-050-0100](#)

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. seq. (2018).



Fern Ridge School District 28J

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Superintendent

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Classified/Confidential/Manager/Coach Employees Resignations/New Hires/Transfers/Other Report December 16, 2024

Resignations/Retirements

1. None at this time.

New Hires/Transfers

1. None at this time.

Other

1. None at this time.

Coaches

1. Hiring of Jamal Wilson, JV2 Boys Basketball Coach 24-25 at Elmira High School, effective November 18, 2024.
2. Hiring of Matthew Davis, Assistant Wrestling Coach 24-25 at Elmira High School, effective November 18, 2024.