

**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, March 11, 2024, 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 Hansell*
2. **INTRODUCTORY ITEMS (6:30 p.m.)** *Chair Hansell*
 1. Pledge of Allegiance
 2. Adoption of Agenda
 3. Approval of Minutes 3
3. **PRESENTATIONS AND RECOGNITIONS (6:35 p.m.)**
Mr. Usher
 1. Hermiston High School State Wrestling Recognition *Mr. Usher*
 2. Classified Employee of the Year Recognition *Dr. Mooney* 9
 3. School Update *Ms. Wyant*
4. **PUBLIC COMMENTS (6:50 p.m.)** *Chair Hansell* 10

Welcome. This is the time we reserve in our meeting for public comment.
According to Board Policy KL, any complaint regarding a specific employee of the Hermiston School District must be routed through the superintendent's office.
The Hermiston School District Board of Education accepts public comments virtually and in person. Members of the public wishing to address the board virtually submitted written statements or requests by 4:00 p.m. prior to this meeting.
Those wishing to address the board in person should stand and be recognized, then move forward to the microphone at the center table. Prior to making your comments, state your first and last name and school or topic. Please limit your comments to a maximum of three (3) minutes and address them to me.
Is there anyone here tonight who would like to address the board?
5. **COMMUNICATIONS AND ANNOUNCEMENTS (7:05 p.m.)**
 1. Oregon School Employees Association *Ms. Chapman*
 2. Hermiston Association of Teachers *Ms. McCann*
6. **REPORTS (7:20 p.m.)**
 1. Board of Education *Chair Hansell*
Board of Education Goals
 1. Academic Achievement. Demonstrate continuous improvement in all measured areas for each student.

* 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.

** 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 are invited to address the Board of Education during Public Comments.

2. Stewardship. Maintain sound fiscal stewardship of community resources consistent with board policy.	
3. Community. Engage our diverse community in creating opportunities to advance student achievement.	
2. Business Office <i>Ms. Saul</i>	
1. Financial Reports	11
3. Superintendent's Office <i>Dr. Mooney</i>	
1. Enrollment Report <i>Dr. Mooney</i>	14
7. STUDY ITEMS (7:45 p.m.)	
1. 2024 - 2025 Financial Planning Parameters <i>Ms. Saul</i>	
2. Cannabis Sales in City Limits <i>Chair Hansell</i>	
8. CONSENT ITEMS** (8:45 p.m.)	
1. Human Resources Department	
1. Personnel Resignations	18
2. Personnel Appointments	19
3. Extra Responsibility & Extra Duty Contracts	20
4. Personnel Contracts	21
5. Superintendent Evaluation	25
2. Business Office	
1. Acceptance of Gifts	28
2. Grant Fund Resolution	31
3. Superintendent's Office	
1. Policy Review - Second Reading	32
2. Policy Review - First Reading	36
3. Declaration of Surplus Property and Authority to Sell Property	38
9. ACTION ITEMS (8:50 p.m.)	
1. 2024-2025 Financial Planning Parameters <i>Ms. Saul</i>	39
10. CALENDAR AND FUTURE ITEMS (9:00 p.m.)	
1. Future Agenda Item Discussion <i>Chair Hansell</i>	
11. EXECUTIVE SESSION (9:15 p.m.)	40
1. ORS 332.061(1)	
2. ORS 332.061(1)	
3. ORS 192.660(2)(d)	
12. ADJOURN (10:00 p.m.)	

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** 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 are invited to address the Board of Education during Public Comments.

February 12, 2024, at 6:30 PM - Regular Meeting Minutes

1. CALL TO ORDER REGULAR MEETING

Chair Hansell called the meeting to order at 5:30 p.m.

Hermiston School Board members present: Mr. Dain Gardner, Ms. Lili Gomez, Ms. Sally Hansell, Mr. James Hurst, Ms. Bonnie Luisi, Ms. Karen Sherman and Ms. Teri Vander Stelt
Also in attendance: Dr. Tricia Mooney, Superintendent of Schools, Katie Saul, Director of Business Services and Rosa Cerda-Diaz, Executive Assistant to the Superintendent and Board

2. INTRODUCTORY ITEMS

2.1. Adoption of Agenda

Ms. Luisi moved that the agenda be adopted as presented. The motion was seconded by Ms. Gomez and passed 7-0.

3. EXECUTIVE SESSION

Chair Hansell moved the board into executive session at 5:33 p.m. The seven board members were joined by Dr. Mooney.

ORS 192.660(2)(i)

Chair Hansell closed the executive session at 6:23 p.m.

4. INTRODUCTORY ITEMS

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

4.1. Pledge of Allegiance

Chair Hansell led everyone in the Pledge of Allegiance.

4.2. Approval of Minutes

A motion was made by Mr. Hurst to approve the minutes of the regular meeting held on January 8, 2024, the special meeting held on January 15, 2024, the special meeting held on January 22, 2024, and the special meeting held on January 29, 2024. The motion was seconded by Mr. Gardner and passed 7-0.

5. PRESENTATIONS AND RECOGNITIONS

5.1. Cheer Team Recognition

Dr. Mooney introduced Cheer Coach Kaleigh Wise, who shared information about the cheer team. The board presented certificates of excellence to the state-placing team. The team and coaches posed for a picture with the board.

5.2. Educator of the Year Recognition

Dr. Mooney introduced administrators who introduced the educators of the year for each building:

Hermiston High School – Brooke Palzinski and Angela Treadwell

Armand Larive Middle School – David Larson

Sandstone Middle School – BJ Roberts

Desert View Elementary School – Nichole Ramirez
Highland Hills Elementary School – Bonnie Hamann
Loma Vista Elementary School – Karly Carlson
Rocky Heights Elementary School – Mindy Barron
West Park Elementary School – Nichole Hartsteen
Sunset Elementary School – Aimee Mosher
District Office – Frances Hall

Dr. Mooney thanked each of the educators for their service. Dr. Mooney introduced the district administrator of the year, Mr. Scott Depew, Director of Secondary Education.

6. PUBLIC COMMENTS

No written comments were provided in advance and no requests were made to address the board virtually. No in person comments were made.

7. COMMUNICATIONS AND ANNOUNCEMENTS

7.1. Oregon School Employees Association
OSEA President Chapman was not in attendance.

7.2. Hermiston Association of Teachers
HAT President Jessica McCann provided union update, commenting on the hard work and dedication of the educators of the year.

8. REPORTS

8.1. Board of Education

Board members shared events and activities in which they participated or attended since the last board meeting, speaking of attendance at the Hermiston Association of Teachers meeting, Hermiston Education Foundation's dinner and auction, HHS musical Seven Brides for Seven Brothers, lunches with staff for school board appreciation, the high school winter welcome and elementary family nights.

8.2. Business Office

Ms. Saul reviewed the revenue, expenditure and ending fund balance reports for December 2023. Both the revenue and expenditure reports are green yielding a 13.0% ending fund balance.

8.3. Superintendent's Office

Dr. Mooney shared the enrollment report through January 31, 2024, which includes a total enrollment of 5,346 students K-12 and an enrollment trend that is aligned with the 2022-2023 school year. In addition, the regular attenders report was shared which included the percentage of students attending 90% or more of their enrolled days for the month of January.

9. STUDY ITEMS

9.1. Graduation Rates Report

Dr. Farley and Mr. Depew shared a presentation on the district graduation rates from the 2022-2023 school year, acknowledging the HSD rates are down slightly from last year and below the state average. They shared the K-12 plan for instructional improvement to increase the district graduation rates and overall student outcomes.

10. CONSENT ITEMS

Ms. Luisi made a motion to pull consent item 10.1.4 Superintendent evaluation and move it to the March 11, 2024, meeting due to the final letter not being available. Ms. Gomez seconded the motion which passed 7-0.

Ms. Luisi made a motion to approve consent agenda items 10.1.1 through 10.1.3, 10.2.1 and 10.3.1, Ms. Vander Stelt seconded the motion which passed 7-0.

10.1.1. Personnel Resignations

Bree Broyles	Assistant	Armand Larive
Rosa Cerda-Diaz	Home Liaison	District Office
Samantha Matlock	Science Teacher	Hermiston High School
Selene Torres-Medrano	Science Teacher	Hermiston High School
Rebekah Ramirez	Special Education Teacher	Hermiston High School
Katherine Thomasser	ELD Teacher	Hermiston High School

10.1.2. Personnel Appointments

Andrea Barrera	Social Worker	District Office
Rosa Cerda-Diaz Executive	Assistant to the Superintendent and Board of Education	District Office
Angel Cortez	ELL Teacher (Temporary)	Armand Larive
Veronica LeGarda Flores	Assistant	Rocky Heights
Maryanna Hardin	Communications Officer	District Office

10.1.3. Extra Responsibility & Extra Duty Contracts

Kay Edwards	Assistant Softball Coach	Hermiston High
Ellery Jones	Assistant Softball Coach	Hermiston High
Matt Coe	Robotics Advisor	Sandstone
Cristina DeAnda	Robotics Advisor	Armand Larive
Carson Clem	Girls Basketball Coach	Armand Larive
Julio Sotelo	Assistant Boys Soccer Coach	Hermiston High
Taylor Verwold	Math Committee	Highland Hills
Megan James	Softball Coach	Sandstone
Grace Neville	Softball Coach	Sandstone
Robert Doherty	Broadcast Club Advisor	Armand Larive and Sandstone

10.2. Business Office

10.2.1. Budget Committee Membership

Position 5 – Ms. Kristy Inman (term ending 6/30/2027)

Position 6 – Ms. Alecia Funk (term ending 6/30/2027)

Position 7 – Mr. Kenneth Dopps (term ending 6/30/2027)

10.3. Superintendent's Office

10.3.1. Policy Review - First Reading

The following policies were presented for first read by the board:

DL Payroll

KK Visitors to District Facilities

11. **ACTION ITEMS** (8:20 p.m.)

11.1. 2024-2025 School Calendar

Dr. Mooney recommended the board approve a calendar for the 2024-2025 school year that includes a first day of school for all students on August 28, 2024 and an estimated last day of school of June 10, 2025.

Mr. Hurst made a motion that the board approve the 2024-2025 school calendar as presented. The motion was seconded by Ms. Sherman and the motion passed 7-0.

12. **CALENDAR AND FUTURE ITEMS** (8:30 p.m.)

12.1. Future Agenda Item Discussion

No items were presented.

12.2. Calendar Review

Dr. Mooney reviewed upcoming calendar items for board members.

13. **ADJOURN**

Chair Hansell adjourned the meeting at 8:53 p.m.

Date

Chairman

Superintendent/Clerk

Secretary

February 26, 2024 at 6:30 PM - Special Meeting Minutes

1. CALL TO ORDER SPECIAL MEETING

Vice-Chair Luisi called the meeting to order at 6:30 p.m.

Hermiston School Board members present: Mr. Dain Gardner, Ms. Lili Gomez, Mr. James Hurst, Ms. Bonnie Luisi, Ms. Karen Sherman and Ms. Teri Vander Stelt

Also in attendance: Dr. Tricia Mooney, Superintendent of Schools, Mr. Jake Bacon, Assistant Superintendent, Ms. Katie Saul, Director of Business Services and Ms. Rosa Cerda-Diaz, Executive Assistant to the Superintendent and Board

Absent Member(s): Sally Hansell

2. INTRODUCTORY ITEMS

2.1. Pledge of Allegiance

Mr. Gardner led everyone in the Pledge of Allegiance

2.2. Adoption of Agenda

Mr. Hurst made a motion to adopt the agenda as presented. The motion was seconded by Ms. Vander Stelt and passed 6-0.

3. PRESENTATIONS AND COMMUNICATIONS

3.1. Student Board Representative

Student Representative, Miss Catherine Doherty shared a Hermiston High School student leadership update highlighting the success of HHS wrestlers and cheerleaders at state. Ms. Doherty noted the upcoming blood drive and health services conference.

3.2. School Update

Sandstone Middle School principal Ms. Browning and members of the leadership team shared their initiatives for school improvement including parent communication, effective teaching and learning, shared organizational leadership and positive school culture. The team shared information and academic supports and highlighted some of the new elective courses offered to middle school students this year.

The presentation concluded with a student musical performance that was an excerpt from the Shrek performance that will take place on March 8 and 9,

3.3. School Update

Highland Hills principal Ms. Bacon and members of the leadership team presented their four year plan for school improvement including raising content through curriculum committees, raising the level of instruction and increasing student engagement. Members of the team partnered with board members to share the details of backwards planning.

4. PUBLIC COMMENTS

No comments were provided in advance and no members of the public requested to address the board virtually or in person.

5. REPORTS

5.1. Board of Education

Board members shared events and activities in which they participated since the last meeting commenting on the town hall meeting with Rep. Smith regarding measure 110, HHS dance competitions, Chess for Success tournament, and mandatory reporter training.

5.2. Superintendent's Office

Dr. Mooney shared information about the adjustment of bus routes due to police activity in a residential neighborhood. She thanked Hermiston Police Department and First Student for their partnerships.

6. **STUDY ITEMS**

6.1. Contract Extension & Renewal Process

Assistant Superintendent Jake Bacon presented the process for contract renewals, non-renewals, extensions and non-extensions as outlined in Oregon Revised Statute in preparation for board action at the March 11, 2024 meeting.

6.2. Financial Planning Parameters

Director of Business services Saul shared information about ending fund balance (EFB) planning and enrollment trends as the board begins the process for setting parameters for the development of the 2024-2025 budget. Further discussion will take place at the March 11, 2024 meeting where the board will also approve planning parameters.

7. **CALENDAR/FUTURE ITEMS**

7.1. Future Agenda Item Discussion

No future agenda items were presented.

7.2. Calendar Review

Dr. Mooney shared upcoming calendar items with board members.

8. **ADJOURN**

Vice-Chair Luisi adjourned the meeting at

Date

Chairman

Superintendent/Clerk

Secretary



2023-24 Classified Employees of the Year

Hermiston High School



Andrea Serrano
Lead Secretary
7 years

Loma Vista Elementary



Sarah Ramirez
Lead Custodian
4 years

Hermiston High School



Kim Henderson
Custodian
5 years

Rocky Heights Elementary



Lindsey Evans
Educational Assistant
8 years

Armand Larive Middle School



Mayra Cortes
Attendance Secretary
8 years

Sunset Elementary



Alicia Cornejo
Educational Assistant
12 years

Sandstone Middle School



Christy Campbell
Media Assistant
3 years

West Park Elementary



Iris Rodriguez
Educational Assistant
8 years

Desert View Elementary



Marcie Savage
Educational Assistant
5 years

District Office



Nancy Coria
Bilingual Special
Program Support
22 years

Highland Hills Elementary



Shari Hayda
Educational Assistant
3 years

Maintenance/Grounds



Ricardo Guerrero
Lead Events Custodian
9 years

**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.

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The Hermiston School District Board of Education accepts public comments virtually and in person. Members of the public wishing to address the board virtually submitted written statements or requests by 4:00 p.m. prior to this meeting.

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GENERAL FUND REVENUE DATA ENTRY REPORT

MONTH	TAXES	INTST/FEES	INTER	STATE SSF	STATE OTH	FEDERAL	OTHER	TOTAL PROJ.	TOTAL ACT.	VARIANCE	
JUL PRO	\$ -	\$ 104,725	\$ 195,346	\$ 9,371,230	\$ -	\$ -	\$ -	\$ 9,671,301		\$ (174,434)	-1.80%
JUL ACT	\$ -	\$ 125,638	\$ -	\$ 9,371,230	\$ -	\$ -	\$ -	\$ -	\$ 9,496,868	\$ (174,434)	YTD
AUG PRO	\$ 27,742	\$ 106,348	\$ 97,673	\$ 4,684,491	\$ 13,000	\$ -	\$ -	\$ 4,929,254		\$ 234,259	4.75%
AUG ACT	\$ 20,181	\$ 167,509	\$ 293,020	\$ 4,682,804	\$ -	\$ -	\$ -		\$ 5,163,514	\$ 59,826	YTD
SEP PRO	\$ 37,452	\$ 114,363	\$ 102,961	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 4,939,267		\$ 147,661	2.99%
SEP ACT	\$ 18,011	\$ 279,503	\$ 106,611	\$ 4,682,804	\$ -	\$ -	\$ -		\$ 5,086,928	\$ 207,487	YTD
OCT PRO	\$ 75,113	\$ 81,890	\$ 97,673	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 4,939,167		\$ 54,329	1.10%
OCT ACT	\$ 20,899	\$ 192,120	\$ 97,673	\$ 4,682,804	\$ -	\$ -	\$ -		\$ 4,993,497	\$ 261,816	YTD
NOV PRO	\$ 9,272,775	\$ 116,853	\$ 104,725	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 14,178,844		\$ 327,570	2.31%
NOV ACT	\$ 9,468,220	\$ 250,327	\$ 105,063	\$ 4,682,804	\$ -	\$ -	\$ -		\$ 14,506,414	\$ 589,385	YTD
DEC PRO	\$ 1,095,696	\$ 85,524	\$ 1,828,242	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 7,693,953		\$ (213,838)	-2.78%
DEC ACT	\$ 755,707	\$ 213,362	\$ 1,828,242	\$ 4,682,804	\$ -	\$ -	\$ -		\$ 7,480,115	\$ 375,547	YTD
JAN PRO	\$ 144,645	\$ 84,472	\$ 302,673	\$ 4,684,491	\$ 366,484	\$ 12,000	\$ -	\$ 5,594,765		\$ (503,745)	-9.00%
JAN ACT	\$ 97,403	\$ 206,381	\$ 97,673	\$ 4,683,308	\$ 6,255	\$ -	\$ -		\$ 5,091,020	\$ (128,198)	YTD
FEB PRO	\$ 170,676	\$ 109,014	\$ 97,673	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 5,061,854			0.00%
FEB ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -		YTD
MAR PRO	\$ 173,112	\$ 96,499	\$ 103,138	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 5,057,240			0.00%
MAR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -		YTD
APR PRO	\$ 55,282	\$ 106,946	\$ 97,673	\$ 4,684,491	\$ -	\$ -	\$ -	\$ 4,944,392			0.00%
APR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -		YTD
MAY PRO	\$ 129,312	\$ 129,053	\$ 23,450	\$ 4,684,491	\$ 35,000	\$ -	\$ -	\$ 5,001,306			0.00%
MAY ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -		YTD
JUN PRO	\$ 241,940	\$ 174,313	\$ 7,195	\$ -	\$ 366,484	\$ -	\$ 1,500,000	\$ 2,289,932			0.00%
JUN ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -		YTD
Projected	\$ 11,423,745	\$ 1,310,000	\$ 3,058,426	\$ 56,216,140	\$ 780,968	\$ 12,000	\$ 1,500,000	\$ 74,301,279			
Budget Book	\$ 11,423,745	\$ 1,310,000	\$ 2,964,607	\$ 55,000,135	\$ 723,588	\$ 12,000	\$ 2,705,000	\$ 74,139,075			
Variance	\$ -	\$ -	\$ 93,819	\$ 1,216,005	\$ 57,380	\$ -	\$ (1,205,000)	\$ 162,204			
TOT ACT	\$ 10,380,421	\$ 1,434,840	\$ 2,528,282	\$ 37,468,558	\$ 6,255	\$ -	\$ -	\$ 51,818,356	FORECAST ACT	\$	74,173,081
% collected	90.87%	109.53%	82.67%	66.65%	0.80%	0.00%	0.00%	69.74%			
NOTE:											
LEGEND	Above or within 2.00% of projection				Between 2.01% & 5.00% below			Below 5.01% of projection			

GENERAL FUND EXPENDITURE DATA ENTRY REPORT								
MONTH	PROJ. P/R	ACTUAL P/R	PROJ. A/P	ACTUAL A/P	TOTAL	VARIANCE		
JULY PROJECTED	1,039,674		\$ 1,381,486		\$ 2,421,160 MONTHLY	\$ 6,252	0.26%	
JULY ACTUAL		\$ 1,049,625		\$ 1,377,787	\$ 2,427,412 YTD	\$ 6,252	0.26%	
AUGUST PROJECTED	1,232,246		\$ 1,108,290		\$ 2,340,536 MONTHLY	\$ (65,117)	-2.78%	
AUGUST ACTUAL		\$ 1,209,218		\$ 1,066,202	\$ 2,275,419 YTD	\$ (58,865)	-1.24%	
SEPTEMBER PROJECTED	5,169,094		\$ 872,712		\$ 6,041,806 MONTHLY	\$ 283,008	4.68%	
SEPTEMBER ACTUAL		\$ 5,005,895		\$ 1,318,919	\$ 6,324,814 YTD	\$ 224,143	2.07%	
OCTOBER PROJECTED	5,331,775		\$ 927,300		\$ 6,259,075 MONTHLY	\$ 595,456	9.51%	
OCTOBER ACTUAL		\$ 5,247,507		\$ 1,607,024	\$ 6,854,531 YTD	\$ 819,599	4.80%	
NOVEMBER PROJECTED	5,426,384		\$ 931,734		\$ 6,358,118 MONTHLY	\$ (258,550)	-4.07%	
NOVEMBER ACTUAL		\$ 5,441,615		\$ 657,953	\$ 6,099,568 YTD	\$ 561,049	2.40%	
DECEMBER PROJECTED	5,285,563		\$ 930,681		\$ 6,216,244 MONTHLY	\$ (530,287)	-8.53%	
DECEMBER ACTUAL		\$ 5,203,177		\$ 482,780	\$ 5,685,957 YTD	\$ 30,762	0.10%	
JANUARY PROJECTED	5,208,211		\$ 1,021,174		\$ 6,229,385 MONTHLY	\$ (17,793)	-0.29%	
JANUARY ACTUAL		\$ 4,998,413		\$ 1,213,179	\$ 6,211,592 YTD	\$ 12,969	0.04%	
FEBRUARY PROJECTED	5,444,624		\$ 948,855		\$ 6,393,479 MONTHLY		0.00%	
FEBRUARY ACTUAL		\$ -		\$ -	\$ - YTD		0.00%	
MARCH PROJECTED	5,347,369		\$ 1,086,524		\$ 6,433,893 MONTHLY		0.00%	
MARCH ACTUAL		\$ -		\$ -	\$ - YTD		0.00%	
APRIL PROJECTED	5,323,648		\$ 1,049,012		\$ 6,372,660 MONTHLY		0.00%	
APRIL ACTUAL		\$ -		\$ -	\$ - YTD		0.00%	
MAY PROJECTED	9,005,295		\$ 1,430,436		\$ 10,435,731 MONTHLY		0.00%	
MAY ACTUAL	-	\$ -		\$ -	\$ - YTD		0.00%	
JUNE PROJECTED	9,579,097		\$ 2,326,631		\$ 11,905,728 MONTHLY		0.00%	
JUNE ACTUAL		\$ -		\$ -	\$ - YTD		0.00%	
PROJECTED	\$ 63,392,980		\$ 14,014,835		\$ 77,407,815			
BUDGET BOOK	\$ 63,459,168		\$ 14,156,399		\$ 77,615,567			
VARIANCE	\$ 66,188		\$ 141,564		\$ 207,752	(proj. difference in budgeted expenditures)		
TOTAL ACTUAL		\$ 28,155,449		\$ 7,723,844	\$ 35,879,293	FORECAST ACT	\$	77,420,784
% spent to date		44.41%		55.11%	46.35%			
Note:								
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-23 PROJECTED			\$ 14,000,000			
ACTUAL			\$ 14,328,892			
31-Jul-23 PROJECTED	\$ 9,671,301	\$ 2,421,160	\$ 21,250,141			
ACTUAL	\$ 9,496,868	\$ 2,427,412	\$ 21,398,348	\$ 148,206	0.70%	12.39%
31-Aug-23 PROJECTED	\$ 4,929,254	\$ 2,340,536	\$ 23,838,860			
ACTUAL	\$ 5,163,514	\$ 2,275,419	\$ 24,286,442	\$ 328,691	1.38%	12.70%
30-Sep-23 PROJECTED	\$ 4,939,267	\$ 6,041,806	\$ 22,736,321			
ACTUAL	\$ 5,086,928	\$ 6,324,814	\$ 23,048,556	\$ 193,344	0.85%	12.53%
31-Oct-23 PROJECTED	\$ 4,939,167	\$ 6,259,075	\$ 21,416,414			
ACTUAL	\$ 4,993,497	\$ 6,854,531	\$ 21,187,522	\$ (347,783)	-1.62%	11.91%
30-Nov-23 PROJECTED	\$ 14,178,844	\$ 6,358,118	\$ 29,237,140			
ACTUAL	\$ 14,506,414	\$ 6,099,568	\$ 29,594,368	\$ 238,336	0.82%	12.52%
31-Dec-23 PROJECTED	\$ 7,693,953	\$ 6,216,244	\$ 30,714,849			
ACTUAL	\$ 7,480,115	\$ 5,685,957	\$ 31,388,526	\$ 673,677	2.19%	13.00%
31-Jan-24 PROJECTED	\$ 5,594,765	\$ 6,229,385	\$ 30,080,230			
ACTUAL	\$ 5,091,020	\$ 6,211,592	\$ 30,267,954	\$ 187,725	0.62%	12.52%
28-Feb-24 PROJECTED	\$ 5,061,854	\$ 6,393,479	\$ 28,748,605			
ACTUAL	\$ -	\$ -	\$ 30,267,954		0.00%	
31-Mar-24 PROJECTED	\$ 5,057,240	\$ 6,433,893	\$ 27,371,952			
ACTUAL	\$ -	\$ -	\$ 30,267,954		0.00%	
30-Apr-24 PROJECTED	\$ 4,944,392	\$ 6,372,660	\$ 25,943,685			
ACTUAL	\$ -	\$ -	\$ 30,267,954		0.00%	
31-May-24 PROJECTED	\$ 5,001,306	\$ 10,435,731	\$ 20,509,260			
ACTUAL	\$ -	\$ -	\$ 30,267,954		0.00%	
30-Jun-24 PROJECTED	\$ 2,289,932	\$ 11,905,728	\$ 10,893,464			
ACTUAL	\$ -	\$ -	\$ 30,267,954		0.00%	
INITIAL FORECASTED EFB	\$ 74,301,279	\$ 77,407,815	\$ 10,893,464			12.34%
ACTUALS TO DATE	\$ 51,818,356	\$ 35,879,293				
ANTICIPATED ACTUALS*	\$74,173,081	\$77,420,784	\$ 11,081,189			12.52%
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 December 5, 2023 completed audit of June 30, 2023 financials.					
ENDING FUND BALANCE LEGEND	8.00% to 9.00% and above	Between 7.99% to 7.50%	7.49% and below			13

2/29/2024

HERMISTON SCHOOL DISTRICT 8R - ELEMENTARY ENROLLMENT BY TEACHER

Desert View	357	Highland Hills	312	Loma Vista	402	Rocky Heights	453	Sunset	438	West Park	431	
Kinder				Carlson, K (Life S)	1	Hinton, Kelsey(Able)				Diaz, Savannah (SC)	4	Total
Ramirez, Nichole	16	Adams, Emily	15	Perkins, S (Life S)	2	Jones, Wendy	25	Bruce, Madison	19	Gorham, Mary	20	352
Smith, Debra	17	Koenig, Marian	17	Bartley, Renae	15	Hayden, Mya	23	Demarest, Emilie	18	Kellison, Amber	20	20
Spears, Elsy	15	Schwirse, Dezi	16	Gormley, Caitrin	14	Victorio, Daisy	24	Trotter, Natalie	18	Radillo, Elizabeth	19	19
				Padberg, Janna	17							
				Rawlings, Nickole	17							
Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Avg,
Total	48		48		66		72		55		63	18.5
1st grade				Carlson, K (Life S)	1	Hinton, Kelsey(Able)	1			Diaz, Savannah (SC)	3	Total
Bennett, Jeannine	20	Cearns, W (Cox)	17	Perkins, S (Life S)	3	Badillo-Juarez, Ana	18	Hantke, Sonia	22	Schaefer, Stacy	15	378
Farley, Kelsey	20	Liebe, Martha	15	Milligan, Amber	19	Dunkel, Michelle	18	Meyers, Hayden	22	Searles, Eileen	17	17
Lillie, Shelly	19	Watson, Bailey	17	Powell, Annette	18	Godby, Katia	18	Mosher, Aimee	23	Wattenburger, Marci	17	17
				Spencer, Cherilyn	20	Griffin, Kristine	18			Zuniga, Mariana	17	17
Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Avg,
Total	59		49		61		73		67		69	18.9
2nd grade				Carlson, K (Life S)	1	Hinton, Kelsey (Able)	1			Diaz, Savannah (SC)	5	Total
Lowery, Jennifer	17	Cooley, Samantha	15	Perkins, S (Life S)	2	James, Megan	18	Colbray, Delta	18	Morris, Melissa (SC)	3	389
McCann, Jessica	17	Johnson, Osieauna	15	Greenup, Nina	19	Phillips, Bobbi	18	Smith, Monica	18	Johnston, Dawn	20	20
Rettkowski, Tiffany	16	Wilson, Madison	17	Meade, Alesia	20	Putnam, Brittanee	19	Torres, Martha	16	Neddo, Tess	20	20
Wells, Sarah	18			Newton, Jammie	19	West, Courtnee	20	Zumaya, Gabriela	17	Springstead, Amy	20	20
Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Avg,
Total	68		47		61		76		69		68	18.5
3rd grade				Carlson, K (Life S)	3	Hinton, Kelsey (Able)	2			Morris, Melissa (SC)	2	Total
Artz, Cristal	19	Juul, Mackenzie	19	Perkins, S (Life S)	1	Ekblad (Team)	1	Johnson, Natasha	24	Morgan, Michelle	25	398
Cope, Lyndsey	21	Ranger, Kelsey	19	Mulkey, Kaitlin	21	Basso, Caroline	22	Maddox, Noelle	22	Purswell, Kim	26	26
Frazier, Kara	22	Verwold, Taylor	18	Walchli, Courtney	18	Cotterell, Emily	22	St. Hilaire, Ashley	20	Smith, Brittany	26	26
				White, Linda	22	Rodriguez, Adriane	20					
								Arenas, Patti (NC)	3			
Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Avg,
Total	62		56		65		67		69		79	22.1
4th grade				Carlson, K (Life S)	1	Ekblad (Team)	1			Morris, Melissa (SC)	0	Total
Kramer, Hailey	16	Cooke, Angie	19	Perkins, S (Life S)		Hinton, Kelsey (Able)	0	Davis, Makendie	19	Hardin, Deniel	26	425
Lomas, Sara	16	Plum, Deanna	16	Camara, Melissa	25	Lindeman, Alissa	23	Richardson, Kelby	18	Madrigal, Jaime	25	25
Wellsandt, Darci	17	Sieble, Carolina	21	Hamilton, Natalie	24	Thompson, Hannah	23	Rouska, Aaron	19	Peterson, Allison	24	24
				Stuart, Eleanor	23	Weis, Haley	19	Scofe, Bailey	20			
						Winn, Courtney	22	Arenas, Patti (NC)	8			
Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Avg,
Total	49		56		73		88		84		75	21.3
5th grade				Carlson, K (Life S)	2	Ekblad (Team)	1			Morris, Melissa (SC)	3	Total
McCormack, Janey	24	Cook, Justine	17	Perkins, S (Life S)	2	Best, Sara	25	Brown, Jessica	30	Childs, Michelle	20	451
Miller, Sidney	23	Greenough, Kelly	20	Culligan, Tracy	24	Combs, Heather	26	Finn, Jessica	29	Degan, Amanda	16	16
Nicodemus, Connie	24	Hamann, Bonnie	19	Roberts, Cailyn	25	Linn, Josh	25	Mignin, Kaitkyn	30	Dopps, Kathy	20	20
				Rodriguez, Amanda	23					Nyzc, David	18	18
								Arenas, Patti (NC)	5			
Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Hermiston Online!		Avg,
Total	71		56		76		77		94		77	23.7

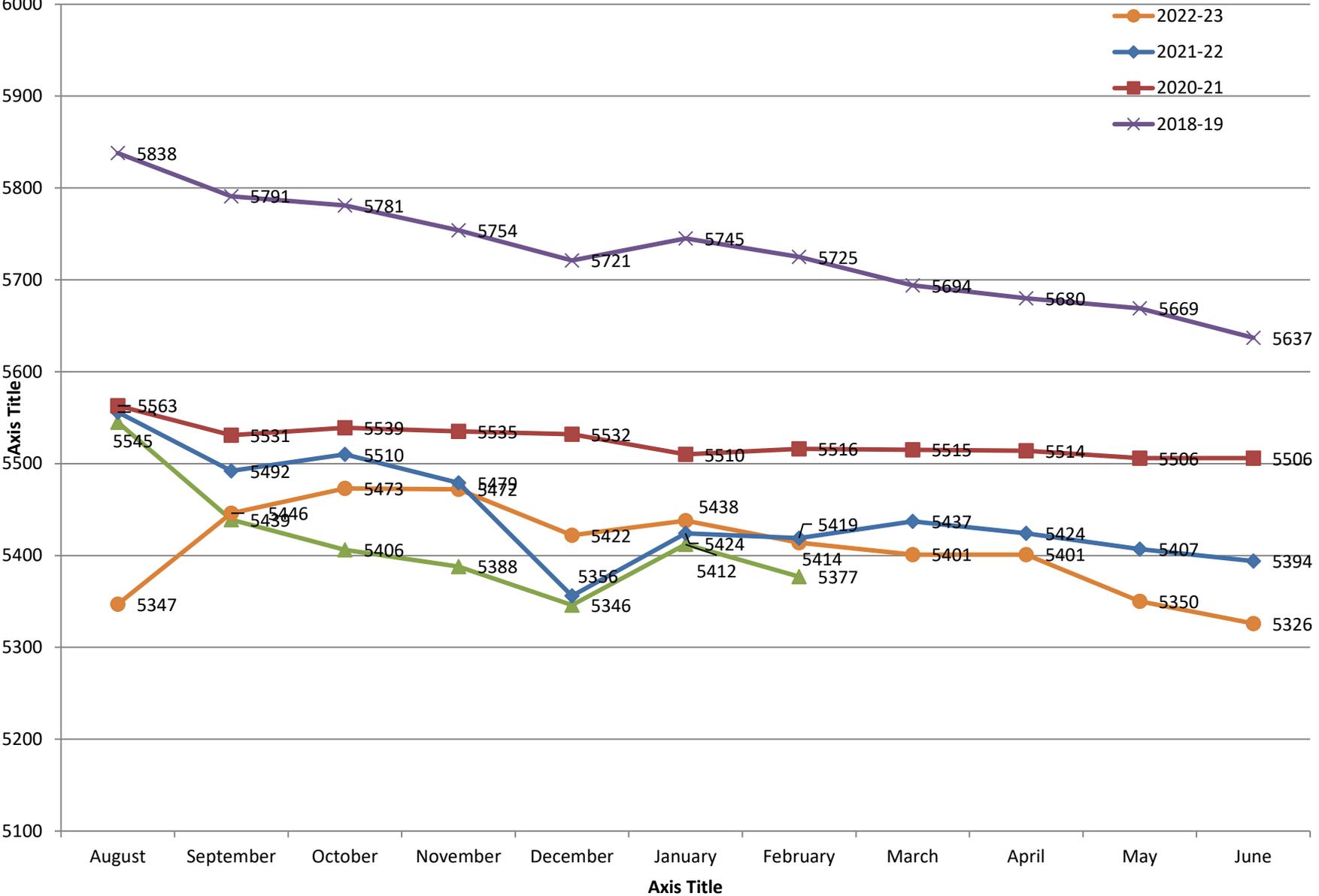
2/29/2024

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		48	59	68	62	49	71								357
HIGHLAND HILLS		48	49	47	56	56	56								312
Loma Vista		66	61	61	65	73	76								402
ROCKY HEIGHTS		72	73	76	67	88	77								453
SUNSET		55	67	69	69	84	94								438
WEST PARK		63	69	68	79	75	77								431
Elementary Total		352	378	389	398	425	451								2393
															0
ALMS								247	242	258					747
SMS								208	187	191					586
															0
HHS											427	447	397	380	1651
COMBINED TOTAL		352	378	389	398	425	451	455	429	449	427	447	397	380	5377

	Increase/ Decrease
Last month's total enrollment:	5412 -35
Same month one year ago:	5414 -35

HSD Enrollment Trends 2018-19 to Present





Regular Attenders:

Students who attend 90% or more of their enrolled school days

	Elementary Schools	Middle Schools	High School
Regular Attenders	53%	54%	51%
Average Attendance	88%	88%	85%

Data through 1-31-2024



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

March 11, 2024

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.1 CONSENT: Human Resources Department

8.1.1 TOPIC: Personnel Resignation

It is recommended.

RECOMMENDATION:

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

Hayden Meyers	First Grade Teacher	Sunset Elementary
Haili Dever	Educational Assistant	West Park Elementary
Lore Martin	School Counselor	Rocky Heights Elementary
Emilie Demarest	Kindergarten Teacher	Sunset Elementary
Joan Hays	SpEd Assistant	Armand Larive
Bryan Edwards	Extra Responsibility Athletic Coordinator (Spring)	Hermiston High
Makayla Neely	SpEd Assistant	West Park Elementary
Haley Weis	Fourth Grade Teacher	Rocky Heights Elementary
Kristine Griffin	First Grade Teacher	Rocky Heights Elementary
Caitrin M. Gormley	Kindergarten Teacher	Loma Vista Elementary
Whitney Cearns	First Grade Teacher	Highland Hills Elementary
Laurel Woodward	ELD Teacher	Rocky Heights Elementary
Linda White	Third Grade Teacher	Loma Vista Elementary
Antonio Yzaguirre	ELD Teacher	West Park Elementary
Katherine Thomasser	ELL Teacher	Hermiston High School
Elizabeth Radillo	Kindergarten Teacher	West Park Elementary

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

March 11, 2024

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

18.1 CONSENT: Human Resources Department

8.1.2 TOPIC: Personnel Appointment

It is recommended.

RECOMMENDATION:

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

Katie Fetterhoff	Educational Assistant	Desert View Elementary
Gail Wickers-Allen	SpEd Assist Life Skills	Loma Vista Elementary
Saul Olvera	Grounds 1	Maintenance Department
David Bernal	Grounds 1	Maintenance Department
Marysol Villarreal	Educational Assistant	Armand Larive Middle Schl
Raylena Cimmiyotti	SpEd Asst Life Skills	Sandstone Middle School

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

March 11, 2024

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.1 CONSENT: Human Resources Department

8.1.3 TOPIC: Extra Responsibility & Extra Duty Contracts

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the following extra responsibility and extra duty contracts:

Kevin Moore	Assistant Boys Golf Coach	Hermiston High
Adrian Muniz	Assistant Girls Golf Coach	Hermiston High
Oscar Contreras Leal	Assistant Boys Soccer Coach	Hermiston High
Benjamin Millard	Strength & Conditioning Coach (Spring)	Hermiston High

1. Contract (teachers) extension for the period July 1, 2024 to June 30, 2026:

Adams, Emily	Desjarlais, Tricia	Kellison, Michael
Allen, Daniel	Diaz, Savannah	Kincaid, Ernest
Allen, Kelly	Doherty, Robert	Koenig, Marian
Allstott, Kylee	Dowdy, Pamela	Kopta, Rojonna
Andrade, Alayna	Dunkel, Michelle	Kramer, Hailey
Applegate, Corinne	Duquette, Stephanie	Kreder, Veronica
Appleton, Brenda	Eckhardt, Mariah	Kreder, Wendell
Arenas, Maria	Eivins, Lucas	Lambert, Jason
Arstein, Jennifer	Ekblad, Nicholas	Larson, C. John
Artz, Cristal	Enright, Tate	Lathim, Daylee
Badillo Juarez, Ana	Faaeteete, Petelo	Lee, Laura
Barron, Malynda	Favorite, Bret	Liebe, Martha
Barron, Roy	Ferguson, Carrie	Lillie, Shelly
Basso, Caroline	Fields, Delia	Lind, Aaron
Bemrose, Jordan	Finn, Jessica	Lindeman, Alissa
Bennett, Jeannine	Fisher, John	Linn, Joshua
Berger, Curtis	Fisher, Krista	Lomas, Sara
Berger, Roger	Fisher, Tammy	Lowry, Jeffrey
Bernabe, Dia	Fitzgerald, SuAnne	Lowry, Jennifer
Blackburn, Troy	Frazier, Brian	Macias, Janeth
Brainerd, Rebecca	Frazier, Kara	Marks, Sara
Brown, Amy	Frenette, Karen	Martin, Kristine
Burnett, Ashlynn	Frink, Susan	Mata, Cristian
Bustillos, Melody	Gaede, Michelle	Mathison Treadwell, Angela
Byerley, Kendra	Galjour, Jennifer	McCann, Jessica
Caldwell, Brenda	Gilman, Brianna	McClanahan, Sean
Caldwell, Dylan	Godby, Katia	McCormack, Jane
Carlson, Karly	Goller, Rachel	McDonald, Ethan
Cerrillo, Andrea	Gorham, Mary	McKay, Sandy
Cerrillo Keelin, Osten	Griffin-Herman, Shanna	Meade, Alesia
Clem, Carson	Hall, Frances	Medina, Omar
Colbray, Delta	Hamann, Bonnie	Mercer, Micah
Cook, Justine	Hamm, Gregory	Metcalf, Ashley
Cooke, Angelic	Hamm, Tavin	Meyers, Rochelle
Cooley, Samantha	Hartsteen, Nichole	Milligan, Alexis
Cooley, Stacy	Hinton, Kelsey	Milligan, Amber
Corral, Katie	Hovey, Marcy	Mills, Heather
Cox, Jennifer	Huth, Nicole	Montez, Saraya
Crossley, Maureen	James, Megan	Moore, Kevin
Cuevas, Cristina	Johnson, Sarah	Moore, Madelyne
Culligan, John	Johnston, Dawn	Morgan, Kory
Culligan, Tracy	Jones, Travis	Morgan, Michelle
Dagley, Benjamin	Joyce, Philip	Mosher, Aimee
Davis, Aaron	Juzarez, Xochilt	Mosher, Michael
Davis, Kathryn	Juul, Mackenzie	Moss, Holly
Davis, Mckenzie	Kane, Nicole	Mulkey, Kaitlin
Degan, Amanda	Kellison, Amber	Mull, Laura

1. Contract (teachers) extension for the period July 1, 2024 to June 30, 2026 (continued):		
Neddo, Teresa	Robledo, Stacey	Therault, Robert
Newton, Jammie	Rodriguez, Adriane	Thornton, Denise
Nicodemus, Ashley	Rodriguez, Amanda	Torres, Martha
Nicodemus, Connie	Rohrman, David	Townsend, Cynthia
Nitz, Jonathan	Ronneburg, Robyn	Trotter, Natalie
Nitz, Melissa	Rothrock, Hope	Utter, Amber
Nycz, David	Rouska, Aaron	Utter, Steven
Olson, Taryn	Ryan, Paula	Vargas Aguilar, Gioanna
Osorio Garcia, Delfino	Schaefer, Stacy	Walchli, Melinda
Owens, Michelle	Schaffeld, Pamela	Walchli, Samantha
Padberg, Janna	Scott, Nathaniel	Warner, Amy
Palzinski, Brooke	Scott, Tori	Warner, Kirby
Patterson, LouAnne	Seibel, Carolina	Watson, Bailey
Peterson, Allison	Sexton, Janet	Wattenburger, David
Phillips, Bobbi	Sexton, Kimberly	Wattenburger, Marci
Pittam Shareana	Sivey, Janci	Wells, Sarah
Plum, Deanna	Sivey, Jason	Wellsandt, Darci
Podlesnik, Kathryn	Smith, Brittany	White, Cassandra
Powell, Annette	Smith, Bryan	Wilson, Crystal
Purswell, Kimberly	Smith, Debra	Winn, Courtney
Purswell, Melissa	Snyder, Shannon	Wood, Kyllian
Putman, Brittane	Sotelo, Julio	Yeager, Shawna
Radant, Ibbet	Spencer, Cherilyn	Young, Angela
Ramirez, Nichole	Springstead, Amy	Zumaya, Garbiela
Reeve, Megan	Stone, Amy	Zuniga, Mariana
Rettkowski, Tiffany	Strot Smith, Emilee	
Roberts, Berkley	Terry, Kimberly	
Roberts, Cailyn	Terry, Margaret	
Robison, Kelly	Therault, Angela	
2. Second year probationary contracts (teachers and administrators) for 2024-2025:		
Andazola, Brittanie	Fritz, Gideon	Parsons, Mandi
Bartley, Renae	Garrigues, Christopher	Pollick, Amanda
Beckley, Amanda	Greenup, Nina	Robinson, Mary
Berger, Larissa	Hagensieker, Sean	Rowe, Alyxandra
Bower, Nicholas	Hayden, Mya	Santoyo, Ricardo Sotelo
Bruce, Madison	Hunt, Miranda	St Hilaire, Ashley
Burke, McKayla	Jewett, Amethyst	Terry, Charles
Combs, Heather	Johnson, Noelle	Valov, Nikolai
Cope, Lyndsey	Johnson, Stacey	Virgil, Madison
Cullen, Ashley	Killion, Dani'el	Wells, Ericka
Dopps, Kathleen	Martinez, Adhal Roman	West, Courtnee
Dunn, Tenaus	Mignin, Kaitlyn	Wieseler, Amy
Fan, Shou Yun	Miller, Sydnee	Wilson, Mackenzie
Farley, Kelsey	Morgan, Fred	
Fitterer, Loretta	Neville, Grace	
French, Samantha	Paquette, Brandi	

3. Third year probationary contracts (teachers and administrators) for 2024-2025:		
Andreason, Ryne	Guzman-Madrigal, Maria	Ojeda Alvarez, Armando
Arstein, Casey	Haines, Colin	Perkins, Seanne
Baehler, Erin	Hall, Andy	Ramirez, Jonathan
Baker, Kennidy	Hamilton, Natalie	Ranger, Kelsey
Bedolla, Mandi	Hantke, Sonia	Reddish-Hanner, Esther
Brearty, Rochelle	Hardin, Deniel	Rivera, Andrea
Brown, Angela	Johnson, Kimberly	Robinson, Amy
Brown, Jessica	Johnston, Osieauna	Robledo, Jonathan
Chavez, Gerardo	Jones, Ellery	Schlenker, Elizabeth
Childs, Michelle	Jones, Wendy	Shinpaugh, Elizabeth
Close-McGraw, Lisa	Kochis, Mitchell	Thompson, Hannah
Coe, Matthew	Kurkinen, Philip	Torres, Elsa
Cotterell, Emily	Linigar, Brandi	Verwold, Taylor
Davis, Makenzie	Maddox, Noelle	Victorio, Daisy
Davis, Sarah	Marshall, Robert	Wadley, Denise
DeLoera, Minerva	McCord, Tamara	Watson, Tyler
Doherty, Melissa	McKillip, Lyndsey	Wilson, Madison
Edwards, Tayla	Miears, Stephanie	
Gonzalez, Kimberly	Miller, Annika	
Greenough, Kelly	Nitz, Clarissa	
Guerrero, Liliana	Nycz, Rachelle	
4. Current third year probationary teachers to be offered initial two-year contract for 2024-2026:		
Aguilar, Monica	Headley, Daniel	Searles, Eileen
Andreason, Rileigh	Hearne, Erika	Smith, Josefina
Bake, Matthew	Herrera, Joshua	Smith, Monica
Barger, Jared	Johnson, Natasha	Smith, Romaine
Benson, Troy	Macias, Jessica	Sokoloski, Anne
Berger, Nikita	Madrigal, Anna	Spears, Elsy
Best, Sara	Madrigal, Jaime	Srofe, Bailey
Blake, Joshua	Moore, Maura	Stuart Eleanor
Crowther, Kimberly	Morris, Melissa	Tricker, Jeannette
Crowther, Nellie	Munro, Michelle	Umbarger, Jeffery
Davis, Steven	Murphy, Alexzandra	Vito, Martin
De Anda, Cristina	Richardson, Kelby	Walchli, Courtney
Hammell, Michael	Schrieber, Hannah	Whitsett, Tranden
Hatfield, Diana	Schwirse, Dezi	
5. Temporary teachers to be offered initial probationary contract for 2024-2025:		
Barrera, Andrea	Schiller, Stormie	Weedin, Andrew
6. Temporary teachers employment ends June 12, 2024:		
Camara, Melissa	Hagen, Randi	Rawlings, Nickole
Cortez, Angel	Moreno, Miguel	

March 11, 2024

7. Current third probationary administrators to be offered initial three-year contract for 2024-2027:		
Andreason, Erin	Neville, Kurt	
Browning, Joshua		
8. Administrator on three-year contract 2023-2025 extended for one year July 1, 2024 - June 30, 2026:		
Roberts, Stacie		
9. New three-year contract (administrators) for the period July 1, 2024 - June 30, 2027:		
Browning, Lori	Rodriguez, Juan	
Depew, Scott	Spoo, Tom	
Farley, Jerad	Usher, Lawrence	
10. Contract (Superintendent) extended for the period July 1, 2024 - June 30, 2027:		
Mooney, Tricia		



Future Focused: *Building Knowledge and Skills for Tomorrow*

SUPERINTENDENT REVIEW 2024

Dear Dr. Mooney:

This letter conveys the results of your performance review as superintendent by the Hermiston School District Board of Directors from the period of July 1, 2022, to present. The board's review process included a series of meetings held in executive session during which the board met with you and discussed your performance through the lens of three district goals and eight professional standards, as outlined in the OSBA Superintendent Evaluation Workbook.

The board finds that you are highly accomplished in the area of “visionary district leadership.” We find this to be among your strongest qualities: you are innovative, driven and continuously striving for district improvement.

You are highly effective in the area of “policy, governance and advocacy.” You are committed to keeping the district's policies current and legally compliant. We appreciate your advocacy, both locally and state-wide, such as your work on the Quality Education Commission, COSA committees, and in partnership with a district lobbyist.

In the area of communication and community relations, you are highly accomplished. You work hard to create a community presence, and you value the district's partners. We appreciate the partnerships you have fostered with community organizations, and specifically your work with the City of Hermiston and the Hermiston Police Department to enhance the safety of our schools and the areas surrounding them.

You are effective in the district's goal of engaging our diverse community in creating opportunities to advance student achievement, as well as in the standards of “inclusive district culture” and “effective organizational management.” You consistently ensure that district decisions and actions place students first. We agree that supporting a student's family is supporting that student, and a student who comes to school to learn is often a student with a healthy family and community-web supporting them. The district's methods of reaching students, families, and their communities are numerous; so, we name a few: Parents Make a Difference Nights, the parent mental health series and coaching provided through the Cook Center, student-led conferences at the secondary level, summer programs with a wide range of opportunity and activities, resources and opportunities like social workers, free school breakfast and lunch for all students in the district, and the various communication methods such as Remind and social media posts such as including the recently revamped FriYays.

We appreciate your strategic and long-term strategies for staff recruitment and retention, such as the Grow Your Own program, incentives and stipends for training and staff education, the new mentoring program, and sustainable pay scales designed to attract and retain teachers.

You have identified that principals are educational leaders at their schools, and you have supported them and provided guidance and opportunities to be successful. You have also supported them to be decisive and capable of fostering a supportive environment for staff and students at their buildings. The creation of an organization's culture may start at the top, but it is cultivated at each location. We understand that this is an endeavor requiring



constant care, and we support you in this work, as we strive to have a positive district culture for every student and staff person.

You are highly effective around “culturally responsive instructional leadership and improvement,” and we find your performance developing in the goal area of “academic achievement,” which is the demonstration of continuous improvement in all measured areas for each student. You have made significant institutional changes over the years to enhance student achievement success, and it appears the district is steadily benefitting from those changes. We appreciate your focus on alignment at both elementary and secondary levels, and we believe that standard-based grading and the continued science-based reading program will have positive impacts in years to come. There is evidence of cohort growth at the elementary level, as a result of these changes. We recognize changes are occurring at the secondary level and we look forward to seeing positive results soon. In the board’s previous review of your performance, we stated that “the secondary schools had articulated that more focused support and directives would be beneficial and would lead to better performance from staff and students.” You were responsive to this need, and we recognize the work of you and your team, as well as the growing pains from those having to make these changes, as change can be difficult and uncomfortable. We hope to see positive outcomes for all in the near future.

You are effective in the area of “ethics and professional norms.” Your energy and hard work are unmatched. You provide transparency in the district’s operations; you are willing to answer the board’s questions concerning your decision making and district actions. You strive to lead the district with intention and integrity. The board appreciates that you value continuing education for your staff, and for yourself as well, as is demonstrated by your meetings with professional coach Dr. Peters and earning your certificate from the Yale School of Management.

You are highly accomplished in the standard of “effective financial management, and in the district’s goal of stewardship: maintaining sound fiscal stewardship of community resources consistent with board policy The board commends you and your astute and highly competent financial team for maintaining exemplary financial stewardship for the district. This success is recognized beyond our community in its receipt of the same, significant award for the 17th time: the Certificate of Achievement for Excellence in Financial Reporting by GFOA for the district’s ACFR. We support your maxim that “the budget is based on budget priorities instead of a prioritized budget.” We appreciate that the district avoids using temporary funds to fund permanent programs. This financial vision enhances the long-term health of the district. We note that the district’s fiscal management is so sound that the student-to-staff ratio has declined in spite of the increased student population.

You are an innovative and capable leader who maintains her focus on what is best for the district’s students. Thank you for your hard work and your commitment to our district.

Sincerely,

Sally Hansell
Chair
Board of Directors



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

March 11, 2024

SUPERINTENDENT'S RECOMMENDATION

8.2. Business Office

8.2.1 TOPIC: Acceptance of Gifts

It is recommended.

RECOMMENDATION:

. that the Board of Education accept the following gifts:

School/Program	Gift	Value	Donor
Rocky Heights	Book Vending Machine	\$7089	Rocky Heights PTO
HHS Health Care Conf.	Donation to conference	\$200	Ryan Wieseler



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

Name of Donor: Rocky Heights PTO

Donor Address: 450 W Standard Ave Hermiston, OR 97838

Donor Telephone Number: 541-667-6000

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Book Vending Machine Valued \$ 7089.00

Purpose of gift/donation: Promote Reading incentive, at home and at school. PTO Gift to Building

Signature of Donor: N/A

Date: 02/02/24

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: 2/20/24

Recommendation of Business Manager [Signature] Date: 2-22-2024

Recommendation of Superintendent [Signature] Date: 2/16/24

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: Janci Sivey - HHS Healthcare Conference

Name of Donor: Ryan Weisler - DDS - DBA Desert Dental

Donor Address: 995 W. Orchard Ave, Hermiston, OR 97838

Donor Telephone Number: N/A

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check for \$200

Purpose of gift/donation: Deposit in fund 255 to use for 2024 HHS Healthcare Conference - Janci Sive

Signature of Donor: N/A

Date: 02/07/2024

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: 2-12-2024

Recommendation of Business Manager [Signature] Date: 2-14-2024

Recommendation of Superintendent [Signature] Date: 2/16/24

Action of the Board of Education: Accepted Not Accepted

Secretary to the Board of Education _____ Date: _____

**HERMISTON SCHOOL DISTRICT #8R
RESOLUTION # 23-24-02**

2023-2024 Grant Fund 259

WHEREAS, Oregon Revised Statute allows special revenue funds to be established by the Board of Directors to appropriate and expend such funds for specific purposes; and

WHEREAS, Hermiston School District #8R wishes to create such a fund to be used to support efforts required to account for operations of a grant received from ODE within the district; and

WHEREAS, the funds for the Early Literacy Success School District Grant would be received from district claim process; and

WHEREAS, once the Fund is established, operation could begin immediately and continue through fiscal year 2023-2024; now

THEREFORE, BE IT RESOLVED by the Board of Education of Hermiston School District #8R, Umatilla County, Oregon, to authorize the administration to establish the fund immediately for the purposes stated above.

2023-2024 Supplemental Budget:

Revenue:	259	R3299	\$ 432,845
Appropriations:	1000		\$ 87,656
	2000		\$ 345,189

Considered and enacted at the meeting of the Board of Directors of the Hermiston School District #8R, on the 11th day of March 2024.

**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**

March 11, 2024

SUPERINTENDENT'S RECOMMENDATION

8.3 Consent Item

8.3.1 TOPIC: Policy Review - Second Reading

It is recommended.

RECOMMENDATION:

. that the Board of Education adopts the following policies:

- DL Payroll
- KK Visitors to District Facilities

Hermiston School District 8R

Code: **DL**
Adopted: 3/01/04
Revised/Readopted: 7/10/17
Orig. Code(s): DL

Payroll

Preparation: All payrolls shall be in accordance with accepted working agreements and salary schedules for district employees.

1. Time Schedules and Pay Periods

The time schedule and pay periods shall be established by the superintendent.

2. Substitute Teachers

Substitute teacher pay shall be established each year by the Board.

3. Substitute Classified Employees

~~Substitute classified employee pay will be as stated in policy GDEA—Substitute Classified Employees. The time schedule and pay periods shall be established by the superintendent.~~

END OF POLICY

Legal Reference(s):

[ORS 243.650\(10\), \(16\)](#)
[ORS 243.666](#)
[ORS 243.820 to -243.830](#)

[ORS 332.505](#)
[ORS 332.534](#)
[ORS 652.110](#)

[ORS 652.120](#)
[ORS 652.610](#)

Cross Reference(s):

DLB - Salary Deductions

OSBA Model Sample Policy

Code: KK
Adopted:

Visitors to District Facilities**

~~The Board believes that a better understanding of its educational program and improved relationship between the schools and community can be developed through school and classroom visitations of parents and patrons. Such visitations should be encouraged, arranged and permitted within considerations of the requirements of the educational program, the orderly administration of the school, school grounds and classrooms and the safety and welfare of students and staff.~~

The district is responsible for the schools' supervision and administration. To ensure that school work is not disrupted and that visitors are properly directed to the areas in which they are interested, all visitors to district facilities must report to the school office upon entering school property.

1. Teachers' work must not be impeded by interruption of visitors or by unreasonable demands on their time.
2. Visitors must not contact individual students except as authorized by the principal and/or teachers.
3. When in the interest of orderly educational programs and the safety of students it is determined by the principal that some specific visitor or visitors shall not be permitted to enter the school facilities, the principal shall do the following:
 - a. Advise the person that admission is refused and give that person an explanation for the refusal;
 - b. If possible and appropriate, attempt to arrange alternative visitation of school facilities.
4. A visitor with permission to visit may be directed to leave when any teacher or administrator reasonably believes the visitor has engaged in physical violence, loud or disruptive speech or behavior, violation of a posted school rule or illegal conduct.

A visitor may also be directed to leave by the staff member administratively in charge of the building if the visit would be disruptive to the educational program or school order; would impede the work of teachers through visitor's interruptions or unreasonable demands on teacher time; or if the visitors' course of conduct would conflict with Board policies, district or building regulations or would violate the law.

5. A direction to leave revokes any permission to visit or license to enter. Whenever possible, the direction should be given in writing or followed by written notice which identifies the issuer and gives a brief statement of the reason for the direction to leave. The principal's office should be notified of any direction to leave and given a copy of any written notice.
6. Those who insist on remaining despite a principal's request to leave and who thereby create a disruption of the carrying on of school business are subject to citizen's arrest and a report made to law enforcement. Failure to leave will render a visitor liable for criminal trespass pursuant to Oregon law.

7. Any visitor who believes that they have had a visit unfairly limited, may request a meeting with the superintendent. The superintendent shall meet with the visitor, investigate the dispute and render a written decision. The superintendent's decision may be appealed to the Board.
8. Any visitor who commits a violent act or threatens to commit a violent act toward a student or staff member while on school grounds, at a school-sponsored event or on the way to and from school, shall be reported immediately to the principal and the superintendent. The superintendent shall immediately contact any student or staff member involved.

END OF POLICY

Legal Reference(s):

[ORS 164.245](#)
[ORS 164.255](#)

[ORS 166.025](#)
[ORS 166.155 to -166.165](#)

[ORS 332.107](#)
[ORS 339.327](#)

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

March 11, 2024

SUPERINTENDENT'S RECOMMENDATION

8.3 Consent Item

8.3.2 TOPIC: Policy Review - First Reading

It is recommended.

RECOMMENDATION:

. that the Board of Education adopts the following policies:

DBDB Fund Balance

OSBA Model Sample Policy

Code: DBDB
Adopted:

Fund Balance

The Board recognizes its responsibility to establish an unrestricted fund balance¹ in an amount sufficient to:

1. Protect the district from unnecessary borrowing in order to meet cash-flow needs;
2. Provide prudent reserves to meet unexpected emergencies and protect against catastrophic events;
3. Meet the uncertainties of state and federal funding; and
4. Help ensure a district credit rating that would qualify the district for lower interest costs and greater marketability of bonds that may be necessary in the construction and renovation of school facilities.

Consequently, the Board directs the superintendent to manage the currently adopted district budget in such a way to ensure an ending fund cash balance of at least 8 percent of total adopted revenues.

In determining an appropriate unrestricted fund balance, the Board will consider a variety of factors with potential impact on the district's budget including the predictability and volatility of its expenditures²; the availability of resources in other funds as well as the potential drain upon general fund resources from other funds³; liquidity⁴; and designations⁵. Such factors will be reviewed annually.

END OF POLICY

Legal Reference(s):

[ORS 294.311\(18\)](#)

[ORS 294.398](#)

[ORS 332.107](#)

¹ The Government Finance Officers Association (GFOA) recommends, at a minimum, that general-purpose governments, regardless of size, maintain an unrestricted fund balance in their general fund of no less than 5 to 15 percent of regular general fund operating revenues, or of no less than one to two months of regular general fund operating expenditures. The Oregon Association of School Business Officials recommends, at a minimum, an unrestricted ending fund balance of no less than 3 to 8 percent of the general fund budget. In general practice, levels of fund balance, typically, are less for larger governments than for smaller governments because of the magnitude of the amounts involved and because the diversification of their revenues and expenditures often results in lower degrees of volatility.

² Higher levels of unrestricted fund balance may be needed if significant revenue sources are subject to unpredictable fluctuations or if operating expenditures are highly volatile.

³ The availability of resources in other funds may reduce the amount of unrestricted fund balance needed in the general fund, just as deficits in other funds may require that a higher level of unrestricted fund balance be maintained in the general fund.

⁴ The disparity between when financial resources actually become available to make payments and the average maturity of related liabilities may require that a higher level of resources be maintained.

⁵ The need to maintain a higher level of unrestricted fund balance to compensate for any portion of unrestricted fund balance already designated for a special purpose.

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

March 11, 2024

SUPERINTENDENT'S RECOMMENDATION

8.3. Consent Item

8.3.3 TOPIC: Declaration of Surplus Property and Authority to Sell Property

It is recommended.

RECOMMENDATION:

. that the Board of Education declare the Fieldstone #10 home and Lot #7, located at 855 SW Angus Ct, surplus property and authorize the Superintendent, the Director of Business Services and/or the Superintendent's 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 eleventh home, Fieldstone #11.

Furthermore, the recommendation provides the authority for the Superintendent, the Director of Business Services and/or the Superintendent's designee to execute all applicable legal documents required to authorize the sale and transaction....

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

March 11, 2024

SUPERINTENDENT'S RECOMMENDATION

9.0 Action Item

9.0.1 TOPIC: Financial Planning Parameters

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the following financial planning parameters for the development of the 2024-2025 Hermiston School District proposed budget.

Ending Fund Balance Threshold:	_____
Student Enrollment (ADMw)Assumption:	_____
State School Fund Estimate:	_____
Biennial Reserve Fund Allocation:	_____
PERS Reserve Fund Allocation:	_____

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

March 11, 2024

11.0 EXECUTIVE SESSION

The board of education will now meet in executive session pursuant to the following Oregon Revised Statute(s):

	Statutory Citation	Subject	Media Permitted?
	ORS 192.660(2)(a)	To consider the employment of a public officer, employee, staff member or individual agent.	Yes
	ORS 192.660(2)(b)	To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing.	Yes
X	ORS 192.660(2)(d)	To conduct deliberations with persons designated by the governing body to carry on labor negotiations.	No
	ORS 192.660(2)(e)	To conduct deliberations with persons designated by the governing body to negotiate real property transactions.	Yes
	ORS 192.660(2)(f)	To consider information or records that are exempt by law from public inspection.	Yes
	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.	No
	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.	Yes
	ORS 192.660(2)(k)	To consider matters relating to school safety or a plan that responds to safety threats made toward a school.	Yes
X	ORS 332.061(1)	To conduct a hearing to expel minor students or to examine confidential medical records	No

The Hermiston School District Board of Education will now meet in executive session pursuant to ORS **(per above)**. Representatives of the news media and designated staff shall be allowed to attend the executive session. All other members of the audience are asked to leave the room. Representatives of the news media are specifically directed not to report on or otherwise disclose any of the deliberations or anything said about these subjects during the executive session, except to state the general subject of the session as previously announced. No decision may be made in executive session, except for a student expulsion. At the end of the executive session, the board will return to open session and welcome the audience back into the room.

Attorney General’s Public Records and Meetings Manual, p. K-9.

Board Policy BDC-AR: Executive Sessions – News Media
<http://policy.osba.org/hermiston/AB/BDC%20R%20G1.PDF>

bc