

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT 8R, HERMISTON**

**There will be a Regular Meeting of the
Board of Education of the Umatilla County School District 8R
at Hermiston School District Offices
Boardroom
305 S.W. 11th Street.
Hermiston, Oregon 97838
Monday, February 8, 2021, 6:30 PM**

**Briana Cortaberria
Executive Assistant to the
Superintendent and Board of Education**

AGENDA

- 1. CALL TO ORDER REGULAR MEETING* (6:30 p.m.)** *Chair Goller*
- 2. INTRODUCTORY ITEMS (6:30 p.m.)** *Chair Goller*
 1. Pledge of Allegiance
 2. Adoption of Agenda
 3. Approval of Minutes 3
- 3. PRESENTATIONS AND RECOGNITIONS (6:35 p.m.)**
 1. Educator of the Year Recognition Video 11
- 4. COMMUNICATIONS AND ANNOUNCEMENTS (6:55 p.m.)**
 1. Oregon School Employees Association *Ms. Wright*
 2. Hermiston Association of Teachers *Ms. Woodward*
 3. Student Board Representative *Miss Mitchell*
- 5. REPORTS (7:10 p.m.)**
 1. Board of Education *Chair Goller*
Board of Education Goals
 1. Academic Achievement. Schools will demonstrate continuous improvement in all measured areas for each student.
 2. Stewardship. Maintain sound fiscal stewardship of community resources consistent with board policy.
 3. Community. Schools will provide specific community outreach, at least twice annually, in culturally relevant ways to encourage parent/guardian partnerships in advancing student achievement.
 2. Superintendent's Office *Dr. Mooney*
 1. Enrollment Report 12
 3. Business Office *Ms. Saul*
 1. Financial Reports 15
 4. Human Resources Department *Mr. Bacon* 18
- 6. STUDY ITEMS (7:50 p.m.)**
 1. Return to In-person Learning Update
 2. Cleaning, Disinfection, and Ventilation - RSSL 2j
- 7. PUBLIC COMMENTS (8:20 p.m.)**

* Timing of agenda is not meant to be time specific. Instead the time identified is for pacing purposes only. The Board of Education may modify the agenda and the order in which items are taken for consideration. 19

** Consent agenda items are considered for action as an entire group. Details for these items are available for public inspection at the District Office.

*** Members of the public who wish to address the Board of Education should notify the Board Chairman or Superintendent prior to the meeting. The Board of Education normally accepts public comment only at its regularly scheduled meetings. Public comment is not normally accepted at Special Meetings/work sessions.

8. CONSENT ITEMS** (8:40 p.m.)	
1. Human Resources Department	
1. Personnel Appointments	20
2. Personnel Resignations	21
3. Superintendent Contract	22
2. Business Office	
1. Acceptance of Gifts	31
2. 2020-2021 Budget Calendar	39
3. Budget Committee Membership	41
4. Budget Appropriation	42
3. Superintendent's Office	
1. Declaration of Surplus Property and Authority to Sell Property	44
2. Designation of Legal Counsel	46
9. CALENDAR/FUTURE ITEMS (8:45 p.m.) <i>Ms. Cortaberria</i>	47
10. ADJOURN (8:50 p.m.)	

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**SPECIAL MEETING
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
January 11, 2021**

1 CALL TO ORDER

Chair Goller called the meeting to order at 5:30 p.m.
Hermiston School Board members present: Mr. Josh Goller, Mr. Brent Pitney, Mr. Mark Gomolski, Ms. Karen Sherman, Ms. Holthus, Ms. Bonnie Luisi, Mr. Bryan Medelez
Also in attendance were: Superintendent of Schools Dr. Tricia Mooney and Board Briana Cortaberria

Chair Goller recessed the Special Meeting at 5:30 p.m.

He stated the respective ORS under which the Board would meet in Executive Session:

- ORS 192.660(2)(i): 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.

2 EXECUTIVE SESSION

Dr. Mooney and Ms. Cortaberria attended the session with the seven present board members.

2.1 ORS 192.660 (2)(i)

Chair Goller closed the executive session at 6:14 p.m.

Chair Goller reconvened the special meeting at 6:15 p.m.

3 ADJOURN

A motion was made by Ms. Holthus and seconded by Mr. Gomolski to adjourn the meeting. The motion passed 7-0.

Chair Goller adjourned the special meeting at 6:15 p.m.

Date

Chairman

Superintendent/Clerk

Secretary

**REGULAR MEETING
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
January 11, 2021**

1 CALL TO ORDER

Chair Goller called the meeting to order at 6:30 p.m.

Hermiston School Board members present: Mr. Josh Goller, Ms. Karen Sherman, Mr. Brent Pitney, Mr. Mark Gomolski, Mr. Bryan Medelez, Ms. Bonnie Luisi, Ms. Ginny Holthus

Also in attendance were: Superintendent of Schools Dr. Tricia Mooney, Assistant Superintendent Bryn Browning, Director of Business Services Katie Saul, and Executive Assistant to the Superintendent and Board Briana Cortaberria

2 INTRODUCTORY ITEMS

2.1 Pledge of Allegiance

Chair Goller led everyone in the Pledge of Allegiance.

2.2 Adoption of Agenda

There were no changes to the agenda since its release.

2.3 Approval of Minutes

Emergency Meeting, December 3, 2020 – A motion was made by Mr. Gomolski and seconded by Mr. Medelez that the Board of Education approves the minutes of the emergency meeting held on December 3, 2020.

The motion passed 6-0, with Ms. Luisi abstaining due to absence.

Regular Meeting, December 14, 2020 – A motion was made by Mr. Pitney and seconded by Mr. Gomolski that the Board of Education approves the minutes of the regular meeting held on December 14, 2020.

The motion passed 5-0-2, with Ms. Luisi and Ms. Holthus abstaining due to absence.

3 COMMUNICATIONS AND ANNOUNCEMENTS

3.1 Public Comments

Chair Goller read the public comment guidelines as posted to the meeting agenda.

Public comment was received on the district's plans to return students to the classroom and the prioritized order of that return.

3.2 Oregon School Employees Association

Interim OSEA President Ms. Wright reported to the board, stating that the classified staff enjoys seeing the students, even if just on the computer screen. She stated appreciation for the board members and their service to the district.

3.3 Hermiston Association of Teachers

Ms. Cori Applegate spoke to the board on behalf of the Hermiston Association Teachers, stating the union's appreciation for the board members and that the union is making a donation to the Hermiston Education Foundation, on behalf of the members.

3.4 Student Board Representative

Hermiston High School Student Board Representative Miss Violet Mitchell, shared an HHS Student Leadership update, discussing options and activities to engage and connect with students and of Work to Be Well and efforts to share the program with teachers and counselors. Miss. Mitchell also spoke of leadership students attending virtual conferences.

4 REPORTS

4.1 Board of Education

The Board members shared of events and activities in which they participated or attended since the last Board meeting, relaying comments received directly from community members, appreciation for those in attendance being present and addressing the board, and showing support for the students.

4.2 Bond Oversight Committee

Board members that attended the recent Bond Oversight Committee meeting gave a report to the board, as summarized from a report by the district's project manager Wenaha Group.

4.3 Superintendent's Office

Dr. Mooney thanked the board members for their service to the community and our students, as recognized this month as School Board Appreciation Month.

4.3.1 Enrollment Report

Dr. Tricia Mooney shared the enrollment report as of December 31, 2020, showing a steady enrollment trend line. Based on guidance from the Oregon Department of Education, as long as students maintain connection and engage with the district during a break, they may be retained as active students with the district.

4.4 Business Office

4.4.1 Financial Reports

Director of Business Services Saul shared the November 2020 financial forecast reports, explaining a yellow revenue report that is balanced by a green expenditure report to yield a green ending fund balance report and 15.04% EFB.

5 STUDY ITEMS

5.1 Return to In-person Learning Update

Dr. Mooney provided an update about where the district is now and its plans for returning students for in-person learning opportunities. She started with actions outlined by Governor Brown in her December 23, 2020, statement. Dr. Mooney continued by sharing items of

consideration for the district, highlighting health metrics; Oregon School Boards Association guidance, referencing limited liability protection for districts; Ready Schools, Safe Learners guidance; workforce capacity; January 19 metrics and guidance updates; and vaccination availability.

Dr. Mooney proceeded to outline next steps, identifying a return to limited-in-person instruction, meal distribution updates, a parent survey, staff communication and feedback, and awaiting January 19 state guidance.

She concluded by addressing questions and comments from the board.

6 CONSENT ITEMS

A motion was made by Ms. Luisi, seconded by Ms. Sherman, and passed 7-0 that the Board of Education approves consent items 6.1.1 thru 6.3.1.

6.1 Human Resources Department

6.1.1 Personnel Appointments

Approves the appointment of the following employees:

Chris Piersol	Maintenance I	Maintenance Department
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6.1.2 Personnel Resignations

Approves the resignation of the following employees:

Angel Cortez	EL Assistant	Armand Larive Middle
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6.2 Business Office

6.2.1 Acceptance of Gifts

Accepts the following gifts:

SCHOOL/PROG; GIFT; VALUE; DONOR

Sandstone Middle School; Cash; \$120.00; PGE – The Blackbaud Giving Fund – Your Cause

West Park Elementary School – Physical Education; Equipment; Phit America

Highland Hills Elementary School – Music Department; Cash; \$461.64; PGE – The Blackbaud Giving Fund

6.3 Superintendent's Office

6.3.1 Policy Review – Second Reading

Adopt the list of policies under review, as included:

GCBDA/GDBDA-AR	Federal Family and Medical Leave/State Family Medical Leave
IJ – OLD	Guidance Program/Child Development Specialist Program
IJ – NEW	School Counseling Program
IKFB	Graduation Exercises
JB	Equal Educational Opportunity
JFCM	Threats of Violence**
LBE	Public Charter Schools
LBE-AR – OLD	Public Charter Schools

7 CALENDAR/FUTURE ITEMS

Upcoming calendars were reviewed.

Chair Goller recessed the Regular Meeting at 7:47 p.m.

He stated the respective ORS under which the Board would meet in Executive Session:

- ORS 192.660(2)(i): 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.

8 EXECUTIVE SESSION

Chair Goller opened the executive session at 8:00 p.m.

Ms. Cortaberria attended the session with the seven present board members.

8.1 ORS 192.660 (2)(i)

Chair Goller closed the executive session at 9:04 p.m.

Chair Goller reconvened the regular meeting at 9:04 p.m.

9 ADJOURN

A motion was made by Ms. Luisi and seconded by Mr. Medelez to adjourn the meeting. The motion passed 7-0.

Chair Goller adjourned the regular meeting at 9:05 p.m.

Date

Chairman

Superintendent/Clerk

Secretary

SPECIAL MEETING/WORK SESSION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
January 25, 2021

1 CALL TO ORDER

Vice Chair Karen Sherman called the meeting to order at 6:30 p.m.
Hermiston School Board members present: Mr. Goller (via Zoom), Ms. Karen Sherman, Ms. Bonnie Luisi, Mr. Brent Pitney, Mr. Mark Gomolski, Mr. Bryan Medelez, and Ms. Ginny Holthus
Also in attendance were: Superintendent of Schools Dr. Tricia Mooney, Assistant Superintendent Bryn Browning, Director of Business Services Katie Saul, and Human Resources Specialist Brooke Carnine

2 INTRODUCTORY ITEMS

2.1 Pledge of Allegiance

Vice Chair Karen Sherman led everyone in the Pledge of Allegiance.

2.2 Adoption of Agenda

Dr. Mooney noted no changes to the agenda since its release.
Mr. Medelez requested the addition of an agenda to discuss a Back-to-School Committee, as suggested by a community member and presented to the board via communication. The Board decided to add it as a Study Item. Mr. Medelez made a motion to add Study Item 4.2 Back-to-School Committee to the agenda. Mr. Gomolski seconded the motion, and it passed 7-0.

3 REPORTS

3.1 Board of Education

The board members spoke on activities and events in which they participated or attended, since the last board meeting, and Mark Gomolski announced that he will not be running for a second term but will finish out the current term.

3.2 Superintendent's Office

Dr. Mooney reported to the board on bond project updates.

3.2.1 Bond Projects Update

Wenaha Group Senior Project Manager Scott Rogers gave a district bond projects update to the board, stating that the district is close to opening the elementary school projects for bids. He also said that the projects are still aligned with the schedule and anticipated budget. He applauded the team for progressing despite the pandemic restrictions.

3.2.2 High School Graduation Rate

Director of Secondary Instruction Scott Depew, Hermiston High School Principal Tom Spoo, and Hermiston High School Assistant Principal Michael Thomas

presented to the board on the Hermiston High School graduation rate, stating that the Hermiston High School's 2020 newly released graduation rate shows an 83.74 percent graduation rate, which is a 9.37 percent increase from the previous year. Mr. Depew, Mr. Spoo, and Mr. Thomas highlighted some efforts that have contributed to this success and each shared that they are working to continue to increase the rate.

4 STUDY ITEMS

4.1 Return to In-person Learning Update

Dr. Mooney updated the board on the district's plan for returning students to the classroom for in-person learning. She referenced Hermiston's plans in response to ODE updates. She explained how the district has worked to have the case count number represent the Hermiston zip code solely and how it has worked to remove the test positivity rate in the data. Case numbers are currently declining.

Dr. Mooney informed the board of the next steps in the expansion of current Limited In Person instruction and initiating a schedule change at the elementary level to help the transition when the district is able to move into a Hybrid Learning model.

Dr. Mooney informed the board that the district will be a vaccination site for educators in the county and shared the details involved with the arrival of the vaccinations.

4.2 Back-to-School Committee

Mr. Medelez presented a handout that explained the purpose of the committee. The Board decided that while communication needs to be increased, a committee is not necessary at this time.

5 ACTION ITEMS

5.1 Superintendent Evaluation

A motion was made by Mr. Medelez and seconded by Mr. Gomolski to approve the formal evaluation of Dr. Tricia Mooney, as superintendent of schools from July 2019 through June 2020.

The board members provided comments to Dr. Mooney on her service to the district.

The motion passed 7-0.

6 CALENDAR/FUTURE ITEMS

Dr. Mooney shared future calendars.

Vice Chair Sherman recessed the Special Meeting at 8:22 p.m. and stated that the Executive Session would begin at 8:25 p.m. She stated the respective ORS under which the Board would meet in Executive Session:

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

7 EXECUTIVE SESSION

7.1 ORS 192.660 (2)(h)

7.2 ORS 192.660 (2)(f)

Vice Chair Sherman closed the executive session at 9:17 p.m.

Vice Chair Sherman reconvened the special meeting at 9:18 p.m.

8 ADJOURN

A motion was made by Mr. Gomoloski and seconded by Ms. Luisi to adjourn the meeting. The motion passed 7-0.

Vice Chair Sherman adjourned the regular meeting at 9:19 p.m.

Date

Chair

Superintendent/Clerk

Secretary to the Board

2020-21 Educators of the Year

Hermiston High School



Jordan Bemrose
Choir Teacher
5 years



Roger Berger
CTE Coordinator
19 years

Armand Larive Middle School



Loretta Fitterer
ELL "Newcomer" Teacher
28 years

Sandstone Middle School



Renae Bartley
6th Grade Teacher
16 years

Desert View Elementary School



Kara Frazier
1st Grade Teacher
10 years

Highland Hills Elementary School



Carolina Seibel
1st Grade Teacher
11 years

Rocky Heights Elementary School



Madelyne Moore
Kindergarten Teacher
4 years

Sunset Elementary School



Amber Milligan
1st Grade Teacher
14 years

West Park Elementary School



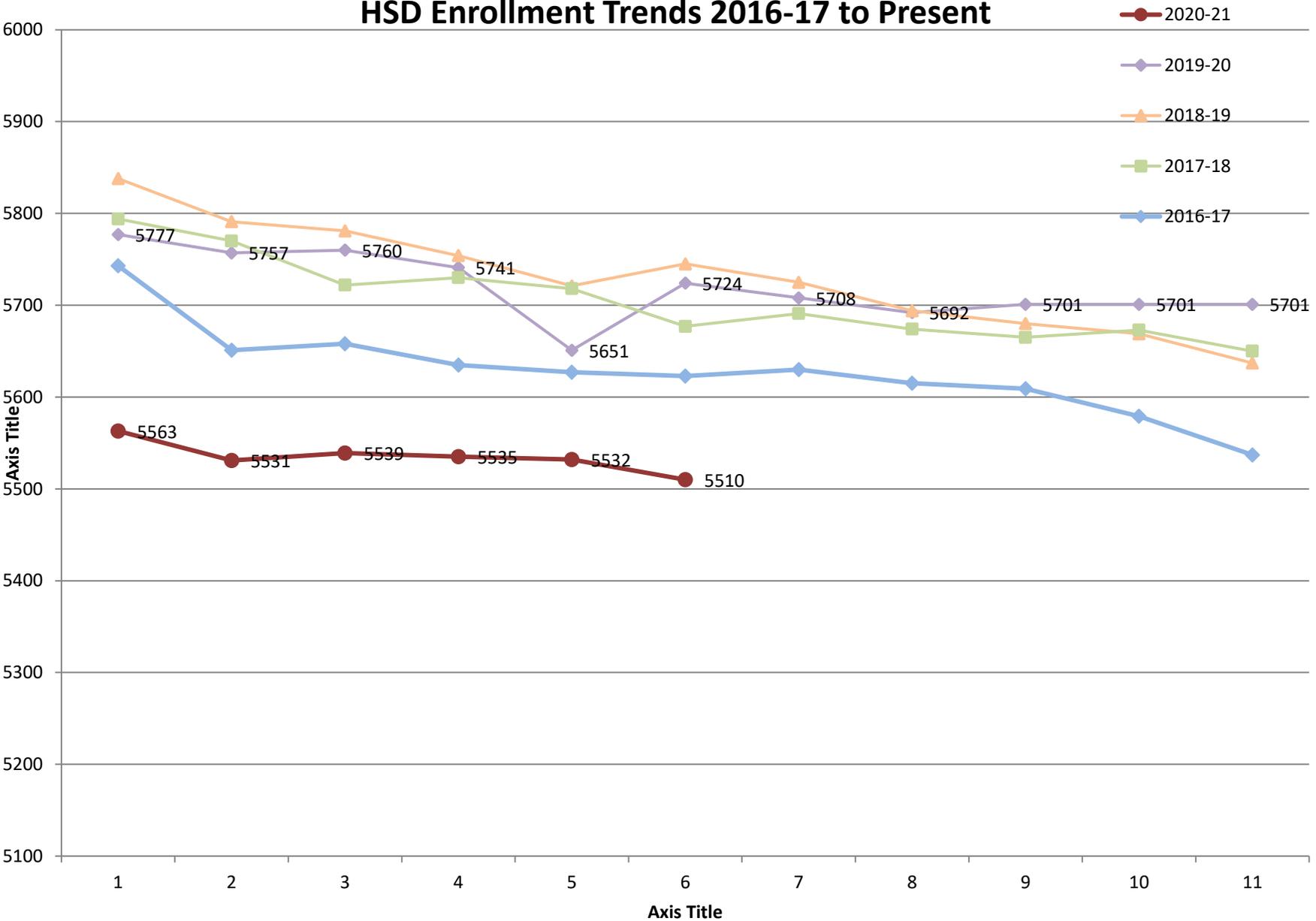
Melissa Nitz
Special Education Teacher
8 years

District-level



Jon Nitz
School Psychologist
7 years

HSD Enrollment Trends 2016-17 to Present



1/29/2021

HERMISTON SCHOOL DISTRICT 8R - ELEMENTARY ENROLLMENT BY TEACHER

Desert View	531	Highland Hills	430	Rocky Heights	429	Sunset	574	West Park	512	
Kinder		Ross, W(lifeskills)	1	K. Scott (Team)	0					Total
Ramirez	20	K. Carlson	2	Fredricks	15	Escobedo	17	Diaz	2	350
D. Smith	20	Adams	20	Godby	6	Robinson	17	Kellison, A	18	
Pollick	20	Culligan	19	Moore	15	Newton	18	McCoy	16	
Wells	19	Koenig	18	Wilson, M	14	Trigg Linderman	17	Pena	17	
						Trotter	17	Rodriguez	19	
Hermiston Online!	2	Hermiston Online!	0	Hermiston Online!	0	Hermiston Online!	1	Hermiston Online!	0	Avg,
Total	81		60		50		87		72	17.5
1st grade				K.Scott (Team)	1					Total
Bennett	20	K. Carlson	1	Badillo-Juarez	9	Diaz	19	Diaz	1	398
Frazier	19	Liebe	21	Dunkel	22	Milligan	18	Hamilton, N	19	
Lillie	19	Seibel	23	James	21	Mosher	20	Schaefer	20	
McCann	21	Watson	22	Powell	22	Sloan	18	Wattenburger	20	
						Torres	19	Posten	18	
Hermiston Online!	1	Hermiston Online!	1	Hermiston Online!	2	Hermiston Online!	1	Hermiston Online!	0	Avg,
Total	80		68		77		95		78	19.9
2nd grade		Ross, W(lifeskills)	1	K. Scott (Team)	4			(Soc. Com) Skirvin	2	Total
Lowry	23	K. Carlson	2	Badillo-Juarez	5	Colbray	22	Diaz	2	447
Rettkowski	24	Cooley,Sam	21	Hancock	16	Navarrete Campos	23	Gorham	23	
Scott, V	23	Gilstrap	17	Hayden	18	Nicodemus, A	22	Johnston	24	
Zumaya	23	Meade	20	Phillips	17	Pridmore	23	Neddo	24	
				Shira	16	Spencer	23	Springstead	23	
Hermiston Online!	2	Hermiston Online!	1	Hermiston Online!	2	Hermiston Online!	0	Hermiston Online!	1	Avg.
Total	95		62		78		113		99	22.4
3rd grade		Ross, W(lifeskills)	2					(Soc. Com) Skirvin	2	Total
Artz	22	K. Carlson	3	Eckblad (Able)	1	Mulkey	18	Diaz	1	411
Dynes	23	Hall	19	Basso	23	Sorey	19	Anderholm	20	
Hill	22	Juul	22	Kautzman	23	Smith	18	Degan	22	
Strehlou	22	Moore	21	Rodriguez, A	22	Weber	18	Morgan	21	
		Alvarez	3			White	19	Purswell	20	
Hermiston Online!	1	Hermiston Online!	3	Hermiston Online!	1	Hermiston Online!	0	Hermiston Online!	0	Avg.
Total	90		73		70		92		86	21.6
4th grade		K. Carlson	1					(Soc. Com) Skirvin	2	Total
Mills	21	Barr	20	Eckblad (Able)	1	Elliott	25	Diaz	2	426
Thurmond	23	Cooke	19	Bailey	23	Frazier	24	Dopps	21	
Wellsandt	23	Plum	21	Lindeman	22	Rouska	26	MacKenzie	21	
Winn	23	Ross, W(lifeskills)	1	McElrea	23	Zuniga	24	Maloy	22	
		Alvarez	9					Peterson	22	
Hermiston Online!	3	Hermiston Online!	1	Hermiston Online!	1	Hermiston Online!	1	Hermiston Online!	1	Avg.
Total	93		72		70		100		91	23.7
5th grade		K. Carlson	1					(Soc. Com) Skirvin	1	Total
Kramer	23	Cook, J	21	Eckblad (Able)	4	Frink	23	Diaz	1	444
Lomas	21	Hamann	21	Lathim	26	Long	21	Lambert	21	
McCormack	23	Moody	22	Linn	26	Sexton	21	Nycz	22	
Nicodemus	22	Wood	21	Sparks	26	Stephens	21	Schultz	20	
		Alvarez	7					Smith, B	21	
Hermiston Online!	3	Hermiston Online!	2	Hermiston Online!	2	Hermiston Online!	1	Hermiston Online!	0	Avg.
Total	92		95		84		87		86	23.4

HermistonOnline
Dean-KennedyHermistonOnline
Dean-DavisHermistonOnline
Dean-VoelkerHermistonOnline
Dean-AndreasonHermistonOnline
Dean-Terjeson

1/29/2021

CUMULATIVE SCHOOL ENROLLMENT -- HERMISTON SCHOOL DISTRICT 8R

	Part Time	Kg	1st grade	2nd grade	3rd grade	4th grade	5th grade	6th grade	7th grade	8th grade	9th grade	10th grade	11th grade	12th grade	Total
DESERT VIEW		81	80	95	90	93	92								531
HIGHLAND HILLS		60	68	62	73	72	95								430
ROCKY HEIGHTS		50	77	78	70	70	84								429
SUNSET		87	95	113	92	100	87								574
WEST PARK		72	78	99	86	91	86								512
Elementary Total		350	398	447	411	426	444								2476
ALMS								245	265	251					761
SMS								179	186	200					565
HHS											446	441	420	401	1708
COMBINED TOTAL		350	398	447	411	426	444	424	451	451	446	441	420	401	5510

	Increase/ Decrease
Last month's total enrollment:	5532
Same month one year ago:	5724
	-22
	-214

GENERAL FUND REVENUE DATA ENTRY REPORT

MONTH	TAXES	INTST/FEES	INTER	STATE SSF	STATE OTH	FEDERAL	OTHER	TOTAL PROJ.	TOTAL ACT.	VARIANCE	
JUL PRO	\$ -	\$ 47,642	\$ 210,913	\$ 8,671,965	\$ -	\$ -	\$ -	\$ 8,930,520		\$ (227,914)	-2.55%
JUL ACT	\$ -	\$ 30,641	\$ -	\$ 8,671,965	\$ -	\$ -	\$ -	\$ -	\$ 8,702,606	\$ (227,914)	YTD
AUG PRO	\$ 45,055	\$ 65,685	\$ 105,456	\$ 4,334,942	\$ -	\$ -	\$ -	\$ 4,551,138		\$ 178,510	3.92%
AUG ACT	\$ 32,551	\$ 47,346	\$ 316,369	\$ 4,333,382	\$ -	\$ -	\$ -	\$ -	\$ 4,729,648	\$ (49,404)	YTD
SEP PRO	\$ 28,931	\$ 89,254	\$ 105,456	\$ 4,334,942	\$ -	\$ -	\$ -	\$ 4,558,583		\$ (33,516)	-0.74%
SEP ACT	\$ 53,748	\$ 32,481	\$ 105,456	\$ 4,333,382	\$ -	\$ -	\$ -	\$ -	\$ 4,525,068	\$ (82,919)	YTD
OCT PRO	\$ 191,039	\$ 89,766	\$ 105,456	\$ 4,334,942	\$ -	\$ -	\$ -	\$ 4,721,203		\$ (171,743)	-3.64%
OCT ACT	\$ 77,543	\$ 33,079	\$ 105,456	\$ 4,333,382	\$ -	\$ -	\$ -	\$ -	\$ 4,549,460	\$ (254,663)	YTD
NOV PRO	\$ 8,473,307	\$ 68,510	\$ 105,456	\$ 4,334,942	\$ -	\$ -	\$ -	\$ 12,982,215		\$ (30,962)	-0.24%
NOV ACT	\$ 8,452,783	\$ 56,337	\$ 105,456	\$ 4,333,382	\$ 3,294	\$ -	\$ -	\$ -	\$ 12,951,253	\$ (285,625)	YTD
DEC PRO	\$ 282,595	\$ 87,533	\$ 1,403,239	\$ 4,334,942	\$ -	\$ -	\$ -	\$ 6,108,309		\$ 123,683	2.02%
DEC ACT	\$ 440,189	\$ 30,182	\$ 1,403,239	\$ 4,333,382	\$ 25,000	\$ -	\$ -	\$ -	\$ 6,231,992	\$ (161,942)	YTD
JAN PRO	\$ 121,144	\$ 40,625	\$ 280,456	\$ 4,199,482	\$ 272,245	\$ 10,000	\$ -	\$ 4,923,952			0.00%
JAN ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
FEB PRO	\$ 175,236	\$ 46,988	\$ 105,456	\$ 3,968,900	\$ -	\$ -	\$ -	\$ 4,296,580			0.00%
FEB ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
MAR PRO	\$ 102,897	\$ 41,023	\$ 105,456	\$ 3,968,900	\$ -	\$ -	\$ -	\$ 4,218,276			0.00%
MAR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
APR PRO	\$ 37,133	\$ 47,134	\$ 105,456	\$ 3,968,900	\$ -	\$ -	\$ -	\$ 4,158,623			0.00%
APR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
MAY PRO	\$ 230,327	\$ 47,526	\$ 105,456	\$ 3,968,900	\$ 35,000	\$ -	\$ -	\$ 4,387,209			0.00%
MAY ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
JUN PRO	\$ 124,961	\$ 30,314	\$ -	\$ -	\$ 272,245	\$ -	\$ -	\$ 427,520			0.00%
JUN ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
Projected	\$ 9,812,625	\$ 702,000	\$ 2,738,258	\$ 50,421,757	\$ 579,490	\$ 10,000	\$ -	\$ 64,264,130			
Budget Book	\$ 9,812,625	\$ 1,002,000	\$ 2,746,247	\$ 52,196,519	\$ 618,771	\$ 10,000	\$ 1,155,000	\$ 67,541,162			
Variance	\$ -	\$ (300,000)	\$ (7,989)	\$ (1,774,762)	\$ (39,281)	\$ -	\$ (1,155,000)	\$ (3,277,032)			

TOT ACT	\$ 9,056,815	\$ 230,066	\$ 2,035,977	\$ 30,338,875	\$ 28,294	\$ -	\$ -	\$ 41,690,027	FORECAST ACT	\$	64,102,188
% collected	92.30%	32.77%	74.35%	60.17%	4.88%	0.00%	#DIV/0!	64.87%			

NOTE: Estimating reduced ADMw for lower than budget Kindergarten enrollment
 Revised Jan-Jun projections based upon YTD actuals & estimated revenues

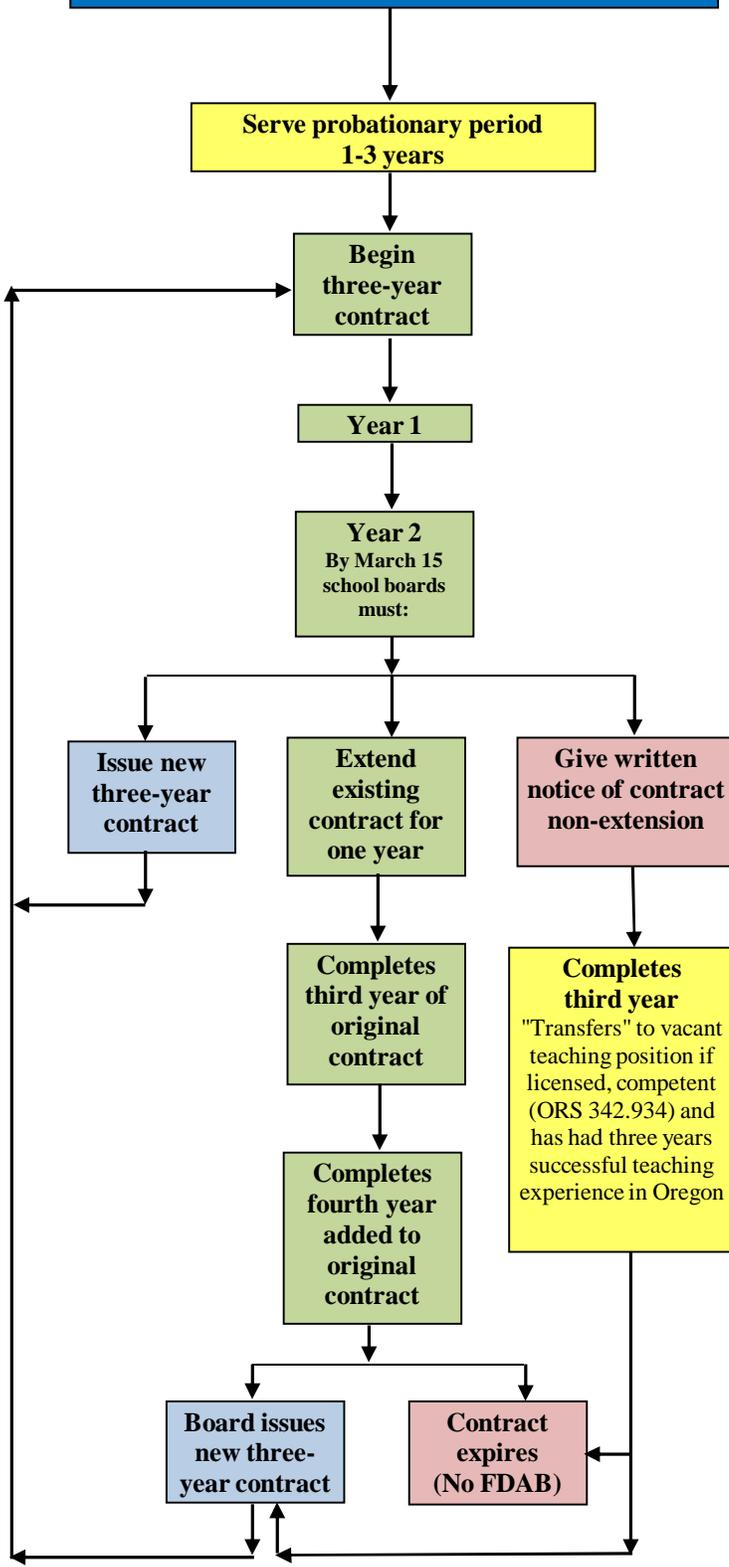
LEGEND	Above or within 2.00% of projection	Between 2.01% & 5.00% below	Below 5.01% of projection
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GENERAL FUND EXPENDITURE DATA ENTRY REPORT							
MONTH	PROJ. P/R	ACTUAL P/R	PROJ. A/P	ACTUAL A/P	TOTAL	VARIANCE	
JULY PROJECTED	768,855		\$ 1,129,783		\$ 1,898,638 MONTHLY	\$ (51,037)	-2.69%
JULY ACTUAL		\$ 757,881		\$ 1,089,720	\$ 1,847,601 YTD	\$ (51,037)	-2.69%
AUGUST PROJECTED	905,595		\$ 913,713		\$ 1,819,308 MONTHLY	\$ (243)	-0.01%
AUGUST ACTUAL		\$ 858,428		\$ 960,637	\$ 1,819,065 YTD	\$ (51,279)	-1.38%
SEPTEMBER PROJECTED	4,414,916		\$ 864,615		\$ 5,279,531 MONTHLY	\$ (456,693)	-8.65%
SEPTEMBER ACTUAL		\$ 4,046,025		\$ 776,812	\$ 4,822,838 YTD	\$ (507,973)	-5.65%
OCTOBER PROJECTED	4,424,916		\$ 1,118,651		\$ 5,543,567 MONTHLY	\$ (1,061,024)	-19.14%
OCTOBER ACTUAL		\$ 4,052,406		\$ 430,137	\$ 4,482,543 YTD	\$ (1,568,997)	-10.79%
NOVEMBER PROJECTED	4,496,843		\$ 986,603		\$ 5,483,446 MONTHLY	\$ (871,029)	-15.88%
NOVEMBER ACTUAL		\$ 4,054,545		\$ 557,872	\$ 4,612,417 YTD	\$ (2,440,026)	-12.19%
DECEMBER PROJECTED	4,424,916		\$ 979,899		\$ 5,404,815 MONTHLY	\$ (509,538)	-9.43%
DECEMBER ACTUAL		\$ 4,013,879		\$ 881,399	\$ 4,895,277 YTD	\$ (2,949,564)	-11.60%
JANUARY PROJECTED	4,274,916		\$ 969,680		\$ 5,244,596 MONTHLY	\$ (5,244,596)	-100.00%
JANUARY ACTUAL		\$ -		\$ -	\$ - YTD	\$ (8,194,160)	-26.71%
FEBRUARY PROJECTED	4,274,916		\$ 998,374		\$ 5,273,290 MONTHLY	\$ (5,273,290)	-100.00%
FEBRUARY ACTUAL		\$ -		\$ -	\$ - YTD	\$ (13,467,450)	-37.46%
MARCH PROJECTED	4,545,539		\$ 1,163,943		\$ 5,709,482 MONTHLY	\$ (5,709,482)	-100.00%
MARCH ACTUAL		\$ -		\$ -	\$ - YTD	\$ (19,176,932)	-46.04%
APRIL PROJECTED	4,489,021		\$ 1,358,308		\$ 5,847,329 MONTHLY	\$ (5,847,329)	-100.00%
APRIL ACTUAL		\$ -		\$ -	\$ - YTD	\$ (25,024,261)	-52.68%
MAY PROJECTED	7,735,836		\$ 1,721,562		\$ 9,457,398 MONTHLY	\$ (9,457,398)	-100.00%
MAY ACTUAL		\$ -		\$ -	\$ - YTD	\$ (34,481,659)	-60.54%
JUNE PROJECTED	8,255,234		\$ 2,550,932		\$ 10,806,166 MONTHLY	\$ (10,806,166)	-100.00%
JUNE ACTUAL		\$ -		\$ -	\$ - YTD	\$ (45,287,825)	-66.83%
PROJECTED	\$ 53,011,503		\$ 14,756,063		\$ 67,767,566		
BUDGET BOOK	\$ 56,040,853		\$ 14,837,286		\$ 70,878,139		
VARIANCE	\$ 3,029,350		\$ 81,223		\$ 3,110,573	(proj. difference in budgeted expenditures)	
TOTAL ACTUAL		\$ 17,783,164		\$ 4,696,577	\$ 22,479,741	FORECAST ACT	\$ 64,818,002
% spent to date		33.55%		31.83%	33.17%		
Note:	Revised Jan-Jun projections based upon YTD actuals & planned expenditures						
LEGEND MONTHLY	Below or within 2.00%		Between 2.01% & 5.00% above		Above 5.01% of projection		
LEGEND YTD	Below or within 2.00%		Between 2.01% & 5.00% above		Above 5.01% of projection		

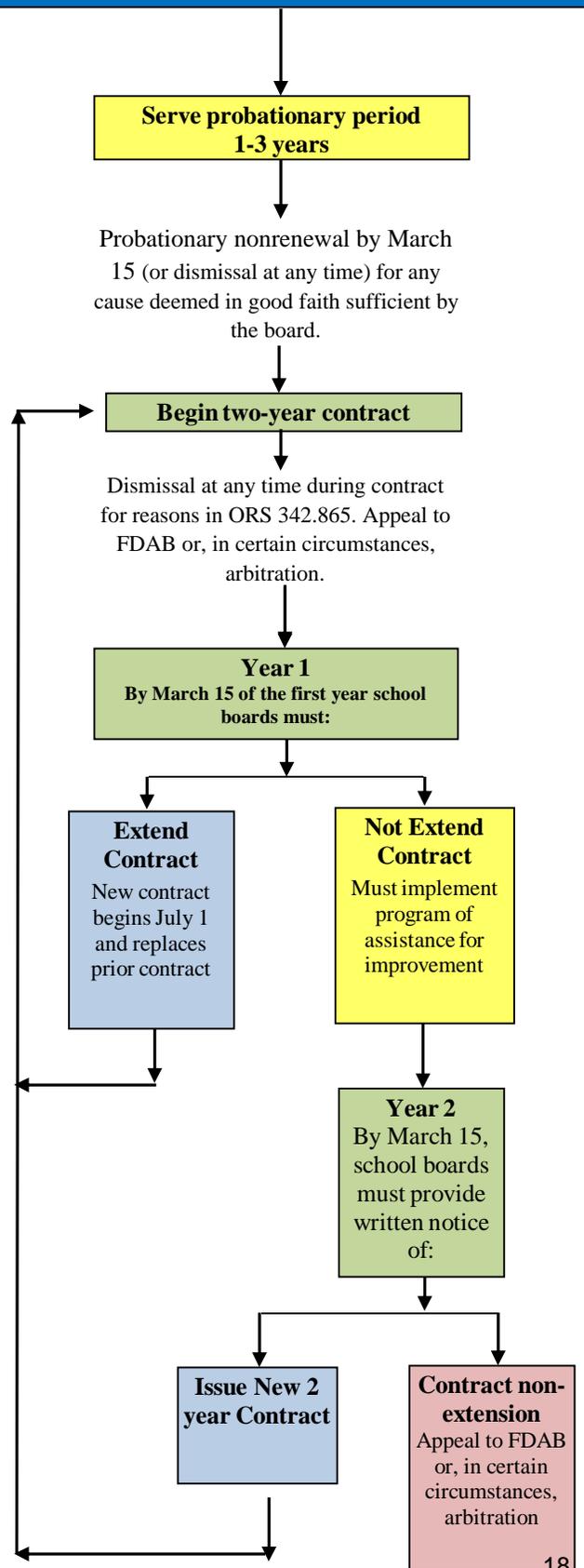
GENERAL FUND MONTHLY ENDING FUND BALANCE REPORT

DATE	Revenue	Expenditure	Ending Fund Balance	Variance	EFB Monthly Projection for Year End
1-Jul-20 PROJECTED			\$ 11,950,000		
ACTUAL			\$ 11,983,191		
31-Jul-20 PROJECTED	\$ 8,930,520	\$ 1,898,638	\$ 18,981,882		
ACTUAL	\$ 8,702,606	\$ 1,847,601	\$ 18,838,195	\$ (176,877)	-0.93%
31-Aug-20 PROJECTED	\$ 4,551,138	\$ 1,819,308	\$ 21,713,712		
ACTUAL	\$ 4,729,648	\$ 1,819,065	\$ 21,748,778	\$ 2,414	0.01%
30-Sep-20 PROJECTED	\$ 4,558,583	\$ 5,279,531	\$ 20,992,764		
ACTUAL	\$ 4,525,068	\$ 4,822,838	\$ 21,451,008	\$ 425,053	2.02%
31-Oct-20 PROJECTED	\$ 4,721,203	\$ 5,543,567	\$ 20,170,401		
ACTUAL	\$ 4,549,460	\$ 4,482,543	\$ 21,517,925	\$ 1,314,334	6.52%
30-Nov-20 PROJECTED	\$ 12,982,215	\$ 5,483,446	\$ 27,669,170		
ACTUAL	\$ 12,951,253	\$ 4,612,417	\$ 29,856,762	\$ 2,187,592	7.91%
31-Dec-20 PROJECTED	\$ 6,108,309	\$ 5,404,815	\$ 28,372,664		
ACTUAL	\$ 6,231,992	\$ 4,895,277	\$ 31,193,477	\$ 2,820,813	9.94%
31-Jan-21 PROJECTED	\$ 4,923,952	\$ 5,244,596	\$ 28,052,020		
ACTUAL	\$ -	\$ -	\$ 31,193,477		0.00%
28-Feb-21 PROJECTED	\$ 4,296,580	\$ 5,273,290	\$ 27,075,310		
ACTUAL	\$ -	\$ -	\$ 31,193,477		0.00%
31-Mar-21 PROJECTED	\$ 4,218,276	\$ 5,709,482	\$ 25,584,105		
ACTUAL	\$ -	\$ -	\$ 31,193,477		0.00%
30-Apr-21 PROJECTED	\$ 4,158,623	\$ 5,847,329	\$ 23,895,399		
ACTUAL	\$ -	\$ -	\$ 31,193,477		0.00%
31-May-21 PROJECTED	\$ 4,387,209	\$ 9,457,398	\$ 18,825,210		
ACTUAL	\$ -	\$ -	\$ 31,193,477		0.00%
30-Jun-21 PROJECTED	\$ 427,520	\$ 10,806,166	\$ 8,446,564		
ACTUAL	\$ -	\$ -	\$ 31,193,477		0.00%
INITIAL FORECASTED EFB	\$ 64,264,130	\$ 67,767,566	\$ 8,446,564		12.14%
ACTUALS TO DATE	\$ 41,690,027	\$ 22,479,741			
ANTICIPATED ACTUALS*	\$64,102,188	\$64,818,002	\$ 11,267,377		14.81%
Monthly Comp.	Above or within 2.00% of projection	Between 2.01% & 5.00% below projection	Below 5.01% of projection		
	*Calculated using actuals through the current month and projected revenue and expenditures for future months				
NOTE:	Final as of November 20, 2020 completed audit of June 30, 2020 financials.				
ENDING FUND BALANCE LEGEND	8.00% to 9.00% and above	Between 7.99% to 7.50%	7.49% and below		17

Employment Timeline for Administrators



Employment Timeline for Teachers



**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

PUBLIC COMMENT GUIDELINES

Welcome. This is the time we reserve in our meeting for public comment. Anyone wishing to address the board should stand and be recognized, then move forward to the microphone at the center table. Prior to making your comments, please state your first and last name, home address, and school or topic. Please limit your comments to a maximum of three (3) minutes and address them to me.

Due to the COVID-19 state-wide restrictions and Governor Brown's "Stay Home, Save Lives" order, the Hermiston School District Board of Education also accepted public comment in writing prior to this meeting. Members of the community wishing to provide public comment submitted those statements via email to the district by 12:00 pm today.

According to Board policy KL, any complaint regarding a specific employee of the Hermiston School District must be routed through the superintendent's office.

Is there anyone here tonight who would like to address the board?

bc

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

SUPERINTENDENT'S RECOMMENDATION

8.1 CONSENT: Human Resources Department

8.1.1 TOPIC: Personnel Appointment

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the appointment of the following employees:

Morganne Cook	Custodian	Maintenance Department
Jose Diaz	Custodian	Maintenance Department
Estela Duenez	Custodian Roamer	Maintenance Department
Tanner Fraser	Custodian	Maintenance Department
Seth Lowrance	Custodian	Maintenance Department
Thad Murray	Custodian	Maintenance Department
Sarah Ramirez	Custodian	Maintenance Department
Anthony Sandoval	Custodian	Maintenance Department
Anabel Zuniga	Custodian	Maintenance Department

bc

**5BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

SUPERINTENDENT'S RECOMMENDATION

8.1 CONSENT: Human Resources Department

8.1.2 TOPIC: Personnel Resignation

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the resignation of the following employees:

Rebecca Crawford
Andrea Kennedy
Jamie Thurmond

Evaluation Specialist
Title I Assistant
Grade 4 Teacher

District Office
West Park Elementary
Desert View Elementary

bc

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

SUPERINTENDENT'S RECOMMENDATION

8.1 CONSENT: Human Resources Department

8.1.3 TOPIC: Superintendent Contract

It is recommended.

RECOMMENDATION:

. that the Board of Education approve the employment contract of Superintendent of Schools Dr. Tricia Mooney, for the period of July 1, 2021, through June 30, 2024.

bc

**EMPLOYMENT CONTRACT
BETWEEN
PATRICIA G. MOONEY
AND THE
GOVERNING BOARD OF THE
HERMISTON SCHOOL DISTRICT #8R
HERMISTON, OREGON**

This Employment Contract ("CONTRACT"), was made and entered into this 8th day of February, 2021 (hereinafter "Effective Date"), by and between the Governing Board of the Hermiston School District #8R, hereinafter referred to as BOARD, or DISTRICT, respectively, and Patricia G. Mooney, hereinafter referred to as SUPERINTENDENT.

WHEREAS, DISTRICT desires to provide SUPERINTENDENT with a written Employment Contract in order to enhance administrative stability and continuity within the schools which DISTRICT believes generally improves the quality of its overall educational program; and,

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

NOW, THEREFORE, in consideration of the mutual promises contained herein and in accordance with its action as found in the minutes of the meeting on February 8, 2021, the DISTRICT employs the SUPERINTENDENT as Superintendent of Schools in and for said DISTRICT, and the SUPERINTENDENT hereby accepts such employment upon the terms and conditions as follows:

1. **SALARY.** The SUPERINTENDENT shall be paid an annual base salary of \$175,805 for the period July 1, 2020, to June 30, 2021. Annual base salary for subsequent years of this CONTRACT shall be adjusted commensurate with the Hermiston School District Administrative agreement for subsequent years unless otherwise determined by the BOARD no later than April 30 of each year through specific action as an outgrowth of the annual evaluation process. The annual salary shall be paid in twelve (12) equal installments in accordance with the rules of the BOARD regarding payment of other professional staff in the DISTRICT. In accordance with this CONTRACT, the SUPERINTENDENT agrees to perform faithfully the duties of SUPERINTENDENT and to serve as Chief Executive Officer of the DISTRICT.
2. **TERM.** The School Board hereby employs, and the Superintendent hereby accepts employment as Superintendent of the Hermiston School District commencing on July 1, 2021 and ending on June 30, 2024. The School Board, at its sole discretion may renew or not renew this contract during the month of February for an additional year.
3. **SUPERINTENDENT'S LICENSE.** The SUPERINTENDENT shall maintain throughout the life of the contract a valid and appropriate license, as defined in the Oregon Revised Statutes and the Teacher Standards and Practices Commission Rules for Licensure, to act as SUPERINTENDENT in

the State of Oregon as directed by the BOARD. Should the SUPERINTENDENT fail to maintain such a license in good standing, the DISTRICT has the right to void this agreement or place the SUPERINTENDENT on unpaid leave of absence until proper licensure is restored.

4. **DUTIES AND RESPONSIBILITIES.** The SUPERINTENDENT shall be the chief executive officer of the DISTRICT. As such, the SUPERINTENDENT shall have the primary responsibility for execution of Board policy, whereas the BOARD shall retain the primary responsibility for formulating and adopting that policy. The SUPERINTENDENT will have complete freedom, subject to approval by the BOARD, to organize, reorganize and arrange the staff including administration, instruction, and business affairs, which in the SUPERINTENDENT'S judgment best serves the DISTRICT. The SUPERINTENDENT will, subject to BOARD approval, have the responsibility for all personnel matters, including, selection, assignment, transfer, and termination of classified, confidential, licensed and supervisory personnel in the DISTRICT, in keeping with collective bargaining agreements. Both parties agree that said employee shall perform the duties of the SUPERINTENDENT in and for the DISTRICT as prescribed by the laws of the State of Oregon and by the rules and regulations made hereunder by the BOARD.
5. **OTHER PROFESSIONAL ACTIVITIES.** The Superintendent shall devote her time, attention and energy to the business of the District. However, subject to prior School Board approval or as otherwise provided by District policy, she may serve as a consultant to other districts or educational agencies, lecture, engage in writing and speaking activities and speaking engagements, and engage in other activities that are of short-term duration. The School Board will not be responsible for any expenses attendant to the performance of such outside activities.
6. **COMPLAINTS.** The BOARD, individually and collectively, will refer promptly all criticisms, complaints and suggestions called to its attention to the SUPERINTENDENT for study and recommendations. Any complaint against the SUPERINTENDENT will follow the DISTRICT complaint procedure (AC-AR).
7. **EVALUATION.** Annually, and not later than August 30, the Board shall, in consultation with the SUPERINTENDENT, establish general goals and specific objectives for the school year. The goals and objectives shall be established in writing and be among the criteria for evaluation of the employee.

Standard criteria and policy directives to be used in evaluating the SUPERINTENDENT shall have been adopted by the School Board in meetings open to the public.

If at any time in the opinion of the majority of the BOARD, the SUPERINTENDENT's services are unsatisfactory, she shall be notified in writing and given a reasonable opportunity to correct the condition.

Annually by February 1, the BOARD and SUPERINTENDENT shall meet in executive session, or open session if desired by the SUPERINTENDENT, for the purpose of evaluation of the performance of the SUPERINTENDENT and expressing the recommendations and observations on how such job performance may be improved. The SUPERINTENDENT shall be evaluated on her job performance and progress toward goals and objectives, as set by the BOARD.

8. **VACATION AND LEAVES.** The SUPERINTENDENT shall work 225 days of full and regular service during the fiscal year, July 1 through June 30. The Calendar shall have designated 225 work days, nine holidays (New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day) and the remaining are designated as vacation days.

Sick leave shall accumulate at the rate of one day per contract month and be administered in accordance with ORS 332.507. Unlimited accumulation of Sick Leave is allowed.

A maximum of seven (7) paid days Family/Bereavement Leave will be allowed for illness or death in the immediate family. Members of the immediate family are defined as follows: spouse, father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, son, son-in-law, daughter, daughter-in-law, grandparents, grandchildren, and relatives living in the immediate household. One day of Family/Bereavement Leave for others not listed may be granted. Family/Bereavement Leave is not accumulative.

The SUPERINTENDENT will be given three (3) personal leave days per year. At the conclusion of each school year, she may carry forward no more than two (2) unused personal leave days of the three (3) leave days allotted. Personal leave will be permitted to accumulate to five (5) days.

The SUPERINTENDENT may accumulate and carry forward no more than ten (10) days of vacation from year to year. SUPERINTENDENT, in her sole discretion, may cash out a maximum of ten (10) vacation days per fiscal year at the SUPERINTENDENT'S daily rate of pay. The daily rate of pay will be calculated for each fiscal year in accordance with DISTRICT practice for all fifty-two (52) week employees.

The SUPERINTENDENT shall not schedule vacation time during the two weeks prior to the first day of school and for no more than 10 vacation days during all regularly scheduled school days. The SUPERINTENDENT shall not schedule more than five (5) consecutive days without prior approval from the BOARD.

9. **PROFESSIONAL GROWTH.** The DISTRICT encourages the continuing professional growth of SUPERINTENDENT through her participation, as she might decide in light of her responsibilities as SUPERINTENDENT, in:

The operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations;

Seminars and courses offered by public or private educational institutions; and

Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of SUPERINTENDENT to perform her professional responsibilities for DISTRICT.

In its encouragement, DISTRICT shall permit a reasonable amount of release time for SUPERINTENDENT to attend such matters and pay for the necessary fees for travel and subsistence expenses, as approved by DISTRICT in the annual budget. SUPERINTENDENT shall keep a current record available to the BOARD of all such release time utilized by

SUPERINTENDENT. Attendance at meetings outside of Oregon, Washington and Idaho shall require Board approval. The Board expects the Superintendent to continue professional development and to participate in relevant learning experiences. The SUPERINTENDENT shall be entitled to full reimbursement of all expenses incurred for such purpose and shall file an itemized expense statement with the District Business Manager.

10. **COMMUNITY SERVICE.** The SUPERINTENDENT shall become involved in community affairs on behalf of the DISTRICT. A general overview of this involvement shall be provided to the BOARD each year as a part of the evaluation process. Dues for participation in community organizations shall be provided by the DISTRICT. Suggested organizations:
 - Hermiston Chamber of Commerce
 - Local service organization of the SUPERINTENDENT'S choice

11. **FRINGE BENEFITS.** The SUPERINTENDENT shall be entitled to participate in the following fringe benefits:
 - A. Health Benefits. The DISTRICT shall pay the premium for SUPERINTENDENT and her dependents for family coverage for, dental, vision, health insurance, and other personal benefits that are received by other professional employees of the DISTRICT. Superintendent may choose to participate in an authorized HRA-VEBA arrangement with the same reimbursement provisions authorized by the BOARD for other administrative employees.
 - B. Public Employment Retirement System (PERS). The DISTRICT shall pay the employee and employer portion of PERS. In the event that the DISTRICT is precluded by legislation from paying the employee (6%) portion, the SUPERINTENDENT shall be entitled to a six percent increase in salary.
 - C. Annuity. The DISTRICT, at the request of the SUPERINTENDENT and in accordance with Oregon State Law, shall provide compensation to SUPERINTENDENT of six and one half percent (6.5%) of the base salary as designated by SUPERINTENDENT for payment into a tax-deferred annuity (e.g., 403(b)) or other qualifying investment program as selected by SUPERINTENDENT.
 - D. Cell Phones. The DISTRICT will provide a cell phone allowance for the SUPERINTENDENT that is comparable to the plan provided in the agreement with other administrators.
 - E. Transportation Expenses. The DISTRICT shall pay a travel allowance of five hundred dollars (\$500) monthly, to cover travel in Umatilla and Morrow (Oregon) counties and Benton, Franklin, and Walla Walla (Washington) counties in performance of her duties. For travel outside these counties, SUPERINTENDENT shall be paid at the rate approved by the Internal Revenue Service (IRS) for travel required to fulfill official DISTRICT business. DISTRICT shall make said payments directly to SUPERINTENDENT. The SUPERINTENDENT shall furnish her own transportation.
 - F. Long Term Disability. The SUPERINTENDENT will be required to participate and self-pay into the District's Long Term Disability Insurance program. Annually the district will adjust the SUPERINTENDENT's salary accordingly so that the required self-pay program does not result

in a decrease to their annual salary noted above.

G. Doctoral Stipend. The Superintendent shall be paid an annual stipend of \$5,000 for an earned doctorate in education or similar field.

H. Other benefits regularly provided to Administrative employees of the DISTRICT.

12. **MEMBERSHIP DUES.** The District shall pay the cost of the Superintendent's annual dues to participate in the following organizations:

A. Confederation of Oregon School Administrators (COSA)

B. Oregon Association of School Executives (OASE)

C. American Association of School Administrators (AASA)

13. **RESIDENCY REQUIREMENT.** The SUPERINTENDENT is required to maintain full-time residency in the Hermiston School District.

14. **LEGAL FEES.** If suit or action is instituted in connection with any controversy arising out of this CONTRACT the prevailing party shall be entitled to recover, in addition to costs, such sum as the Court may adjudge reasonable as attorney's fees, including such attorney's fees on appeal to the Court of Appeals and/or Supreme Court.

15. **PROFESSIONAL LIABILITY.**

A. DISTRICT agrees that it shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all demands, claims, suits, actions, and legal proceedings brought against SUPERINTENDENT in her official capacity as agent and employee of the DISTRICT, provided the incident arose while SUPERINTENDENT was acting within the scope of her employment and excluding criminal litigation and limited to the maximum amount of liability insurance coverage that is within the authority of the Board to provide under State law, as amended by state law from time to time. In no case, will individual Board members be personally liable for indemnification against such demands, claims, suits, actions, and legal proceedings.

B. If, in the good faith judgment of the DISTRICT, as determined by its Board, conflict exists regarding the defense of such claim between the legal position of the SUPERINTENDENT and the legal position of the DISTRICT in any actual or threatened litigation, the SUPERINTENDENT may engage counsel approved by the DISTRICT (which approval shall not be unreasonably withheld), and in such an event, DISTRICT shall indemnify the SUPERINTENDENT for the costs of legal defense.

16. **TERMINATION OF EMPLOYMENT CONTRACT.** The SUPERINTENDENT's employment contract may be terminated at the BOARD's discretion by:

A. Retirement. The SUPERINTENDENT shall give DISTRICT a minimum of nine months' notice of intent to retire. SUPERINTENDENT agrees not to retire before the completion of a school year.

- B. Termination by Superintendent. The SUPERINTENDENT may resign and terminate the Employment Contract upon giving the DISTRICT written notice at least **45** days before the date of termination.
 - C. Expiration. Expiration of SUPERINTENDENT's contract following board action to non-extend contract.
 - D. Termination For Cause. The District may terminate the Superintendent for cause, which means such conduct that is seriously prejudicial to the District and includes, and of the grounds provided in ORS 342.865 that would allow for termination of a contract administrator. If the District seeks to terminate the Superintendent for cause, it shall provide written notice at least ten (10) days prior to the effective date of termination. That notice must contain a statement of reasons constituting cause describing the alleged grounds with sufficient particularity as to afford the Superintendent a reasonable opportunity to respond. The Superintendent shall be entitled to a due process hearing before the Board together with a written decision setting forth the Board's decision and its reasons therefore.
17. **NOTICES.** All notices or other communications provided for in this CONTRACT to be given or sent to a party by the other party shall be deemed validly given or sent, if in writing and hand-delivered or mailed, postage prepaid, by registered or certified United States mail, return receipt requested, addressed to the parties at their respective addresses. Any party may give notice to the other party at any time by the methods specified above, a change in the addresses at which, or the person to whom, notices to be addressed as follows: If to SUPERINTENDENT, at home of record; if to BOARD, to Board Chairman c/o Hermiston School District.
18. **ENTIRE AGREEMENT.** This CONTRACT contains the entire understanding between the parties with respect to the employment of SUPERINTENDENT by DISTRICT, and supersedes all prior and contemporaneous agreements and understandings, inducements and conditions, express or implied, oral or written with respect to said employment. There are no representations, warranties or commitments, except as set forth or referred to herein. The express terms of this CONTRACT control and supersede any course of performance and/or usage of the trade inconsistent with any of the terms in the CONTRACT.
19. **MODIFICATION.** This CONTRACT may not be amended or modified other than by a written agreement fully executed by DISTRICT and SUPERINTENDENT.
20. **GOVERNING LAW.** This CONTRACT shall be deemed to have been executed and delivered within the State of Oregon, and the rights and obligations of the parties under this Contract shall be construed and enforced in accordance with, and governed by, the laws of the State of Oregon without regard to principles of conflicts of laws.
21. **INVALIDITY.** If any paragraph or part of this agreement is invalid, it shall not affect the remainder of said agreement, but said agreement shall remain binding and effective against all parties.
22. **SIGNATURES AND COUNTERPARTS.** The parties acknowledge and agree that this CONTRACT may be executed by facsimile and in counterparts, all of which shall constitute one instrument and shall be deemed to be an original.

23. **ADVICE OF COUNSEL.** SUPERINTENDENT and DISTRICT acknowledge the this is a legally binding CONTRACT, and further acknowledge and agree that they may consult with legal counsel of their choice.

IN WITNESS WHEREOF, DISTRICT has caused this Employment Contract to be approved in its behalf by a duly authorized officer and SUPERINTENDENT has approved this Employment Contract effective on the day and year specific in the preamble to this Agreement.

Superintendent's Signature Date

Board Representative Signature Date

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

DIRECTOR OF BUSINESS SERVICES' RECOMMENDATION

8.2 CONSENT ITEMS: Business Office

8.2.1 TOPIC: Acceptance of Gifts

It is recommended.

RECOMMENDATION:

. that the Board of Education accepts the following gifts:

SCHOOL/PROG	GIFT	VALUE	DONOR
Hermiston High School	Cash	\$811.90	The Benevity
West Park Elementary	Cash	\$145.65	The Benevity Community Impact Fund
Highland Hills Elementary	Cash	\$50.00	Anita Dorn
Highland Hills Elementary	Cash	\$150.00	Landmark Student Transportation Inc.
Highland Hills Elementary	Cash	\$290.58	Lamb Weston Employee Matching Program
Rocky Heights Elementary	Craft Supplies		W. Dunkelburg
Hermiston High School – Boys Soccer	Cash	\$5,000.00	Hermiston United Football Club



Hermiston School District 8R

305 SW 11TH Street, Hermiston, Oregon 97838-2103

Phone: (541) 667-6000 Fax: (541) 667-6050

www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: HHS General Use 255 Account

Name of Donor: The Benevity

Donor Address: P.O. Box 1010 Safety Harbor FL 34695

Donor Telephone Number: _____

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check #500965 in the amount \$811.90

Purpose of gift/donation: To be used by Hermiston High School

Signature of Donor: NA

Date: _____

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator [Signature] Date: 1-15-21

Recommendation of Business Manager [Signature] Date: 1-22-2021

Recommendation of Superintendent [Signature] Date: 2-1-21

Action of the Board of Education: Accepted _____ Not Accepted _____

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

305 SW 11TH Street, Hermiston, Oregon 97838-2103

Phone: (541) 667-6000 Fax: (541) 667-6050

www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: West Park Elementary

Name of Donor: The Benevity Community Impact Fund/ Lamb Weston

Donor Address: PO Box 1010 Safety Harbor, FL 34695

Donor Telephone Number: 855-237-7875

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Ck 508293 Date 12/23/2020 Ck \$145.65

Purpose of gift/donation: 255 Teachers Fund

Signature of Donor: _____

Date: 01/12/2021

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator [Signature] Date: 1.12.21

Recommendation of Business Manager [Signature] Date: 1.12.21

Recommendation of Superintendent [Signature] Date: 2.1.21

Action of the Board of Education: Accepted _____ Not Accepted _____

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Highland Hills Elementary

Name of Donor: Anita Dorn

Donor Address: PO Box 118, Echo, OR 97826-0118

Donor Telephone Number: 541-376-8248

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: \$50 check for HHES in Honor of Cathy Correa

Purpose of gift/donation: HHES - Deopsit in HHES 255 fund

Signature of Donor: N/A

Date: 01/11/2021

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator Rebecca B Date: 1/12/21

Recommendation of Business Manager Kate Howard Date: 1.12.2021

Recommendation of Superintendent TJ Mooney Date: 2.1.21

Action of the Board of Education: Accepted _____ Not Accepted _____

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

305 SW 11TH Street, Hermiston, Oregon 97838-2103

Phone: (541) 667-6000 Fax: (541) 667-6050

www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Highland Hills Elementary

Name of Donor: Landmark Student Transportation Inc

Donor Address: 238 Wellington Street, Suite 101, Aurora, Ontario, Canada L4G1J5

Donor Telephone Number: N/A

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check in the amount of \$150 in honor of Cathey Correa

Purpose of gift/donation: Donation to HHES

Signature of Donor: N/A

Date: 01/13/2021

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator [Signature] Date: 1/13/21

Recommendation of Business Manager [Signature] Date: 1/13/2021

Recommendation of Superintendent [Signature] Date: 2/1/21

Action of the Board of Education: Accepted Not Accepted

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

305 SW 11TH Street, Hermiston, Oregon 97838-2103

Phone: (541) 667-6000 Fax: (541) 667-6050

www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Highland Hills Elementary

Name of Donor: Lamb Weston Employee Matching Program

Donor Address: PO Box 1010, Safety Harbor, FL 34695

Donor Telephone Number: N/A

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check in the amount of \$290.58

Purpose of gift/donation: Donation to HHES

Signature of Donor: N/A

Date: 01/13/2021

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator [Signature] Date: 1/13/21

Recommendation of Business Manager [Signature] Date: 1/13/2021

Recommendation of Superintendent [Signature] Date: 2/1/21

Action of the Board of Education: Accepted Not Accepted

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

305 SW 11TH Street, Hermiston, Oregon 97838-2103
Phone: (541) 667-6000 Fax: (541) 667-6050
www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Rocky Heights Elementary

Name of Donor: W. Dunkelburg

Donor Address: 160 NW Logan Drive, Hermiston, OR 97838

Donor Telephone Number: 541-656-8374

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: various craft items, supplies, binders, games, books, cricket and printers valued by donator at \$10,000.0

Purpose of gift/donation: _____

Signature of Donor: Unavailable

Date: 11/01/2020

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator: Stephanie [Signature] Date: 1-14-21

Recommendation of Business Manager: [Signature] Date: 1/14/2021

Recommendation of Superintendent: [Signature] Date: 2/1/21

Action of the Board of Education: Accepted _____ Not Accepted _____

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

305 SW 11TH Street, Hermiston, Oregon 97838-2103

Phone: (541) 667-6000 Fax: (541) 667-6050

www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Hermiston High School Boys Soccer

Name of Donor: Hermiston United Football Club

Donor Address: P.O. Box 1372 Hermiston, OR

Donor Telephone Number: _____

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check #2159 in the amount of \$5,000.00

Purpose of gift/donation: For Hermiston High School Boys Soccer team use. For their hard work and commitment to the game of soccer.

Signature of Donor: _____

Date: _____

Authority to accept a gift, donation, emolument, favor, or gratuity to the School District is vested in the Board of Education. All such gifts shall become property of the School District.

Gifts will be considered for acceptance, with full District responsibility for maintenance, if they are of a type appearing on approved standard equipment lists or are closely related in instructional value.

Recommendation of Unit Administrator [Signature] Date: 1.15.21

Recommendation of Business Manager [Signature] Date: 1.15.2021

Recommendation of Superintendent [Signature] Date: 2.1.21

Action of the Board of Education: Accepted _____ Not Accepted _____

Secretary to the Board of Education _____ Date: _____

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

DIRECTOR OF BUSINESS SERVICES' RECOMMENDATION

8.2 CONSENT ITEMS: Business Office

8.2.2 TOPIC: 2020-2021 Budget Calendar

It is recommended.

RECOMMENDATION:

. that the Board of Education approve the 2020-2021 Budget Calendar as presented.

bc

HERMISTON SCHOOL DISTRICT BUDGET CALENDAR

2020-21 MEETING SCHEDULE AND OBJECTIVES

Monday, Feb. 22, 2021 **6:30 PM DO** **Review Financial Planning Parameters (enrollment, state funding assumptions, PERS, deficit spending, etc.)**
(Regular Board Wk Session)

Monday, March 8, 2021 **6:30 PM DO** **Board Approves Financial Planning Parameters**
(Regular Board Meeting)

Publish Notice of Both Budget Committee Meetings in East Oregonian (April 8 and April 17 circulations)

Monday, May 3, 2021 **6:30 PM DO** **Election of Committee Officers**
(Formal Budget Comm. Mtg) **Review Budget Development Process**
Delivery of Budget Message
Presentation and Discussion of Budget
Recommendations for Adjustments
Public Comment Period

Monday, May 17, 2021 **6:30 PM DO** **Consideration for Approval**
(Formal Budget Comm. Mtg)

Publish Budget Summary and Notice of Budget Hearing in East Oregonian (June 3 circulation)

Monday, June 14, 2021 **6:30 PM DO** **Public Budget Hearing**
(Regular Board Meeting) **Adoption of Budget**

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

DIRECTOR OF BUSINESS SERVICES' RECOMMENDATION

8.2 CONSENT ITEMS: Business Office

8.2.3 TOPIC: Budget Committee Membership

It is recommended.

RECOMMENDATION:

. that the Board of Education approve the following appointments and announce the following vacancy on the Hermiston School District Community Budget Committee.

Position 6
Reappoint Nazario Rivera
Term to end 6/30/2023

Position 7
Reappoint George Clough
Term to end 6/30/2023

Position 5
Announce a Vacancy Term to end 6/30/2023

bc

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

DIRECTOR OF BUSINESS SERVICES' RECOMMENDATION

8.2 CONSENT ITEMS: Business Office

8.2.4 TOPIC: Budget Appropriation

It is recommended.

RECOMMENDATION:

. that the Board of Education approves Resolution 20-21-03.

bc

HERMISTON SCHOOL DISTRICT #8R

Resolution # 20-21-03

WHEREAS, Hermiston School District #8R finds the need to amend the budgeted appropriations as follows for the purpose of increasing appropriates for expenditures related to specific purpose grant funds, and

WHEREAS, the District has realized additional specific purpose grant funds due to unforeseen circumstances, and

WHEREAS, Oregon Revised Statue allows the District to authorize such transfers of appropriation via resolution, and expend specific purpose grants after enactment of an appropriations resolution,

THEREFORE, BE IT RESOLVED that the Board of Education of Hermiston School District #8R hereby approves the following changes in appropriations and expenditures for the fiscal year 2020-2021 Budget.

Fund	Category	Prior Budgeted	Change Amount	New Budget
216	1000	\$4,000	\$6,000	\$10,000
216	2000	\$94,808	(\$53,000)	\$41,808
216	3000	\$0	\$47,000	\$47,000
217	1000	\$4,000	\$4,000	\$8,000
217	2000	\$175,054	(\$81,000)	\$94,054
217	3000	\$0	\$77,000	\$77,000
280	R4500	\$57,608	\$45,271	\$102,879
280	1000	\$6,676	\$10,824	\$17,500
280	2000	\$50,932	\$34,447	\$85,379
281	R4500	\$51,869	\$52,875	\$104,744
281	1000	\$23,968	(\$22,640)	\$1,328
281	2000	\$27,901	\$75,515	\$103,416

Considered and adopted at the meeting of the Board of Education of the Hermiston School District #8R, on the 8th day of February, 2021.

Board Chairman
Hermiston School District #8R

Secretary to the School Board
Hermiston School District #8R

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

SUPERINTENDENT'S RECOMMENDATION

8.3 **CONSENT:** Superintendent's Office

8.3.1 **TOPIC:** Declaration of Surplus Property and Authority to Sell Property

It is recommended.

RECOMMENDATION:

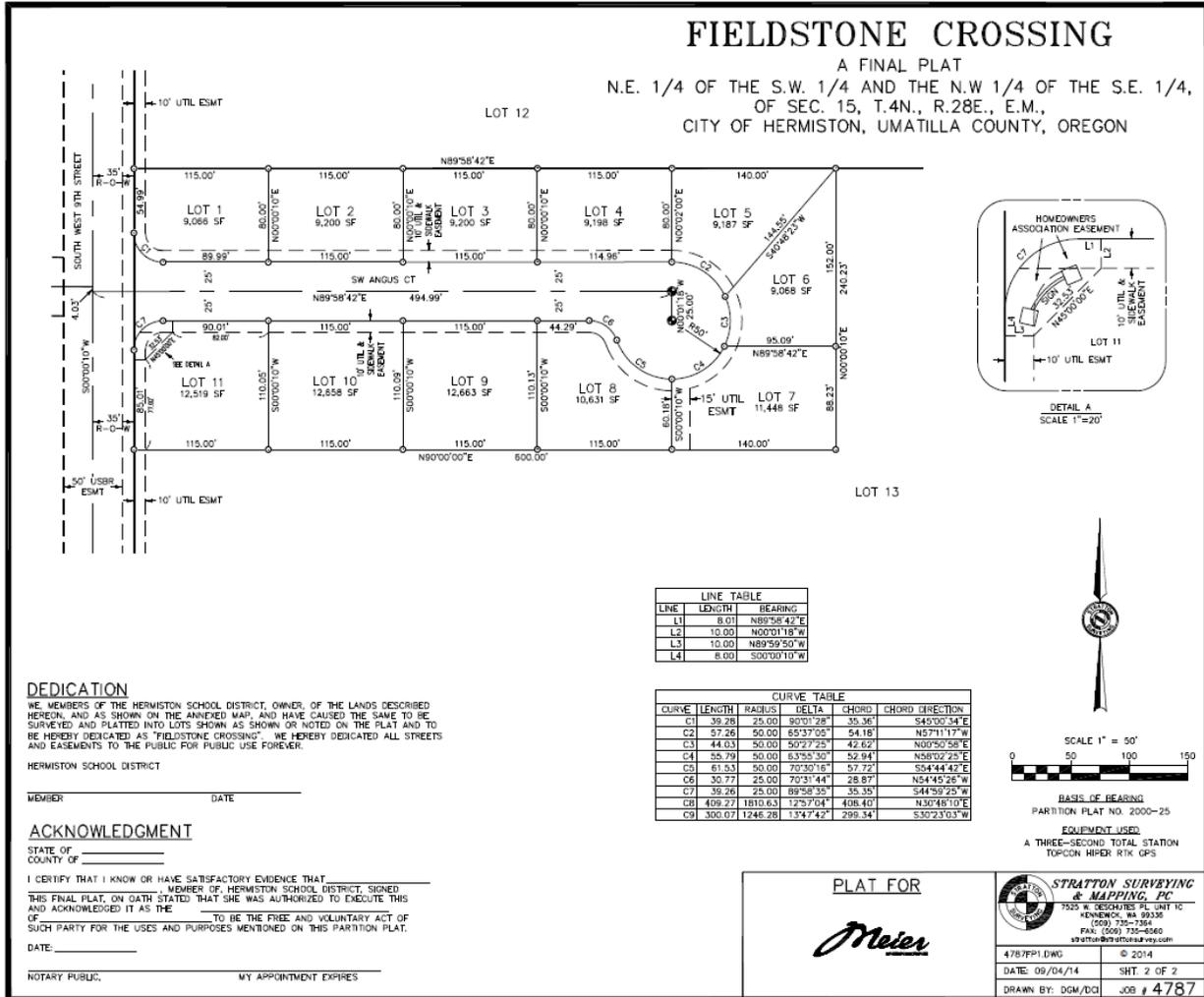
. that the Board of Education declare the Fieldstone #7 home and Lot #4, located at 866 SW Angus Ct, surplus property and authorize the Superintendent and/or her designee to execute all applicable legal documents required to sell the property, in accordance with Board Policy.

This declaration, in accordance with Board Policy, is required to advertise and sell the home and property developed by the Columbia Basin Student Home Builders Program. Proceeds from the sale will be used to develop the eighth home, Fieldstone #8.

Furthermore, the recommendation provides the authority for the Superintendent and/or her designee to execute all applicable legal documents required to authorize the sale and transaction.

bc

Exhibit A



**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

February 8, 2021

SUPERINTENDENT'S RECOMMENDATION

8.3 CONSENT: Superintendent's Office

8.3.2 TOPIC: Designation of Legal Counsel

It is recommended.

RECOMMENDATION:

. that the Board of Education designates Corey, Byler & Rew, LLP as legal counsel for the Hermiston School District #8R for fiscal year 2020-21.

bc

Board Members

Mon Feb 8, 2021

 **6:30pm - 8pm Board Business Meeting**

Calendar: Board Members
Created by: Briana Cortaberria

Tue Feb 9, 2021

 **8am - 8:30am KOHU Odds & Ends Show**

Where: KOHU
Calendar: Board Members
Created by: Briana Cortaberria

Wed Feb 10, 2021

 **8am - 9am Board Debrief Meeting**

Where: DO Supt's CR
Calendar: Board Members
Created by: Briana Cortaberria

Fri Feb 12, 2021

 **All day Staff In-Service Day**

Fri Feb 12, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Mon Feb 15, 2021

 **All day Presidents' Day**

Mon Feb 15, 2021
Where: United States
Calendar: Board Members
Created by: Briana Cortaberria

Thu Feb 18, 2021

 **7am - 8am HAT Morning Meeting**

Where: DO Boardroom
Calendar: Board Members
Created by: Briana Cortaberria

Mon Feb 22, 2021

 **6:30pm - 8pm Board Special Meeting**

Calendar: Board Members
Created by: Briana Cortaberria

Wed Feb 24, 2021

 **8:30am - 9:30am Finance Committee Meeting**

Where: Superintendent's Conference Room
Calendar: Board Members
Created by: Briana Cortaberria

Wed Mar 3, 2021

 **8am - 9am Board Meeting Agenda Review**

Calendar: Board Members
Created by: Briana Cortaberria

Board Members

Mon Mar 8, 2021

 **6:30pm - 8pm Board Business Meeting**

Calendar: Board Members
Created by: Briana Cortaberria

Tue Mar 9, 2021

 **8am - 8:30am KOHU Odds & Ends Show**

Where: KOHU
Calendar: Board Members
Created by: Briana Cortaberria

Wed Mar 10, 2021

 **8am - 9am Board Debrief Meeting**

Where: DO Supt's CR
Calendar: Board Members
Created by: Briana Cortaberria

Thu Mar 18, 2021

 **7am - 8am HAT Morning Meeting**

Where: DO Boardroom
Calendar: Board Members
Created by: Briana Cortaberria

Mon Mar 22, 2021

 **6:30pm - 8pm Board Special Meeting**

Calendar: Board Members
Created by: Briana Cortaberria

Wed Mar 24, 2021

 **8:30am - 9:30am Finance Committee Meeting**

Where: Superintendent's Conference Room
Calendar: Board Members
Created by: Briana Cortaberria

Fri Mar 26, 2021

 **All day Staff In-Service Day**

Fri Mar 26, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Mon Mar 29, 2021

 **All day Conference Week**

Mon Mar 29, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Tue Mar 30, 2021

 **All day Conference Week**

Tue Mar 30, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Board Members

Wed Mar 31, 2021

 **All day Conference Week**

Wed Mar 31, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Thu Apr 1, 2021

 **All day Conference Day, No School K-5**

Thu Apr 1, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Fri Apr 2, 2021

 **All day Non Student/Non Staff Day**

Fri Apr 2, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Mon Apr 5, 2021

 **All day Spring Break**

Mon Apr 5, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Tue Apr 6, 2021

 **All day Spring Break**

Tue Apr 6, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Wed Apr 7, 2021

 **All day Spring Break**

Wed Apr 7, 2021

Calendar: Board Members

Created by: Briana Cortaberria

 **8am - 9am Board Meeting Agenda Review**

Calendar: Board Members

Created by: Briana Cortaberria

Thu Apr 8, 2021

 **All day Spring Break**

Thu Apr 8, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Fri Apr 9, 2021

 **All day Spring Break**

Fri Apr 9, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Sun	Mon	Tue	Wed	Thu	Fri	Sat
31	1	2	3 ● 8am - Board Meeting Agenda	4	5	6
7	8 ● 6:30pm - Board Business	9 ● 8am - KOHU Odds & Ends	10 ● 8am - Board Debrief Meeting	11	12 ● Staff In-Service Day	13
14	15 ● Presidents' Day @ United	16	17	18 ● 7am - HAT Morning Meeting @	19	20
21	22 ● 6:30pm - Board Special	23	24 ● 8:30am - Finance Committee	25	26	27
28	1	2	3 ● 8am - Board Meeting Agenda	4	5	6

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	1	2	3 ● 8am - Board Meeting Agenda	4	5	6
7	8 ● 6:30pm - Board Business	9 ● 8am - KOHU Odds & Ends	10 ● 8am - Board Debrief Meeting	11	12	13
14	15	16	17	18 ● 7am - HAT Morning Meeting @	19	20
21	22 ● 6:30pm - Board Special	23	24 ● 8:30am - Finance Committee	25	26 ● Staff In-Service Day	27
28	29 ● Conference Week	30 ● Conference Week	31 ● Conference Week	1 ● Conference Day, No School K-	2 ● Non Student/Non Staff Day	3
						51

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29 ● Conference Week	30 ● Conference Week	31 ● Conference Week	1 ● Conference Day, No School K-	2 ● Non Student/Non Staff Day	3
4	5 ● Spring Break	6 ● Spring Break	7 ● Spring Break ● 8am - Board Meeting Agenda	8 ● Spring Break	9 ● Spring Break	10
11 ● 6:30pm - Board Business	12 ● 8am - KOHU Odds & Ends	13 ● 8am - Board Debrief Meeting	14 ● 7am - HAT Morning Meeting @	15	16	17
18	19	20	21	22	23	24
25 ● 6:30pm - Board Special	26	27	28 ● 8:30am - Finance Committee	29	30	1