

**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, November 18, 2024, 6:00 PM

Rosa Cerda-Diaz
Executive Assistant to the
Superintendent and Board of Education

AGENDA

- 1. CALL TO ORDER REGULAR MEETING (6:00 p.m.)** *Chair Hansell*
- 2. INTRODUCTORY ITEMS (6:00 p.m.)** *Chair Hansell*
 1. Pledge of Allegiance
 2. Adoption of Agenda 3
 3. Approval of Minutes 4
- 3. STUDY ITEMS (6:05 p.m.)**
 1. SIA Annual Report 12
- 4. COMMUNICATIONS AND ANNOUNCEMENTS (6:15 p.m.)**
 1. Student Board Representative *Franco Mendoza*
 2. Oregon School Employees Association *Ms. Chapman*
 3. Hermiston Association of Teachers *Ms. Robledo*
- 5. PUBLIC COMMENTS (6:30 p.m.)** *Chair Hansell* **15**

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?
- 6. REPORTS (6:35 p.m.)** *Chair Hansell*
 1. Board of Education *Chair Hansell*

Board of Education Goals

 1. Academic Achievement. Demonstrate continuous improvement in all measured areas for each student.
 2. Stewardship. Maintain sound fiscal stewardship of community resources consistent with board policy.

* 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.

3. Community. Engage our diverse community in creating opportunities to advance student achievement.	
2. Business Office <i>Ms. Saul</i>	
1. Financial Reports	16
3. Superintendent's Office <i>Dr. Mooney</i>	
1. Enrollment Report	19
7. CONSENT ITEMS** (7:10 p.m.)	
1. Human Resources Department	
1. Personnel Resignations	22
2. Personnel Appointments	23
3. Extra Responsibility & Extra Duty Contracts	24
2. Business Office	
1. Acceptance of Gifts	26
2. Resolution #24-25-01 Appropriation Adj. Nov. 2024	29
3. Resolution #24-25-02 General Fund Supplemental Budget	31
8. ACTION ITEMS (7:15 p.m.)	
1. 2024 OSBA Election	33
9. CALENDAR AND FUTURE ITEMS (7:30 p.m.)	
1. Future Agenda Item Discussion <i>Chair Hansell</i>	
2. Calendar Review <i>Dr. Mooney</i>	65
10. EXECUTIVE SESSION (7:45 p.m.)	
1. ORS 192.660(2)(e)	70
2. ORS 192.660(2)(i)	71
11. ADJOURN (8:00 p.m.)	

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

November 18, 2024

SUPERINTENDENT'S RECOMMENDATION

2.0. INTRODUCTORY ITEMS

2.2. TOPIC: Adoption of the Agenda

It is recommended.

RECOMMENDATION:

. that the Board of Education adopts the agenda as presented.

Regular Meeting Minutes
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
October 14, 2024

1. CALL TO ORDER REGULAR MEETING

Chair Hansell called the meeting to order at 6:00 p.m.

Hermiston School Board Members present: Ms. Sally Hansell, Ms. Bonnie Luisi, Ms. Karen Sherman, Ms. Liliana Gomez, Ms. Teri Vander Stelt, Mr. James Hurst. Absent Board Member Mr. Dain Gardner. Also, in attendance were Assistant Superintendent of Schools Jake Bacon, Executive Assistant to the Superintendent and Board Rosa Cerda-Diaz, and Director of Business Services Katie Saul.

2. INTRODUCTORY ITEMS

2.1. Pledge of Allegiance

Chair Hansell led everyone in the Pledge of Allegiance.

2.2. Adoption of Agenda

Ms. Liliana Gomez moved that the agenda be adopted as presented. The motion was seconded by Ms. Bonnie Luisi and passed 6-0.

2.3. Approval of Minutes

A motion was made by Ms. Teri Vander Stelt to approve the minutes of the Regular Meeting held on September 9, 2024, and the Special Meeting held on September 23, 2024. Motion was seconded by Ms. Karen Sherman and passed 6-0.

3. COMMUNICATIONS AND ANNOUNCEMENTS

3.1. Student Board Representative

Our Student Board Representative Franco Mendoza announced events happening at the high school for the month of October like homecoming, football noise parade, spirit week, and many other events.

3.2. Oregon School Employees Association

OSEA President Ms. Chapman was not in attendance.

3.3. Hermiston Association of Teachers

Ms. Robledo, President of HAT, announced the Teacher Evaluation and the Ed Council Representative, noting that each school will have one representative. She also highlighted treats on Main, extended appreciation to educators, and discussed upcoming events.

4. PRESENTATIONS AND RECOGNITIONS

4.1. State Assessment Results

Dr. Farley presented assessment results for 2023-24 academic year. The presentation includes an overview of the state data progression in ELPA, Science, Math, and ELA.

5. 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.

6. REPORTS

6.1. Board of Education

The board members discussed various activities, including a volleyball game. HEF hosted an author visit and book signing, which was successful. They also announced several upcoming events, such as Dancing with the Stars. Additionally, they attended the Desert View Parent Night and the Open House at Highland Hills Elementary. Ms. Sherman had the opportunity to participate in the HAT meeting and answered few questions.

6.2. Business Office

6.2.1. Financial Reports

Ms. Saul reviewed the revenue, expenditure, and ending fund balance reports for the month of August 2024. Both the revenue and expenditure reports are green with an ending fund balance of 10.15%.

6.3. Superintendent's Office

6.3.1. Enrollment Report

Mr. Bacon shared the September 30th enrollment with an enrollment bar graph.

6.3.2. Division 22 Compliance Report

Mr. Bacon shared the district’s annual assurances of compliance with public school standards for the 2024-2025 school year.

7. **CONSENT ITEMS****

Ms. Karen Sherman made a motion to approve consent agenda items 7.1.1. through 7.2.3. and Ms. Bonnie Luisi seconded the motion passed 6-0.

7.1. Human Resources Department

7.1.1. Personnel Resignations

The board approved the personnel resignations of the following employees:

NAME	POSITION	BUILDING ASSIGNMENT
Dora Molina	SpEd Assistant	Loma Vista Elementary
Robyn Awana	SpEd Assistant	Sandstone Middle School
Mandilyn Parson	SpEd Teacher	Hermiston High School
Emilio Trujillo	Technology Tech II	District Office
Jalynn Cook	Custodian-Roamer	Maintenance
Kimberly Johnson	District Nurse	District Office
Carla Llamas	Counselor	Rocky Heights Elementary
Clarissa Nitz	Music Teacher	Rocky Heights Elementary
Rosanne Jobke	SpEd Assistant	Loma Vista Elementary
John Fisher	TSA Advisor	Hermiston High School
Ahtziri Manjarrez Trujillo	ELL Assistant	Rocky Heights Elementary
Stephanie Miears	HS Leadership Advisor	Hermiston High School
Courtney Sherer	SpEd Assistant, SCP	West Park Elementary

7.1.2. Personnel Appointments

The board approved the appointments of the following employees:

NAME	POSITION	BUILDING ASSIGNMENT
Emilio Bernal	Custodian	Hermiston High School
Maria Garcia Barraza	Custodian	Hermiston High School
Kailee Ponce	District Nurse	District Office
Natalie Sherbahn	Special Education Teacher	Hermiston High School
Brianna Arroyo Cortez	SpEd Assistant	Sunset Elementary

Whitley Rottelo
Kimberly Gonzalez

SpEd Assistant
School Counselor

Loma Vista Elementary
Rocky Heights Elementary

7.1.3. Extra Responsibility & Extra Duty Contracts

The board approved the responsibility & extra duty contracts of the following employees:

NAME	POSITION	BUILDING ASSIGNMENT
Michelle Munro	FCCLA Advisor Asst.	Hermiston High School
Rachel Dagley	FBLA Advisor Asst.	Hermiston High School
Melody Bustillos	Generation College Advisor	Hermiston High School
Enrique Cardenas Leal	Boys Soccer Coach	Armand Larive Middle School
Lesley Risueno Munoz	Girls Soccer Coach	Armand Larive Middle School
Makaylee Young	Volleyball Coach	Armand Larive Middle School
Angela Brown	Volleyball Coach	Sandstone Middle School
Colin Haines	TSA Advisor	Hermiston High School
Julio Sotelo	Boys Soccer Asst. Coach	Hermiston High School
Kristen Iverson (split)	Yearbook Advisor	Armand Larive Middle School
Lily Ornelas (split)	Yearbook Advisor	Armand Larive Middle School
Dylan Caldwell	Credit Recovery Math	Hermiston High School
Gustavo Torres-Barrios	Boys Soccer Asst. Coach	Hermiston High School
Jonathan Ramirez	Boys Basketball Coach	Sandstone Middle School
Ricardo Sotelo Santoyo	Boys Soccer Coach	Sandstone Middle School

7.2. Business Office

7.2.1. Acceptance of Gifts

The board accepted the following gifts:

School/Program	Gift	Value	Donor
West Park Elem.	Schweitzer Engineering Laboratories Employees	\$100	Schweitzer Engineering Laboratories
Hermiston School Dist.	Fundraiser	\$104	Tri-City Dust Devils Baseball Club
Hermiston High School	2024 Scholarship	\$2500	American Red Cross
Hermiston High School	Football Team Dinner	\$75	Pat & Tam's Meat
Sunset Elementary	General Fund Use	\$7.98	Primo DS Waters of America

7.2.2. ESSER III Capital Expenditure Approval - Revised Amount DVES

The board approves the ESSER III Capital Expenditure Approval – Revised Amount DVES:

To Satisfy Oregon Department of Education's Capital Expenditure Approval requirements, the Board of Education updates their approval to utilizing Elementary and Secondary School Emergency Relief Fund III (ESSER III) funds to update classroom AV systems and replace the building's intercom system at Desert View Elementary School. The original estimate was \$500,000, however after change orders and project close out the total is \$1,012,099.84.

7.2.3. ESSER III Capital Expenditure Approval - Revised Amount HHES

The board approves the ESSER III Capital Expenditure Approval – Revised Amount HHES:

To satisfy Oregon Department of Education's Capital Expenditure Approval

requirements, the Board of Education approves utilizing Elementary and Secondary School Emergency Relief Fund III (ESSER III) funds to update the HVAC and AV systems at Highland Hills Elementary School, in conjunction with the bond construction projects pursuant to invitation to Bid 006-2023. The original estimate was \$1,800,000, however after change orders and project closeout the total is \$2,438,695.22.

8. CALENDAR AND FUTURE ITEMS

8.1. Future Agenda Item Discussion

No future agenda item discussions.

8.2. Calendar Review

Mr. Bacon shared upcoming meetings and events for the board members.

9. ADJOURN

Chair Hansell adjourned the regular meeting at 7:12pm.

Date

Chairman

Superintendent/Clerk

Secretary

Executive Session Board Meeting Minutes
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
October 21, 2024

1. CALL TO ORDER MEETING

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

Hermiston School Board Members present: Ms. Sally Hansell, Ms. Bonnie Luisi, Ms. Karen Sherman, Ms. Liliana Gomez, Ms. Teri Vander Stelt, Mr. James Hurst, and Mr. Dain Gardner.

2. EXECUTIVE SESSION

2.1. 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.

3. ADJOURN

The board reconvened the regular meeting at 7:15 p.m. with no further business, Chair Hansell adjourned the meeting.

Date

Chairman

Superintendent/Clerk

Secretary

Special Meeting Minutes
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
October 28, 2024

1. CALL TO ORDER SPECIAL MEETING

Chair Hansell called the meeting to order at 6:00 p.m.

Hermiston School Board members present: Ms. Sally Hansell, Ms. Bonnie Luisi, Ms. Karen Sherman, Ms. Teri Vander Stelt, and Mr. Dain Gardner (arrived at 6:12 p.m.)

Also, in attendance were Superintendent of Schools Dr. Tricia Mooney, Assistant Superintendent Jake Bacon and Executive Assistant to the Superintendent and Board Rosa Cerda-Diaz.

Absent Board Members: Ms. Lili Gomez and Mr. James Hurst.

2. INTRODUCTORY ITEMS

2.1. Pledge of Allegiance

Chair Hansell led everyone in the Pledge of Allegiance.

2.2. Adoption of Agenda

Ms. Bonnie Luisi moved that the agenda be adopted as presented. The motion was seconded by Ms. Teri Vander Stelt and passed 4-0. (Mr. Dain Gardner had not yet arrived.)

3. PRESENTATIONS AND COMMUNICATIONS

3.1. School Update - Armand Larive Middle School

Principal Stacie Roberts of Armand Larive Middle School and her leadership team introduced themselves, sharing their roles and tenure with the district. Mrs. Roberts outlined the four C's—Character, Complex Problem Solving, Communication, and Collaboration—at ALMS, emphasizing how teachers support students in their growth and development. She highlighted the school's commitment to valuing and inspiring every student to reach their full potential. Assistant Principal Casey Arstein discussed the importance of sports in engaging students and preventing behavioral issues.

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 their recent activities since the last meeting. Ms. Luisi and Ms. Sherman attended the Opera and "Dancing with the Stars," both successful events, with Mr. Osorio-Garcia winning. Ms. Vander Stelt visited Loma Vista, observing classrooms, and meeting with staff. The Book Fair was busy but went smoothly.

5.2. Superintendent's Office

5.2.1. Bond Update

Mr. Scott Rogers from Wenaha announced that all bond projects have been completed and praised the district staff he collaborated with. He reported a projected master budget surplus of \$5.5 million. The board discussed upgrades to the Desert View entrance due to increased capacity and congestion since the building's original design. Next steps will include a conversation with the Bond Oversight Committee on November 20th.

5.2.2. Performance Indicators

Dr. Mooney presented District Performance Indicators including state assessment results and graduation rates. She also provided student demographic information, noting a shift in the total demographics of the district. She pointed out the increase in the graduation rate of the district's Ever English Learners since 2018.

6. **CALENDAR/FUTURE ITEMS**

6.1. Future Agenda Item Discussion

No future agenda items were discussed.

6.2. Calendar Review

Dr. Mooney shared upcoming meetings, events, and activities for the board members.

7. **ADJOURN**

Chair Hansell adjourned the meeting at 7:26 p.m.

Date

Chairman

Superintendent/Clerk

Secretary

**Executive Session Board Meeting Minutes
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
November 12, 2024**

1. CALL TO ORDER MEETING

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

Hermiston School Board Members present: Ms. Sally Hansell, Ms. Bonnie Luisi, Ms. Karen Sherman, Ms. Liliana Gomez, Ms. Teri Vander Stelt, Mr. James Hurst, and Mr. Dain Gardner.

2. EXECUTIVE SESSION

2.1. ORS 192.660(2)(e)

To conduct deliberation with persons designated by the governing body to negotiate real property transactions.

3. ADJOURN

The board reconvened the regular meeting at 7:55 p.m. with no further business, Chair Hansell adjourned the meeting.

Date

Chairman

Superintendent/Clerk

Secretary

Hermiston School District

Fall Update 2024



2023-24 Annual Report on the Integrated Plan

During the 2023-24 school year, the district implemented its first year of a 4-year *Integrated Plan* that combines the common goals and requirements of six state and federal initiatives into a roadmap for supporting the success of our unique students and community. At the end of this year, we will have the opportunity to adjust the strategies for meeting our desired outcomes based on the results of our internal monitoring, stakeholder feedback, and the required accountability measures detailed in [last Fall's Board Update](#).

Progress

In addition to sustaining the programs and systems that support our other outcomes, we are most proud of the progress we made in 2023-24 on Outcome D: Empower and engage families of underserved or marginalized student populations. The district added two powerful resources to support families. The first is individualized parent coaching provided anonymously through a third-party including during the summer months. Although we don't see specific data on who is receiving the coaching, we do know that families are accessing the coaching and have positive anecdotal feedback. Also, we offered parent education workshops in both English and Spanish that can be accessed live in our buildings with childcare and refreshments available. Parents also have the opportunity to join in live on-line or watch recordings at their convenience via our website. Like any new project it will take time for these offerings to take hold but we are pleased enough with the participation so far that we are continuing this year. This is a powerful and promising tool to help us support the growing number of students and their families who arrive in our district with limited or interrupted formal education and to continue supporting regular attendance and positive behavior.

Challenges

Sustaining and growing the systems and staffing to respond to the ever-growing needs of our students make Outcomes A and B moving targets. We are grateful that we have been able to put the resources and tools we do have in place and these have most definitely helped our buildings manage the transitory and constantly changing population of students we are serving. However, it is discouraging to reduce this fluid reality to a set of accountability targets that don't articulate to our stakeholders the individual progress that our staff are effectively making with students. We are concerned that the needs of our community are growing faster than the services we will be able to fund.

The **Baseline & Focal Group Growth Targets** set in 2022-23 established annual growth goals for All Students and Combined Focal Groups to determine over time if our systems and interventions are achieving not just individual student growth but collective growth across the district. ODE will

release the final LPGT 23-24 performance in February 2025 but our internal tracking data indicates that we will...

<i>All Student%/Focal Group Student %</i>	2023-24	2024-25	2025-26	2026-27	2027-28
Four-year Graduation: % earning a regular or modified diploma w/in 4 years of entering high school.	82.93/ 79.65	84.18/ 81.65	85.45/ 83.7	86.74- 85.8	88.05/ 87.95
Five-year Completion: % earning a regular, modified, extended or adult hs diploma, or a GED w/in 5 years of entering high school.	88.31/ 85.08	89.64/ 87.21	90.99/ 89.39	92.36/ 91.63	93.75/ 93.75
Ninth Grade On-Track: % earning at least ¼ of their graduation credits by the end of summer following their 9th grade year.	83.99/ 81.15	85.23/ 82.78	86.49/ 84.44	87.77/ 86.13	89.08/ 87.86
Third Grade Reading: % proficient on statewide English Language Assessments.	33.6/ 32.08	34.25/ 33.08	34.9/ 34.08	35.55/ 35.08	36.2/ 36.08
Regular Attenders: % attending more than 90% of their enrolled school days.	56.1/ 45	57.23/ 46.4	58.38/ 47.84	59.55/ 49.33	60.75/ 50.86

2024 Fall Update

In Year 2 of our 4-Year Plan we are continuing our parent resources, updating our communications platform to simplify access to district information for the community and refining our wraparound supports to address the needs of our changing student population. Last year, the Early Literacy Success grant was added to the initiatives in our Integrated Plan which has allowed us to make significant investments in professional learning and small group support for new readers both inside and outside of the regular school day. Some of the 2024-25 allocations listed below are still being adjusted and others allowed for carryover from last year, which is not represented in these totals. Overall, our Integrated Plan funding has increased by almost \$362,000.

	Y1 2023-24	Y2 2024-25	Difference
Student Investment Account	\$5,439,658.52	\$5,721,687.18	\$282,028.66
High School Success <i>*preliminary</i>	\$1,511,647.26	\$1,573,736.82*	\$62,089.56
Early Indicator & Intervention Systems	\$16,008.66	\$15,953.85	-\$54.81
Perkins (CTE)	\$64,679	\$64,953.00	\$274.00
Early Literacy Success	\$432,842.21	\$450,405.31	\$17,563.10

Hermiston 2023-2027 Integrated Plan Snapshot

Our intended Outcomes and the Strategies to help us achieve them are:

- A. Implement systems to support students' physical, mental, emotional, behavioral, and safety needs.**
 - ❖ Provide equitable access to social, behavioral and mental health supports.
 - ❖ Maintain staff and facilities dedicated to supporting student physical health.
 - ❖ Partner with community agencies to support student and staff safety.

- B. Hermiston SD will implement systems PreK-12 to ensure graduation rates improve for all student subgroups.**
 - ❖ Implement culturally-responsive pedagogy and curriculum for equitable outcomes for all.
 - ❖ Support transitions for student elementary, secondary, and post secondary success.
 - ❖ Fully implement a K-12 Multi-Tiered System of Support (MTSS) to close the opportunity and achievement gap.
 - ❖ Prioritize peer-based professional development for instructional staff.
 - ❖ Provide out-of-school opportunities to support student success.

- C. Implement a future-focused approach to personalized learning and career development for students in grades K-12.**
 - ❖ Align school operations and pedagogy around a collective vision for student future-ready success.
 - ❖ Increase program capacity and expansion of CTE and STEAM offerings in secondary grades to increase enrollment opportunities for high-demand programs.
 - ❖ Implement a professional development plan to support CTE and future-ready skills.

- D. Empower and engage families of underserved or marginalized student populations.**
 - ❖ Prioritize family engagement through family support and community partnerships.
 - ❖ Build school culture by practicing deep hospitality.

Initiative dollars (Student Investment Account, High School Success, Early Indicator & Intervention Systems and Perkins) supplement other district sources by funding activities that align with our Integrated Plan strategies. Key investments for the upcoming biennium include staffing and programming costs to:

- ❖ Provide wraparound student services
- ❖ Offer multiple opportunities for a well-rounded education through individualized & targeted support, reduced class size, professional learning and resources for instructors and supplemental programming for students.
- ❖ Sustain Community Engagement & Outreach through:

**Access the full plan and grant agreement on our website or at the district office.
For questions or comments, please contact Superintendent Tricia Mooney at 541-667-6000.**

**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.

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?

GENERAL FUND REVENUE DATA ENTRY REPORT

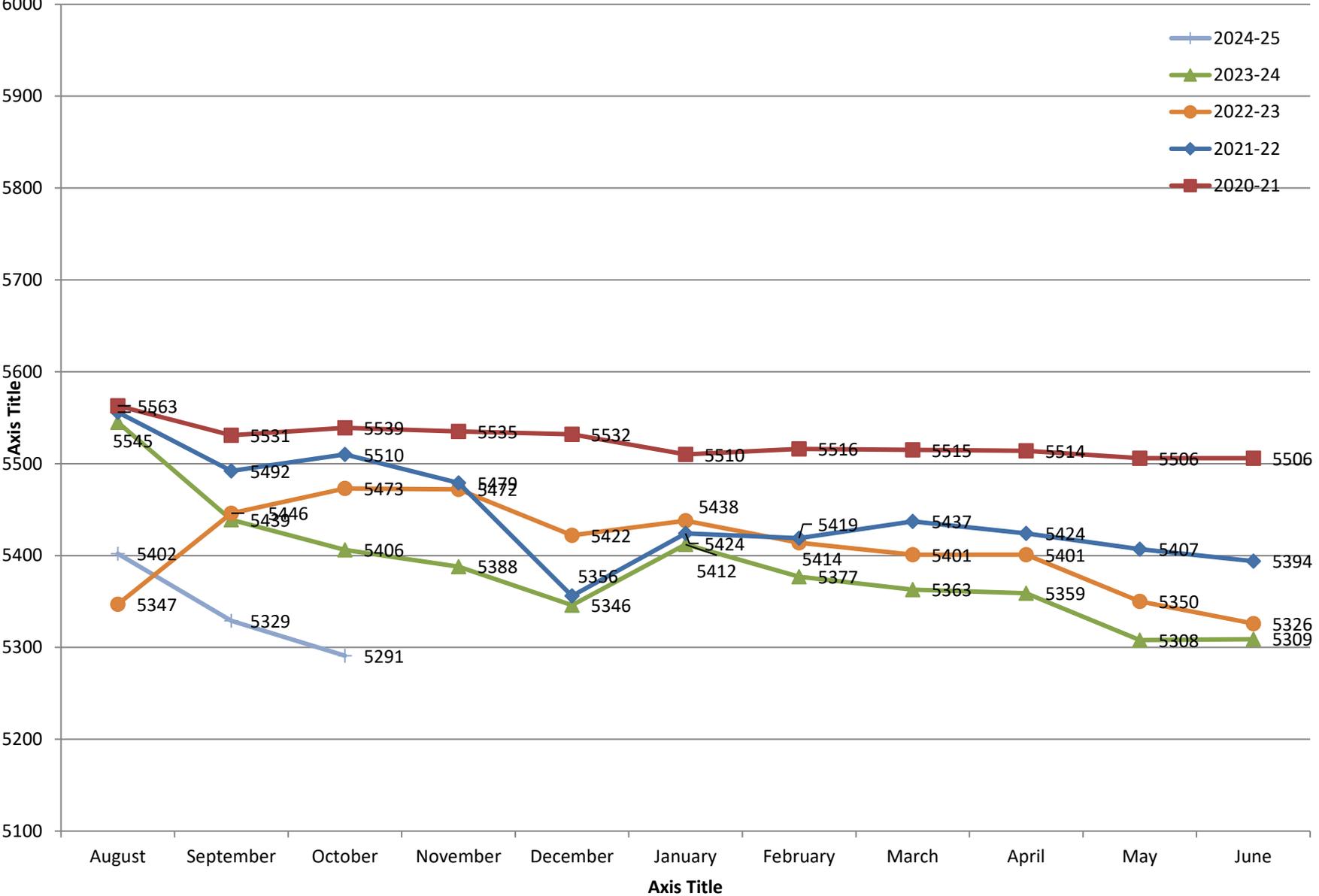
MONTH	TAXES	INTST/FEES	INTER	STATE SSF	STATE OTH	FEDERAL	OTHER	TOTAL PROJ.	TOTAL ACT.	VARIANCE	
JUL PRO	\$ -	\$ 149,026	\$ 244,938	\$ 9,876,557	\$ -	\$ -	\$ -	\$ 10,270,521		\$ (186,560)	-1.82%
JUL ACT	\$ -	\$ 207,404	\$ -	\$ 9,876,557	\$ -	\$ -	\$ -	\$ -	\$ 10,083,961	\$ (186,560)	YTD
AUG PRO	\$ 20,872	\$ 210,509	\$ 244,938	\$ 4,937,093	\$ 13,000	\$ -	\$ -	\$ 5,426,413		\$ 10,110	0.19%
AUG ACT	\$ 32,372	\$ 223,896	\$ 244,938	\$ 4,935,316	\$ -	\$ -	\$ -	\$ -	\$ 5,436,522	\$ (176,451)	YTD
SEP PRO	\$ 18,627	\$ 255,141	\$ 251,553	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 5,462,415		\$ 143,617	2.63%
SEP ACT	\$ 32,545	\$ 393,232	\$ 244,938	\$ 4,935,316	\$ -	\$ -	\$ -	\$ -	\$ 5,606,031	\$ (32,834)	YTD
OCT PRO	\$ 21,614	\$ 162,435	\$ 244,938	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 5,366,081			0.00%
OCT ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
NOV PRO	\$ 9,792,252	\$ 207,716	\$ 495,347	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 15,432,409			0.00%
NOV ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
DEC PRO	\$ 781,569	\$ 181,573	\$ 244,938	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 6,145,174			0.00%
DEC ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
JAN PRO	\$ 100,736	\$ 181,698	\$ 455,063	\$ 4,937,093	\$ 373,582	\$ 12,500	\$ -	\$ 6,060,673			0.00%
JAN ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
FEB PRO	\$ 59,359	\$ 177,413	\$ 244,938	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 5,418,804			0.00%
FEB ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
MAR PRO	\$ 297,526	\$ 246,195	\$ 251,939	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 5,732,754			0.00%
MAR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
APR PRO	\$ 67,484	\$ 203,939	\$ 244,938	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 5,453,455			0.00%
APR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
MAY PRO	\$ 89,892	\$ 256,286	\$ 244,938	\$ 4,937,093	\$ 50,000	\$ -	\$ -	\$ 5,578,210			0.00%
MAY ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
JUN PRO	\$ 296,344	\$ 338,069	\$ 16,913	\$ -	\$ 373,582	\$ -	\$ 2,000,000	\$ 3,024,908			0.00%
JUN ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		YTD
Projected	\$ 11,546,275	\$ 2,570,000	\$ 3,185,383	\$ 59,247,491	\$ 810,165	\$ 12,500	\$ 2,000,000	\$ 79,371,814			
Budget Book	\$ 11,546,275	\$ 2,570,000	\$ 3,177,465	\$ 59,267,257	\$ 808,151	\$ 12,500	\$ 2,705,000	\$ 80,086,648			
Variance	\$ -	\$ -	\$ 7,918	\$ (19,766)	\$ 2,014	\$ -	\$ (705,000)	\$ (714,834)			
TOT ACT	\$ 64,917	\$ 824,532	\$ 489,876	\$ 19,747,189	\$ -	\$ -	\$ -	\$ 21,126,514	FORECAST ACT	\$	79,338,980
% collected	0.56%	32.08%	15.38%	33.33%	0.00%	0.00%	0.00%	26.62%			
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	1,136,436		\$ 1,739,858		\$ 2,876,294 MONTHLY	\$ (10,246)	-0.36%
JULY ACTUAL		\$ 1,134,724		\$ 1,731,324	\$ 2,866,048 YTD	\$ (10,246)	-0.36%
AUGUST PROJECTED	1,325,656		\$ 1,222,842		\$ 2,548,498 MONTHLY	\$ (820,760)	-32.21%
AUGUST ACTUAL		\$ 1,288,521		\$ 439,217	\$ 1,727,738 YTD	\$ (831,006)	-15.32%
SEPTEMBER PROJECTED	5,549,252		\$ 835,042		\$ 6,384,294 MONTHLY	\$ (568,876)	-8.91%
SEPTEMBER ACTUAL		\$ 5,297,081		\$ 518,337	\$ 5,815,418 YTD	\$ (1,399,881)	-11.85%
OCTOBER PROJECTED	5,737,492		\$ 930,494		\$ 6,667,986 MONTHLY		
OCTOBER ACTUAL		\$ -		\$ -	\$ - YTD		
NOVEMBER PROJECTED	5,849,437		\$ 1,019,328		\$ 6,868,765 MONTHLY		
NOVEMBER ACTUAL		\$ -		\$ -	\$ - YTD		
DECEMBER PROJECTED	5,687,879		\$ 939,389		\$ 6,627,268 MONTHLY		
DECEMBER ACTUAL		\$ -		\$ -	\$ - YTD		
JANUARY PROJECTED	5,591,730		\$ 1,073,694		\$ 6,665,424 MONTHLY		
JANUARY ACTUAL		\$ -		\$ -	\$ - YTD		
FEBRUARY PROJECTED	5,855,050		\$ 896,409		\$ 6,751,459 MONTHLY		
FEBRUARY ACTUAL		\$ -		\$ -	\$ - YTD		
MARCH PROJECTED	5,737,464		\$ 1,004,271		\$ 6,741,735 MONTHLY		
MARCH ACTUAL		\$ -		\$ -	\$ - YTD		
APRIL PROJECTED	5,715,630		\$ 1,060,347		\$ 6,775,977 MONTHLY		
APRIL ACTUAL		\$ -		\$ -	\$ - YTD		
MAY PROJECTED	9,666,254		\$ 1,523,428		\$ 11,189,682 MONTHLY		
MAY ACTUAL		\$ -		\$ -	\$ - YTD		
JUNE PROJECTED	10,297,738		\$ 2,469,619		\$ 12,767,357 MONTHLY		
JUNE ACTUAL		\$ -		\$ -	\$ - YTD		
PROJECTED	\$ 68,150,018		\$ 14,714,721		\$ 82,864,739		
BUDGET BOOK	\$ 68,331,171		\$ 14,963,355		\$ 83,294,526		
VARIANCE	\$ 181,153		\$ 248,634		\$ 429,787	(proj. difference in budgeted expenditures)	
TOTAL ACTUAL		\$ 7,720,326		\$ 2,688,878	\$ 10,409,205	FORECAST ACT	\$ 81,464,858
% spent to date		11.33%		18.27%	12.56%		
Note:	August A/P actuals were updated after board reports were presented due to grant funding.						
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		

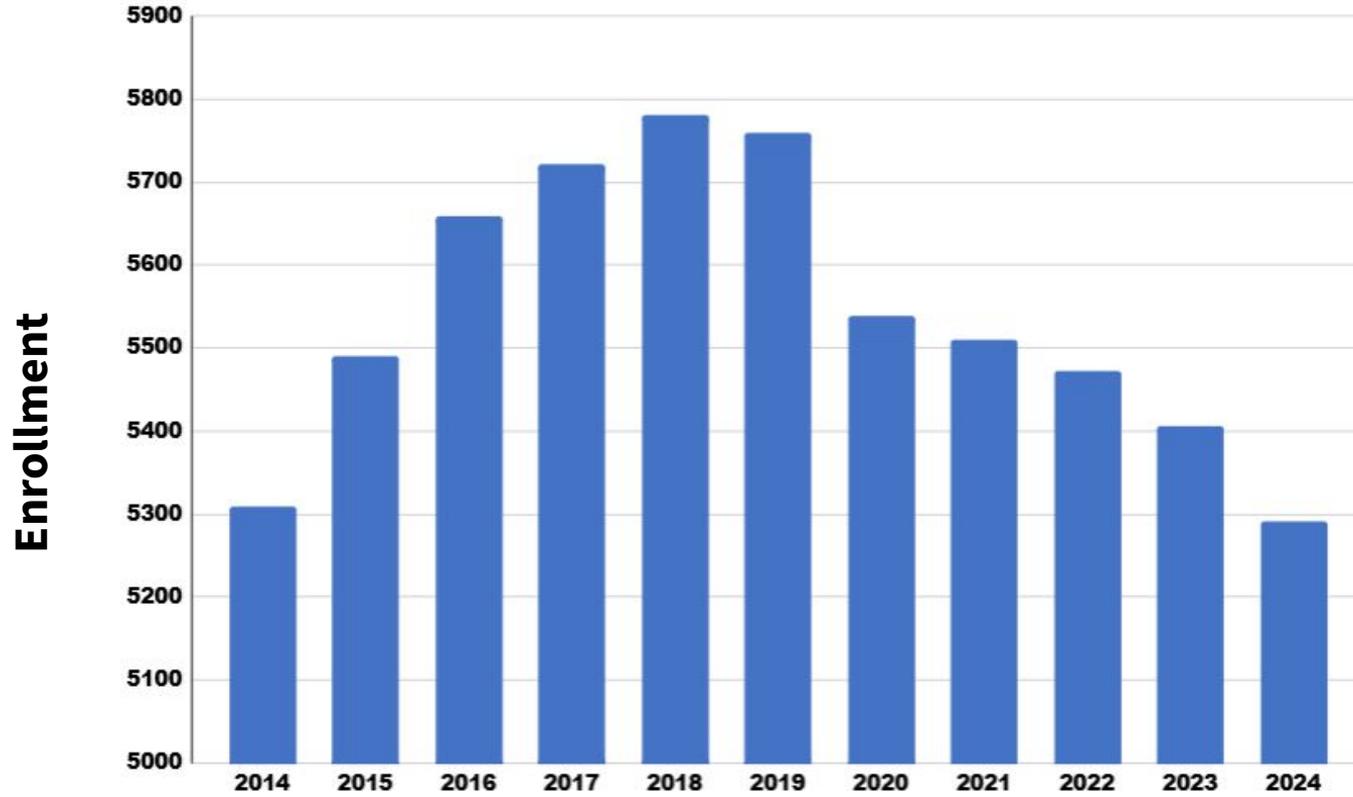
GENERAL FUND MONTHLY ENDING FUND BALANCE REPORT

DATE	Revenue	Expenditure	Ending Fund Balance	Variance	EFB Monthly Projection for Year End
1-Jul-24 PROJECTED			\$ 12,769,429		
ACTUAL			\$ 12,769,429		
31-Jul-24 PROJECTED	\$ 10,270,521	\$ 2,876,294	\$ 20,163,656		
ACTUAL	\$ 10,083,961	\$ 2,866,048	\$ 19,987,342	\$ (176,315) -0.87%	9.90%
31-Aug-24 PROJECTED	\$ 5,426,413	\$ 2,548,498	\$ 23,041,571		
ACTUAL	\$ 5,436,522	\$ 1,727,738	\$ 23,696,126	\$ 654,555 2.84%	10.78%
30-Sep-24 PROJECTED	\$ 5,462,415	\$ 6,384,294	\$ 22,119,691		
ACTUAL	\$ 5,606,031	\$ 5,815,418	\$ 23,486,739	\$ 1,367,047 6.18%	11.56%
31-Oct-24 PROJECTED	\$ 5,366,081	\$ 6,667,986	\$ 20,817,786		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
30-Nov-24 PROJECTED	\$ 15,432,409	\$ 6,868,765	\$ 29,381,430		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
31-Dec-24 PROJECTED	\$ 6,145,174	\$ 6,627,268	\$ 28,899,335		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
31-Jan-25 PROJECTED	\$ 6,060,673	\$ 6,665,424	\$ 28,294,584		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
28-Feb-25 PROJECTED	\$ 5,418,804	\$ 6,751,459	\$ 26,961,929		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
31-Mar-25 PROJECTED	\$ 5,732,754	\$ 6,741,735	\$ 25,952,948		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
30-Apr-25 PROJECTED	\$ 5,453,455	\$ 6,775,977	\$ 24,630,425		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
31-May-25 PROJECTED	\$ 5,578,210	\$ 11,189,682	\$ 19,018,953		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
30-Jun-25 PROJECTED	\$ 3,024,908	\$ 12,767,357	\$ 9,276,504		
ACTUAL	\$ -	\$ -	\$ 23,486,739	0.00%	
INITIAL FORECASTED EFB	\$ 79,371,814	\$ 82,864,739	\$ 9,276,504		10.07%
ACTUALS TO DATE	\$ 21,126,514	\$ 10,409,205			
ANTICIPATED ACTUALS*	\$79,338,980	\$81,464,858	\$ 10,643,551		11.56%
Monthly Comp.	Above or within : \$ 79,338,980	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:	Estimated; amount may change, depending on 2023-2024 fiscal year end adjustments				
	August A/P actuals were updated after board reports were presented due to grant funding. Aug EFB changed from 10.15% to 10.78%				
ENDING FUND BALANCE LEGEND	8.00% to 9.00% and above	Between 7.99% to 7.50%	7.49% and below		18

HSD Enrollment Trends 2020-21 to Present



October Enrollment



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

November 18, 2024

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

7.0. CONSENT: Human Resources Department

7.1.1. TOPIC: Personnel Resignation

It is recommended.

RECOMMENDATION:

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

NAME	POSITION	BUILDING ASSIGNMENT
Loretta Fitterer	ELL Teacher	Armand Larive Middle School
Martin Vito	Yearbook	Sandstone Middle School
Thomas Spoo	Principal	Hermiston High School
Andrea Rivera	Counselor	Desert View Elementary
Raileigh Parsons	SpEd Assistant	Armand Larive Middle School
Corinne Applegate	Language Arts Teacher	Armand Larive Middle School
Guadalupe Sanchez	Educational Assistant	Rocky Heights Elementary
Marysol Villarreal Murillo	ELL Assistant	Armand Larive Middle School
Ahtziri Manjarrez Trujillo	ELL Assistant	Rocky Heights Elementary

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

NOVEMBER 18, 2024

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

7.0. CONSENT: Human Resources Department

7.1.2. TOPIC: Personnel Appointment

It is recommended.

RECOMMENDATION:

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

NAME	POSITION	BUILDING ASSIGNMENT
Itzell Jaime	SpEd Assistant	West Park Elementary
Stephanie McNeeley	SpEd Assistant	Sandstone Middle School
Jaylenn Mendoza	Custodian Bilingual Support	Maintenance Department
Perla Gutierrez	Custodian Roamer	Maintenance Department
Aniah Devera-Portillo	ELL Assistant	Rocky Heights Elementary
Ashley Larson	Campus Monitor	Hermiston High School
Amanda Carlson	SpEd Assistant	Rocky Heights Elementary

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

NOVEMBER 18, 2024

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

7.0. CONSENT: Human Resources Department

7.1.3. TOPIC: Personnel Extra Duty/Extra Responsibility

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the extra duty/extra responsibility of the following employees:

NAME	POSITION	BUILDING ASSIGNMENT
Hayden Meyers (split)	Enrichment Coach	Sunset Elementary
Makenzie Davis (split)	Enrichment Coach	Sunset Elementary
Angelic Cooke	Enrichment Coach	Highland Hills Elementary
Mackenzie Juul	Enrichment Coach	Highland Hills Elementary
Alexis Yockey	Enrichment Coach	Loma Vista Elementary
Teresa Neddo	Enrichment Coach	West Park Elementary
Monica Aguilar (split)	Yearbook	Sandstone Middle School
Mackenzie Kirkpatrick (split)	Yearbook	Sandstone Middle School
Makaylee Young	Unified Basketball Coach	Hermiston High School
9th Grade Student Success Team	Communications	Ericka Wells
9th Grade Student Success Team	Math	Nadia Monroy
9th Grade Student Success Team	Science	Miguel Moreno
9th Grade Student Success Team	Counselor	Kristine Martin
9th Grade Student Success Team	Graduation	Janeth Macias
9th Grade Student Success Team	Student Success	Jay Ego

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

November 18, 2024

SUPERINTENDENT'S RECOMMENDATION

7.2. Business Office

7.2.1. TOPIC: Acceptance of Gifts

It is recommended.

RECOMMENDATION:

. that the Board of Education accept the following gifts:

School/Program	Gift	Value	Donor
Rocky Heights Elementary	Books	\$178	Oregon Library Association
Highland Hills Elementary	Books	\$178	Oregon Library Association



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: Oregon Library Association

Donor Address: P.O. Box 3067 La Grande, OR 97850

Donor Telephone Number: 541-962-5824

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: One complete set of 16 books for the 3rd-5th division of the Oregon Battle of the Books 24-25 competition. Approximate Value: \$178

Purpose of gift/donation: Books are to be used by students who are participating in 24-25 Oregon Battle of the Books competition.

Signature of Donor: N/A

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 Rebecca G Date: 10/22/24

Recommendation of Business Manager [Signature] Date: 10/22/2024

Recommendation of Superintendent [Signature] Date: 11/14/24

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: Rocky Heights Elementary

Name of Donor: Oregon Library Association

Donor Address: P.O. Box 3067 La Grande, OR 97850

Donor Telephone Number: 541-962-5824

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: One complete set of 16 books for the 3rd-5th division of the Oregon Battle of the Books 24-25 competition. Approximate Value: \$178

Purpose of gift/donation: Books are to be used by students who are participating in 24-25 Oregon Battle of the Books competition.

Signature of Donor: N/A

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: 10/21/24

Recommendation of Business Manager [Signature] Date: 10/22/2024

Recommendation of Superintendent [Signature] Date: 11/14/24

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**

November 18, 2024

SUPERINTENDENT'S RECOMMENDATION

8.0. Consent Item

8.2.2 TOPIC: Resolution #24-25-01 Appropriation Adjustment Nov. 2024

It is recommended.

RECOMMENDATION:

. that the Board of Education of Hermiston School District #8R hereby approves the following changes in appropriations and expenditures for the fiscal year 2024-2025 Budget.

Fund	Category	Prior Budgeted	Change Amount	New Budget
210	1000	\$2,849,000	(\$175,000.00)	\$2,674,000
210	4000	\$1,844,000	\$175,000.00	\$2,019,000
216	2000	\$33,273	(\$19,600.00)	\$13,673
216	3000	\$34,371	\$19,600.00	\$53,971
235	1000	\$303,000	(\$85,000.00)	\$218,000
235	2000	\$5,667	\$85,000.00	\$90,667
251	2000	\$3,119,754	\$38,125.00	\$3,157,879
251	R3299	\$7,045,660	\$38,125.00	\$7,083,785

Considered and adopted at the meeting of the Board of Education of the Hermiston School District #8R, on the 18th day November 2024.

HERMISTON SCHOOL DISTRICT #8R

Resolution # 24-25-01

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

WHEREAS, Oregon Revised Statute allows the District to authorize such transfers of appropriation via resolution, and expend funds 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 2024-2025 Budget.

Fund	Category	Prior Budgeted	Change Amount	New Budget
210	1000	\$2,849,000	(\$175,000.00)	\$2,674,000
210	4000	\$1,844,000	\$175,000.00	\$2,019,000
216	2000	\$33,273	(\$19,600.00)	\$13,673
216	3000	\$34,371	\$19,600.00	\$53,971
235	1000	\$303,000	(\$85,000.00)	\$218,000
235	2000	\$5,667	\$85,000.00	\$90,667
251	2000	\$3,119,754	\$38,125.00	\$3,157,879
251	R3299	\$7,045,660	\$38,125.00	\$7,083,785

Considered and adopted at the meeting of the Board of Education of the Hermiston School District #8R, on the 18th day November 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**

November 18, 2024

SUPERINTENDENT'S RECOMMENDATION

8.0. Consent Item

8.2.3. TOPIC: Resolution #24-25-02 General Fund Supplemental Budget

It is recommended.

RECOMMENDATION:

. that the Board of Education of Hermiston School District #8R, Umatilla County, Oregon, adopt the following supplemental budget.

2024-2025 Supplemental Budget:

	Fund	Category	Prior Budgeted	Change Amount	New Budget
Revenue:	100	R5400	\$ 12,427,956	\$ 1,596,359	\$ 14,024,315
Appropriations:	100	2000	\$ 35,063,467	\$ 96,359	\$ 35,159,826
	100	4000	\$ 150,000	\$ 1,350,000	\$ 1,500,000
	100	5200	\$ 100,000	\$ 150,000	\$ 250,000

Considered and enacted at the meeting of the Board of Directors of the Hermiston School District #8R, on the 18th day November 2024.

**HERMISTON SCHOOL DISTRICT #8R
RESOLUTION # 24-25-02**

2024-2025 Supplemental Budget

WHEREAS, Oregon Revised Statutes 294.471 provides for making a supplemental budget for an occurrence or condition which had not been ascertained at the time of the preparation of a budget for the current fiscal year which requires a change in financial planning; and

WHEREAS, the Hermiston School District #8R has a need to recognize unanticipated resources from the the prior year ending balance; and

WHEREAS, the District has a need to spend the unanticipated revenue during the current fiscal year ending June 30, 2025, for the purpose of support services, building maintenance and acquisition.

THEREFORE, BE IT RESOLVED the Board of Education of Hermiston School District #8R, Umatilla County, Oregon, adopt the following supplemental budget.

2024-2025 Supplemental Budget:

	Fund	Category	Prior Budgeted	Change Amount	New Budget
Revenue:	100	R5400	\$ 12,427,956	\$ 1,596,359	\$ 14,024,315
Appropriations:	100	2000	\$ 35,063,467	\$ 96,359	\$ 35,159,826
	100	4000	\$ 150,000	\$ 1,350,000	\$ 1,500,000
	100	5200	\$ 100,000	\$ 150,000	\$ 250,000

Considered and enacted at the meeting of the Board of Directors of the Hermiston School District #8R, on the 18th day of November 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**

November 18, 2024

SUPERINTENDENT'S RECOMMENDATION

8.0 ACTION ITEMS

8.1 TOPIC: OSBA Resolutions

It is recommended.

RECOMMENDATION:

. that the Board of Education take action to support or oppose the following OSBA Resolutions:

OSBA Resolution #1 to amend the OSBA dues schedule

OSBA Resolution #2 to create the OSBA members PRIDE Caucus and designate a seat on the OSBA Board of Directors and Legislative Policy Committee

OSBA Resolution #3 to adopt the proposed amendments to the OSBA bylaws



Election - OSBA 2024 - Gorge (02)

2024 OSBA Election

*** 1. Resolution 1 - Amends the OSBA dues schedule**

- Yes - adopt
- No - do not adopt
- Abstain
- No action taken

*** 2. Resolution 2 - Creates the Oregon School Board Members PRIDE Caucus and designate a seat on the OSBA Board of Directors and Legislative Policy Committee**

- Yes - adopt
- No - do not adopt
- Abstain
- No action taken

*** 3. Resolution 3 - Adopts the proposed amendments to the OSBA Bylaws**

- Yes - adopt
- No - do not adopt
- Abstain
- No action taken

*** 4. Type the name of the district, ESD, or community college board that officially made this vote.**

*** 5. Type the meeting date when the board officially made this vote.**

*** 6. Type your name and title.**

To retain a record of your vote, you **MUST** print this page before clicking the Done button.

Done

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Resolution to Amend the OSBA Dues Schedule

WHEREAS, the Oregon School Boards Association (OSBA) dues revenue as a percentage of OSBA's total revenues is declining. OSBA's dues revenue as a percentage of OSBA's operating costs to support the services OSBA provides to members is also declining;

WHEREAS, the percentage of dues revenue as a proportion of total association revenue has fallen 19.1 percent since the 1996-97 fiscal year to 6.4 percent of total association revenue. If dues do not increase, this percentage of total association revenue will continue to decline;

WHEREAS, the OSBA dues schedule has not increased since the 1998-99 fiscal year;

WHEREAS, OSBA retained The Coraggio Group to do an in-depth analysis of the value of the programs and services OSBA offers to its members and develop a 3-5 year sustainable business plan with member engagement;

WHEREAS, based on the survey data obtained by The Coraggio Group, OSBA members overwhelmingly agree that they receive great service for what they currently pay. Current annual member dues are as low as \$250. Given the costs associated with providing no cost or highly subsidized services available to members, \$250 is very low in comparison.

WHEREAS, The Coraggio Group in collaboration with OSBA staff, has recommended a phased increase in the dues schedule. This approach aims to provide financial stability for the organization and align the dues with other state associations, thereby enabling the association to continue offering its high-quality programs and services.

WHEREAS, the proposed dues increase, which was reviewed by the OSBA Finance Committee, and approved by the OSBA Board of Directors on June 15, 2024, supports the recommendation to amend the OSBA Dues Schedule.

THEREFORE, BE IT RESOLVED in recognition of the current financial situation of Oregon districts and the need for an OSBA dues adjustment, the OSBA Board of Directors recommends that the dues schedule be amended in a manner so that OSBA member school districts and education service districts (ESDs) paying more than \$1,500 annually will experience a dues increase of 15% annually for five consecutive years beginning in the 2025-2026 fiscal year. Beginning in the 2030-31 fiscal year, the dues will increase annually as a percentage in alignment with the Consumer Price Index;

THEREFORE, BE IT FURTHER RESOLVED, the OSBA Board of Directors recommends a membership dues floor be established at \$1,500 and a maximum dues rate of \$25,000 per fiscal year. For OSBA member school districts, ESDs, and community colleges who are below this floor, dues will increase \$250 per year until the floor is reached. For school districts and ESDs that reach the floor before the 2030-31 fiscal year, dues will increase by 15% per year until the 2030-31 fiscal year. Beginning in the 2030-31 fiscal year, dues for all school districts, ESDs, and community colleges will increase annually as a percentage in alignment with the Consumer Price Index.

BE IT FURTHER RESOLVED by the OSBA Board of Directors that the proposed amendments to the OSBA Dues Schedule be submitted to the membership for consideration during the 2024 OSBA election; and

BE IT FURTHER RESOLVED by the OSBA Board of Directors that the proposed amendments to the OSBA Dues Schedule and a copy of this resolution be forwarded to all OSBA member boards in accordance with the OSBA Board of Directors' adopted elections calendar.

Submitted by: OSBA Board of Directors

DISTRICT	24-25 DUES	25-26 DUES	26-27 DUES	27-28 DUES	28-29 DUES	29-30 DUES	30-31 DUES**
District Member 01 (under 100)*	\$ 250.25	\$ 500.25	\$ 750.25	\$ 1,000.25	\$ 1,250.25	\$ 1,500.00	\$ 1,560.00
District Member 02 (100-249)*	\$ 541.25	\$ 791.25	\$ 1,041.25	\$ 1,291.25	\$ 1,541.25	\$ 1,772.44	\$ 1,843.34
District Member 03 (250-499)*	\$ 778.00	\$ 1,028.00	\$ 1,278.00	\$ 1,528.00	\$ 1,757.20	\$ 2,020.78	\$ 2,101.61
District Member 04 (500-999)	\$ 1,420.50	\$ 1,633.58	\$ 1,878.61	\$ 2,160.40	\$ 2,484.46	\$ 2,857.13	\$ 2,971.42
District Member 05 (1000-1999)	\$ 2,503.00	\$ 2,878.45	\$ 3,310.22	\$ 3,806.75	\$ 4,377.76	\$ 5,034.43	\$ 5,235.80
District Member 06 (2000-2499)	\$ 3,450.00	\$ 3,967.50	\$ 4,562.63	\$ 5,247.02	\$ 6,034.07	\$ 6,939.18	\$ 7,216.75
District Member 07 (2500-3999)	\$ 5,952.75	\$ 6,845.66	\$ 7,872.51	\$ 9,053.39	\$ 10,411.40	\$ 11,973.11	\$ 12,452.03
District Member 08 (4000-4999)	\$ 7,035.00	\$ 8,090.25	\$ 9,303.79	\$ 10,699.36	\$ 12,304.26	\$ 14,149.90	\$ 14,715.89
District Member 09 (5000-9999)	\$ 8,658.25	\$ 9,956.99	\$ 11,450.54	\$ 13,168.12	\$ 15,143.33	\$ 17,414.83	\$ 18,111.43
District Member 10 (10000-25000)	\$ 10,823.00	\$ 12,446.45	\$ 14,313.42	\$ 16,460.43	\$ 18,929.49	\$ 21,768.92	\$ 22,639.68
District Member 11 (over 25000)***	\$ 18,940.00	\$ 21,781.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 26,000.00
						\$	-
ESD Membership Dues 01 (under 1000)*	\$ 473.75	\$ 723.75	\$ 973.75	\$ 1,223.75	\$ 1,473.75	\$ 1,694.81	\$ 1,762.61
ESD Membership Dues 02 (1000-2500)*	\$ 710.50	\$ 960.50	\$ 1,210.50	\$ 1,460.50	\$ 1,679.58	\$ 1,931.51	\$ 2,008.77
ESD Membership Dues 03 (2500-5000)*	\$ 947.00	\$ 1,197.00	\$ 1,447.00	\$ 1,664.05	\$ 1,913.66	\$ 2,200.71	\$ 2,288.73
ESD Membership Dues 04 (5000-7500)*	\$ 1,082.50	\$ 1,332.50	\$ 1,582.50	\$ 1,819.88	\$ 2,092.86	\$ 2,406.78	\$ 2,503.06
ESD Membership Dues 05 (7500-10000)	\$ 1,556.00	\$ 1,789.40	\$ 2,057.81	\$ 2,366.48	\$ 2,721.45	\$ 3,129.67	\$ 3,254.86
ESD Membership Dues 06 (10000-15000)	\$ 2,029.50	\$ 2,333.93	\$ 2,684.01	\$ 3,086.62	\$ 3,549.61	\$ 4,082.05	\$ 4,245.33
ESD Membership Dues 07 (15000-25000)	\$ 2,367.75	\$ 2,722.91	\$ 3,131.35	\$ 3,601.05	\$ 4,141.21	\$ 4,762.39	\$ 4,952.89
ESD Membership Dues 08 (25000-50000)	\$ 3,111.75	\$ 3,578.51	\$ 4,115.29	\$ 4,732.58	\$ 5,442.47	\$ 6,258.84	\$ 6,509.19
ESD Membership Dues 09 (above 50000)	\$ 4,667.50	\$ 5,367.63	\$ 6,172.77	\$ 7,098.68	\$ 8,163.49	\$ 9,388.01	\$ 9,763.53
State Board of Education	\$ 67.75	\$ 77.91	\$ 89.60	\$ 103.04	\$ 118.50	\$ 136.27	\$ 141.72
Community College Association****	\$ 4,601.00	\$ 8,851.00	\$ 13,101.00	\$ 17,351.00	\$ 21,601.00	\$ 25,500.00	\$ 26,520.00

*Add \$250 annually until floor is reached, then increase 15% through year 5

**Reflects an estimated CPI increase of 4%

*** \$25,000 cap prior to CPI

****Reflects an increase of \$250 per year, per community college (17) annually until the community colleges reach the \$1,500 floor amount per college. (\$25,500)



Resolution to Amend Oregon School Boards Association's Bylaws Relating to Composition of the Board of Directors

WHEREAS, the Oregon School Boards Association (OSBA) was formed in 1946 as a volunteer association of locally elected public school boards and transitioned to a nonprofit public benefit corporation under Oregon Revised Statute Chapter 65 as of July 1, 2018;

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee has been operating as an OSBA board appointed advisory committee since September 22, 2023; has a record of regular meetings; has draft bylaws; has identified goals that align with the mission, vision and goals of OSBA; has draft action plans; and a draft budget;

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee is ready to elect officers and their Leadership Assembly;

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee has articulated its mission as follows: "To promote quality education for all students with an emphasis on the unique needs of LGBTQIA2S+ students, staff and board members.";

WHEREAS, OSBA's Board of Directors recognizes the importance of the Oregon LGBTQIA2S+ School Board Members Advisory Committee's mission and goals; and

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee has respectfully requested that the Board of Directors submit a resolution to the membership creating the Oregon School Board Members PRIDE Caucus (OSBM PRIDE) and designate a seat on the OSBA Board of Directors and Legislative Policy Committee.

THEREFORE, BE IT RESOLVED by the OSBA Board of Directors that the proposed bylaws amendment designating an Oregon School Board Members PRIDE Caucus representative as a voting member of the OSBA Board of Directors and Legislative Policy Committee be submitted to the membership for consideration during the 2024 OSBA election; and

BE IT FURTHER RESOLVED that the draft bylaws and a copy of this resolution be forwarded to all association member boards in accordance with OSBA's adopted elections calendar.

Submitted by: OSBA Board of Directors

BYLAWS

OREGON SCHOOL BOARD MEMBERS PRIDE CAUCUS
OF THE OREGON SCHOOL BOARDS ASSOCIATION

DRAFT

Contents

ARTICLE 1. 3

CHARTER. 3

ARTICLE 2. 3

NAME, MISSION AND GOALS. 3

ARTICLE 3. 4

MEMBERSHIP. 4

ARTICLE 4. 4

BUDGET. 4

ARTICLE 5. 4

MEETINGS. 4

ARTICLE 6. 5

CAUCUS LEADERSHIP COUNCIL. 5

ARTICLE 7. 6

EXECUTIVE COMMITTEE. 6

ARTICLE 8. 7

COMMITTEES. 7

ARTICLE 9. 7

SEAT ON THE OSBA'S BOARD OF DIRECTORS. 7

GENERAL PROVISIONS. 7

ARTICLE 1

CHARTER

The Oregon School Boards Association (the “OSBA”) exists solely to perform essential governmental functions and all its income must accrue to the State of Oregon or its political subdivisions as required under IRC Section 115. OSBA’s mission is to improve student success and education equity through advocacy, leadership and service to Oregon public school boards.

OSBA is aware and acknowledges that diversity is a core value of OSBA. OSBA desires to identify areas of concern and causation, convene a caucus of stakeholders, and create a plan to better promote and support the success of students, school staff and school board members who identify as part of the LGBTQIA2S+ communities.

To this end, The OSBA Board of Directors has formally recognized the Oregon School Board Members PRIDE Caucus (the “Caucus”) to serve as a resource and provide guidance and leadership for these initiatives to the OSBA Board of Directors.

The activities of the Caucus shall align with OSBA bylaws as well as complement, not duplicate, OSBA’s efforts on behalf of all local governing boards.

ARTICLE 2

NAME, MISSION AND GOALS

2.1 Name. This organization shall be known as the Oregon School Board Members PRIDE Caucus (OSBM PRIDE) of the Oregon School Boards Association (OSBA).

2.2 Mission. To promote quality education for all students with an emphasis on the unique needs of LGBTQIA2S+ students, staff and board members.

2.3 Goals.

2.3.1 The implementation of ODE’s “Oregon LGBTQ2SIA+ Student Success Plan.”

2.3.2 Promoting positive and effective relationships among LGBTQIA2S+ school board members, their communities, political leaders, partner organizations and OSBA.

2.3.3 Building and increasing capacity of LGBTQIA2S+ school board members and support a pipeline for LGBTQIA2S+ people to run for school board seats.

2.3.4 Serving as a resource.

2.3.5 Developing, promoting, and advancing legislation to improve educational opportunities and outcomes for LGBTQIA2S+ students, staff and families.

2.3.6 Equipping and advancing LGBTQIA2S+ board members to serve in the general OSBA leadership.

2.3.7 Building capacity of the general board membership in understanding the issues of LGBTQIA2S+ people and inclusion.

ARTICLE 3

MEMBERSHIP

3.1 Qualification. All members must support the purposes and goals of the Caucus as set forth in Article 2.

3.2 Members. The Caucus members may include any elected or appointed member of any public board of education in Oregon who are active members in good standing with the Oregon School Boards Association and identify as a member of the LGBTQIA2S+ communities. Caucus members may participate in all discussions, vote, and serve as an officer of the Caucus. Members must attend the meeting in person, via telephone, or via virtual meeting platform (e.g., Zoom) to vote. Voting by proxy shall not be permitted.

3.3 Attendees. The Caucus may, in its discretion, invite to participate in any meeting or event any other individuals who support the purpose and goals of the Caucus as set forth in Article 2.

3.4 Membership List. The Membership list shall be maintained by the Secretary.

ARTICLE 4

BUDGET

4.1 Budget. The Caucus shall submit an annual budget request as outlined under the OSBA budget process, including approval by the OSBA Board of Directors. The request shall set forth the areas of concern, recommended actions, and annual goals.

ARTICLE 5

MEETINGS

5.1 Annual Meetings. An annual meeting of the Caucus shall be in conjunction with the OSBA Annual Convention at which time the Caucus shall elect officers and shall conduct other business as may properly be brought before the meeting of the Caucus.

5.2 Regular and Special Meetings.

5.2.1 Regular Meetings. The Caucus shall meet as often as required to achieve the goals outlined in its annual Work Plan. These meetings shall be scheduled for the year at the Annual Meeting.

5.2.2 Special Meetings. Special meetings of the members for any purpose may be called, either in writing or by e-mail, by the President or by a majority of the Executive Committee. Such a request shall state the purpose or purposes of the proposed meeting.

5.2.3 Place of Meetings. Regular and special meetings of the Caucus shall be held at any location within Oregon, by virtual meeting platform, or a combination of the two, as designated by the President or the Executive Committee.

5.3 Notice.

5.3.1 Notice of every annual meeting of members, stating the time and place thereof, will be provided with an agenda no less than 15 days prior to such meeting.

5.3.2 Notice of every regular or special meeting of members, stating the time and place thereof, shall be provided with an agenda no less than 10 days prior to such meeting.

5.4 Quorum. Except as otherwise provided by law, the presence at any meeting of a majority of the Executive Committee shall constitute a quorum.

5.5 Organization. The President may determine in their sole discretion whether any meeting of the Caucus shall be held in accordance with Robert's Rules of Order.

5.6 Records. The President shall see that all correspondence, minutes, agendas, and Charter be sent to and kept on file with OSBA.

5.7 OSBA Staff Liaison. The Executive Director of OSBA shall designate a staff member to serve as a liaison representative to the Caucus. The designee shall not have voting rights.

5.8 Compliance with Open Meetings Laws. The Caucus shall comply with the open meetings law requirements of ORS chapter 192 at every convening of its membership in which a quorum is required in order to make a decision or to deliberate toward a decision on any matter.

ARTICLE 6

CAUCUS LEADERSHIP COUNCIL

6.1 Composition. The Leadership Council of the Caucus shall include the President(s), Vice President, Secretary, Treasurer, Regional Directors and two Members of the Caucus.

6.2 Term. Leadership Council members shall serve a two-year term. The President may only serve one consecutive term. The Vice President, Secretary, Treasurer, Regional Members, and Members-at Large may serve any number of consecutive terms. Each officer shall hold office until the term has expired or until a successor has been duly elected and qualified for the position, or until the officer can no longer hold the position because they no longer qualify to be a member of the Caucus as defined in Article 3 above, or because of removal or death.

6.3 Nomination and Election

6.3.1 Nomination. Leadership Council members may be nominated by either the nominating committee or a caucus member at the annual meeting.

6.3.2 Election. The members shall elect the Leadership Council by majority vote at the annual meeting in even numbered years.

6.4 Designations

6.4.1 President. The President shall preside at all meetings of the Caucus and the Executive Committee. The President shall appoint all standing and special committees and shall be an ex-officio member of all committees, except the nominating committee, with voting power. The President shall sign all official reports of the Caucus. Two persons may share the position of President, or one person may serve as President and another as Vice President.

6.4.2 Vice President. In the absence of the President, the Vice President shall have and perform all the powers and duties of the President.

6.4.3 Immediate Past President. The Immediate Past President shall advise and counsel with other officers. The Immediate Past President chairs the officer succession planning process. The past president serves for two calendar years.

6.4.4 Secretary. The Secretary shall keep the minutes and records, maintain a roster of the current membership, and shall see that all notices are duly given in accordance with the provisions of law and this Charter, and such other duties as from time to time may be assigned by the Executive Committee.

6.4.5 Treasurer. The Treasurer shall have the responsibility for receiving and disbursing all funds related to the Caucus in coordination with the OSBA liaison. The Treasurer shall report regularly to the Executive Committee, shall prepare a written yearly financial

report to be distributed to the members at each annual meeting, and shall perform other duties assigned by the Executive Committee.

6.4.6 Regional Caucus Directors. There shall be one Regional Director for each congressional district apportioned to Oregon for election at the Oregon general election held in the year of the Caucus' annual meeting. (For reference, there shall be six Regional Directors starting in 2025.) The Regional Directors shall live in the region which they represent. The Regional Directors shall report issues from their region to the Caucus and shall perform other duties assigned by the Executive Committee. The regions shall be based on Oregon's congressional districts.

Future positions:

6.4.7 At-Large Members. There shall be two At-Large Directors.

6.5 Resignation. A Leadership Council member may resign by filing a written resignation with the President or Secretary of the Caucus or the President of OSBA.

6.6 Vacancies. Any vacancy in any office may be appointed for the unexpired portion of the term by a majority of the officers at the next regular or special meeting.

6.7 Removal. Any member of the Caucus who misses more than two meetings out of any four consecutive meetings, unless they are excused by the board for a valid reason, may have their office vacated by action of the board.

ARTICLE 7

EXECUTIVE COMMITTEE

7.1 Composition. There shall be an Executive Committee made up of the President(s), Vice President, Immediate Past President, Secretary, and Treasurer.

7.2 Responsibilities. The Executive Committee shall have the following responsibilities and powers:

- (a) To respond to any inquiry or question from OSBA.
- (b) To act on behalf of the Caucus when deemed necessary by the President.
- (c) To review plans and programs to be presented to the Caucus at its meetings.
- (d) To give direction to the OSBA liaison on legislative action to come before the state legislature on which there is no formal Caucus policy or resolution.

(e) The Executive Committee shall act as the Nominating Committee and nominate a candidate for each office of the Caucus. A nominating committee report will be included in the notice of the annual meeting of the membership.

7.3 Ratification. Any actions by the President shall be reported to the Executive Committee as soon as the action has taken place. All actions of the Executive Committee shall be subject to ratification by the Caucus at the next meeting of the members.

7.4 Administration. The Executive Committee may use the guidance of Robert's Rules of Order for all procedures. The Executive Committee shall keep regular minutes of its proceedings and all actions by the Executive Committee shall be reported promptly to the membership. Such actions shall be subject to review by the membership, provided that no rights of third parties shall be affected by such review.

ARTICLE 8

COMMITTEES

The President or Executive Committee may establish committees of two or more members to serve at the discretion of the President or the Executive Committee. These committees may consist of such persons and perform such duties as the President designates from time to time. The committees may not act on behalf of the Caucus but may make recommendations to the Caucus for approval. The Chair of any such committee shall be a member of the Executive Committee.

ARTICLE 9

SEAT ON THE OSBA'S BOARD OF DIRECTORS

The Caucus shall appoint one officer from the Leadership Council to serve as liaison to the OSBA Board of Directors and to be a member of the OSBA Board of Directors. The appointee must be an elected or appointed member of any public board of education in Oregon and an active member in good standing with the Association.

ARTICLE 10

GENERAL PROVISIONS

10.1 Amendment of Bylaws

10.1.1 Bylaws may be altered, amended, or replaced by the members of Caucus as approved by voting members at the annual meeting by a majority vote.

10.1.2 Notice of proposed bylaws changes shall be in the annual meeting agenda and sent to all members 15 days prior to the annual meeting.

10.1.3 Omissions from this Charter shall be governed by Robert's Rules of Order when they do not conflict with the Charter.

10.2 Seat on OSBA'S Legislative Policy Committee (LPC)

10.2.1 The Caucus shall appoint one caucus member to serve as liaison to the OSBA Legislative Policy committee and to be a member of the LPC. The appointee must be an elected or appointed member of any public board of education in Oregon who is an active member in good standing with the Association.

The foregoing charter was adopted by the active membership of OSBM PRIDE on August 10, 2024.



Resolution to Amend the OSBA 2023 Bylaws

WHEREAS, the Oregon School Boards Association (OSBA) was formed in 1946 as a volunteer association of locally elected public school boards;

WHEREAS, in 2017, through a vote of the OSBA membership, OSBA was incorporated under ORS chapter 65 as a public benefit non-profit corporation and the OSBA bylaws replaced the OSBA constitution;

WHEREAS, in 2018, through a vote of the OSBA membership, the OSBA bylaws were amended to expand the OSBA board of directors and legislative policy committee with representatives from the Oregon school board members of color caucus;

WHEREAS, in 2023, through a vote of the OSBA membership, the OSBA bylaws were amended to expand the OSBA board of directors and legislative policy committee with representatives from the Oregon rural school board members caucus and additional revisions to the bylaws;

WHEREAS, in 2024, the OSBA board of directors reviewed the OSBA bylaws and proposes to amend the OSBA bylaws as reflected in the attached draft OSBA bylaws with changes highlighted in the attached draft OSBA bylaws crosswalk document; and

WHEREAS, the substantive changes to the draft OSBA bylaws are the following:

- Allowing caucuses to have an additional director on the OSBA board of directors in the circumstance where the OSBA president or immediate past president is a director from a caucus. This revision is intended to provide the same opportunity for representation for caucuses as is currently provided to regionally elected directors.
- Clarify that OSBA board of directors must comply with the Oregon government ethics laws with respect to conflicts-of-interest.
- Require OSBA caucuses to submit an annual year end fiscal report to the OSBA board of directors.
- Create officer eligibility criteria that requires candidates for officer positions and directors in officer positions to be voting members of the OSBA board of directors.
- Expand the OSBA board of directors and legislative policy committee with representatives from the Oregon school board members PRIDE caucus.
- Edits to grammar, punctuation, and language for readability.

THEREFORE, BE IT RESOLVED by the OSBA board of directors that the proposed draft OSBA bylaws be submitted to the membership for consideration during the 2024 OSBA election; and

BE IT FURTHER RESOLVED that the proposed draft OSBA bylaws, the draft OSBA bylaws crosswalk document and a copy of this resolution be forwarded to all OSBA member boards in accordance with the OSBA board of directors' adopted elections calendar.

Submitted by: OSBA Board of Directors



BYLAWS

As Amended by the Membership: December 2023

Proposed Edits: September 14, 2024

SECTION 1 PURPOSE

The Oregon School Boards Association (the “Association” or “OSBA”) exists solely to perform essential governmental functions and all of its income accrues to the State of Oregon or its political subdivisions as required under IRC Section 115. In particular, the Association’s mission and purpose are as follows:

- A. To work for the general advancement and improvement of the education of all public school children of the State of Oregon.
- B. To gather and disseminate information pertinent to the successful operation of public schools.
- C. To work for the most efficient and effective organization of public schools of this state. “Public schools” include local school districts, education service districts, the State Board of Education, and community colleges classified as a political subdivision.
- D. To work for adequate and dependable financial support for the public schools of this state.
- E. To study all legislation which affects the public schools of Oregon and to support and work for that which appears to be desirable and to keep members informed thereof. To propose and work for the enactment of proper educational legislation.
- F. To encourage the establishment and maintenance of best practices and high standards in the conduct and operation of the public school educational system.
- G. To study and interpret educational programs and to relate them to the needs of pupils.
- H. To promote public understanding of the role of school boards and school board members in the improvement of education.
- I. To conduct seminars, conferences, and research projects in the various aspects of education for the benefit of members.
- J. To endeavor to implement the policies, beliefs, and resolutions of the Association members and board of directors.
- K. To do such other things as the member boards or board of directors may deem appropriate for the accomplishment of these and other purposes which tend to improve public education.
- L. To enter into such cooperative agreement with members for the pooling of resources and the provision of services as may result in the more efficient utilization of district resources and accrue to their financial advantage.

SECTION 2 MEMBERS

2.1 Admission. All members must qualify as (1) a “political subdivision” as defined under Treas Reg § 1.103-1(b) and Revenue Ruling 78-276, 1978-2 CB 256 and (2) as one of the following:

- 2.1.1 ~~Local~~ School District as defined under ORS Chapter 332;
- 2.1.2 Education Service District as defined under ORS Chapter 334;
- 2.1.3 Community College District as defined under ORS Chapter 341;
- 2.1.4 State Board of Education as defined under ORS Chapter 326; and

2.1.5 Any other governmental educational organization qualifying as a political subdivision, as approved by resolution of the board of directors.

2.2 Dues. Annual dues shall be set by majority vote of the members and shall be based on resident Average Daily Membership (ADMr) as of December 31 of the preceding year as reported to the Oregon Department of Education. Dues shall be payable on July 1 of each year and shall become delinquent on September 1 of each year. Member status shall automatically terminate for members failing to pay dues by September 1 unless an extension is requested and granted by the board of directors.

2.3 Reserved Powers of the Members. The following corporate actions require the consent and approval of the members:

2.3.1 Election and removal of directors except as set forth in Section 3.8;

2.3.2 Election and removal of the Legislative Policy Committee (“LPC”) members except as set forth in Section 4.1.3(g);

2.3.3 Approval of resolutions to effectuate any of the following:

(a) Adoption, amendment, or restatement of the articles of incorporation or bylaws;

(b) Modification to the region descriptions set forth in Section 2.6.1; and ~~the~~

(c) Dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association’s assets.

2.4 Voting Power.

2.4.1 Election of Directors and LPC Members. For the purposes of nominating and electing directors and LPC members, each member shall have one vote.

2.4.2 Resolution. For the purposes of approving a resolution, each member shall have one vote on all resolutions except as follows:

(a) K-12 Local Districts with an ADMr between 15,600 and 23,400 shall have two votes.

(b) K-12 Local Districts with an ADMr between 23,400.1 and 31,200 shall have three votes.

(c) K-12 Local Districts with an ADMr between 31,200.1 and 39,000 shall have four votes.

(d) K-12 Local Districts with an ADMr of 39,000.1 or more shall have five votes.

2.5 Process of Approval of Member Resolutions.

2.5.1 Generally, members shall approve resolutions annually by ballot vote. Members or the board of directors may submit a resolution for member approval. Such resolutions shall be submitted to the board of directors no later than September 30~~th~~. The board of directors shall distribute all timely submitted resolutions, together with an official ballot, to the members no later than October 15. Members shall vote by ballot submitted to the board of directors no later than December 15.

2.5.2 ~~The board of directors may call a special meeting of the members under Section 2.9, as necessary.~~

2.6 Regional Election of Directors and LPC Members.

2.6.1 Regional Voting. For the purposes of nominating and electing the board of directors and LPC members, the Association members shall be organized into and represented by region:

- (a) Eastern Region includes all of the members located in the counties of Baker, Grant, Malheur, Union, Wallowa, and Wheeler.
- (b) Gorge Region includes all of the members located in the counties of Gilliam, Morrow, Sherman, Umatilla, and Wasco.
- (c) Central Region includes all of the members located in the counties of Crook, Deschutes, and Jefferson.
- (d) Southeast Region includes all of the members located in the counties of Harney, Klamath, and Lake.
- (e) Southern Region includes all of the members located in the counties of Jackson and Josephine.
- (f) Lane Region includes all of the members located in the county of Lane.
- (g) Clackamas Region includes all of the members located in the counties of Clackamas and Hood River.
- (h) Douglas/South Coast Region includes all of the members located in the counties of Coos, Curry, and Douglas.
- (i) Linn, Benton, Lincoln Region includes all of the members located in the counties of Benton, Lincoln, and Linn.
- (j) Marion Region includes all of the members located in the county of Marion.
- (k) Yamhill, Polk Region includes all of the members located in the counties of Polk and Yamhill.
- (l) North Coast Region includes all of the members located in the counties of Clatsop, Columbia, and Tillamook.
- (m) Washington Region includes all of the members located in the county of Washington.
- (n) Multnomah Region includes all of the members located in the county of Multnomah.

2.6.2 Members shall be assigned to the region in which their main administrative office is located. If a member's district boundaries span more than one region, the member board must declare which region it intends to vote and shall vote only in that region.

2.6.23 Regional elections shall be determined ~~taken~~ by a majority of votes cast by members within of the members within the region.

- 2.7 Modification of Regions.** A formal review of the regional organizations described in Section 2.6.1 shall be conducted by the board of directors at least every three years commencing with 2017. Any recommended changes to the regional organization shall be submitted to the members in the form of a resolution in accordance with the provisions of Section 2. ~~115.~~
- 2.8 Annual Meetings.** An annual meeting of members shall be held in November of each year unless a different date or time is fixed by the board of directors and stated in the notice of the meeting. Failure to hold an annual meeting on the stated date shall not affect the validity of any corporate action. At the annual meeting, the president and secretary-treasurer of the board of directors, and any other officer or person whom the president may designate, shall report on the state of the Association, ~~the its~~ activities, and its financial condition ~~of the Association.~~
- 2.9 Special Meetings.** A special meeting of members shall be held upon the call of the president or 25 percent of the board of directors. All members shall be officially notified of a special meeting by written notice, mailed via U.S. mail or electronic mail, to all members at least 15 days prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the members, the place and time of the meeting, and instructions describing the method by which members can participate by telephone or video. Notice shall also comply with all procedures and include any information as required by ORS Chapter 192.
- 2.10 Telephonic/Video Meetings.** The board of directors may permit any member to participate in any annual or special meeting of the membership, or conduct the meetings through, the use of any means of communication by which all persons participating may simultaneously hear each other during the meeting. A member participating in the meeting by this means is deemed to be present ~~in person~~ at the meeting.
- 2.11 Place of Meetings.** Meetings of the members shall be held at any place, in ~~or out of~~ Oregon, designated by the board of directors. If a meeting place is not designated by the board of directors, the meeting shall be held at the Association's principal office.
- 2.12 Action by Written Ballot.** Any action required of the members will be taken by written ballot, and the Association will deliver a written ballot to every member entitled to vote on the matter. Once delivered, a written ballot may not be revoked.
- 2.13 Quorum.** A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the association.
- 2. ~~13.114~~ Approval:** With the exception of approving amendments to the Association's bylaws, which is as outlined in Section 7.1 ~~of these bylaws~~, and with the exception of regional elections outlined in 2.6.3, approval by written ballot is effective ~~when~~ at the end of the voting period when:
- (a) The number of votes cast by ballot equals or exceeds a quorum of the members; and
 - (b) The number of approvals equals or exceeds a majority of the number of returned ballots.

SECTION 3 DIRECTORS

- 3.1 Powers.** Except as provided under Section 2. ~~23~~, all corporate powers shall be exercised by or under the authority of ~~and the affairs of, are managed under the direction of~~ the board of

directors. The board of directors shall adopt policies defining specific obligations of the board of directors.

3.2 Qualifications. Directors must serve on the board of a member of the Association throughout the duration of their term, with the exception of the director serving as past president.

3.3 Number. The board of directors shall consist of not fewer than three nor more than 25 persons. The number of directors may be fixed or changed periodically, within the minimum⁷ and maximum² by the members.

3.4 Term. Directors shall take office on January 1 and shall serve for a term of two calendar years or until their successors are elected and qualified. Terms shall be staggered as per the election calendar.

3.4.1 Directors who took office prior to January 1, 2018, and are re-elected may serve for any number of terms as long as they continuously remain members of the board of directors.

3.4.2 Directors taking office on or after January 1, 2018, may serve five consecutive two-year terms and, if eligible, may rerun after a two-year hiatus.

3.4.3 If a director serving as immediate past president requires additional time beyond the term limits outlined above, the term limits will be held in abeyance to allow the director to complete their term as immediate past president.

3.5 Composition. The board of directors will be comprised of up to ~~23~~²² regionally elected directors, one designated director as defined in the bylaws of the Oregon School Board Members of Color Caucus, ~~and~~ one designated director as defined in the bylaws of the Oregon Rural School Boards Members Caucus, ~~and one designated director as defined in the bylaws of the -Oregon school board members PRIDE caucus and ex-officio nonvoting members advisors as delineated in Section 3.5.4.~~

3.5.1 Regional Elected Directors. Each region, as described under Section 2.6.1, shall elect one director except as follows:

(a) Clackamas Region shall elect two directors;

(b) Marion Region shall elect two directors;

(c) Washington Region shall elect three directors; and

(d) Multnomah Region shall elect three directors.

(e) ~~Provided, however, that i~~ If the president or immediate past president of the board of directors is a representative director from a region that elects only one director, that region shall elect an additional director or directors to serve for the duration of the president and/or the immediate past president's term.

3.5.2 Regional Election.

(a) The nomination and election of directors shall be in accordance with the elections calendar annually adopted by the board. The board of directors shall distribute notice of position vacancies, candidate information packets, and official nomination forms to all incumbent directors and members in electing regions.

(b) Each regional candidate for a director position shall be nominated by a member within the region by means of a nomination form. ~~The board of directors shall distribute notice of position vacancies, candidate information packets, and official nomination forms to all incumbent directors and members in electing regions.~~ To nominate a director candidate, one or more of the members in the region must timely submit to the board of directors a formal resolution or motion of the member and the completed nomination form(s). Nominations in regions where there is more than one open director position shall indicate the numbered position for which the nomination is being submitted.

(c) Each member in a region shall have one vote in the regional elections for the board of directors. The director candidate receiving a majority of the votes ~~cast by the~~ members within the region shall be elected.

~~(a)~~(d) In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes cast, a second regional ballot shall be required between the two candidates receiving the highest number of votes; the one receiving a majority of the votes is elected.

3.5.3 ~~Designated-Caucus~~ Representatives. In accordance with their bylaws, caucuses of OSBA shall appoint a representative of the Caucus to serve as a director of the Association. The representative must be an elected or appointed member of any public board of education in Oregon ~~who that~~ is an active member in good standing with the Association. All Association bylaws and policies shall apply to the designated representative serving as the Caucus' director of the Association.

If the president or immediate past president of the board of directors is a representative director from a caucus, then the caucus shall elect an additional director to serve for the duration of the president and/or the immediate past president's term.

3.5.4 Ex-Officio. The following individuals or their designee may serve as ex-officio, nonvoting, advisors to the board of directors:

- (a) Any director of the National School Boards Association elected from Oregon;
- (b) ~~Any officer of the National School Boards Association, National School Boards Advocacy Committee, or an officer of the NSBA Pacific Region.~~
- (c) ~~The immediate past president of the Oregon Association of School Executives;~~
- (d) The ~~immediate past president~~ Executive Director of the Confederation Coalition of School Administrators;
- (e) The ~~board section president~~ Chair-Elect of the Oregon Association of Education Service Districts;
- (f) The board ~~section~~ president of the Oregon Community College Association;
- (g) The chair of the State Board of Education; and
- (h) Any other person ~~as that~~ the board of directors may appoint.

Ex-officio advisors do not attend executive sessions of the board of directors unless they hold a separate position that entitles them to attend executive session, or they are invited to attend by the board of directors.

Ex officio advisors are not eligible for travel reimbursement from OSBA unless they hold a separate position for which travel reimbursement is provided.

3.6 Vacancies. In the event that any director position, other than the president or immediate past president serving as a second director for a region as set out in Section 3.5.1(e), is vacant during the term of office, the remaining directors may appoint an interim director from the same region to serve until December 31 of the same year.

If the board of directors cannot recruit a candidate from the region, they may appoint a person from a contiguous region to serve as director representing the open region. An individual appointed as a director from a contiguous region is not eligible to serve as an officer of the board.

All appointed interim directors must run for regional election during the next election cycle following appointment in order to be eligible to continue service on the board of directors past December 31 of the election year. The members shall elect, using the procedures in Section 3.5.2, an interim director to serve from January 1 of the next year until the end of the remaining term.

If there is a vacancy in an OSBA caucus-designated director position, then the caucus shall, as set forth in Section 3.5.3, appoint a new caucus representative to serve the remaining term.

3.7 Resignation. A director may resign at any time by delivering written notice to the president or the secretary. A resignation is effective when notice is effective under ORS 65.034 unless the notice specifies a later effective date. Once delivered, a notice of resignation is irrevocable unless revocation is permitted by the board of directors.

3.8 Removal. A director may be removed for cause by vote of two-thirds majority of the directors. A director may be removed with or without cause by a majority vote of the members who elected the director. The board may provide guidance or adopt and amend policies regarding what types of actions the board considers to be sufficient cause for removal.

3.9 Regular Meetings. An annual meeting of the board of directors shall be held immediately after, and at the same place as, the annual meeting of members. The board of directors may schedule additional regular meetings to occur during a calendar year. ~~If the time and place of any other directors' meeting is regularly scheduled by the board of directors, the meeting is a regular meeting.~~ All other meetings are special meetings.

3.10 Special Meetings. A special meeting of the board of directors may be called by the president or the president-elect or 20 percent of the board of directors. All directors shall be officially notified of a special meeting by written notice delivered personally, by telephone, or electronic mail at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. No matter may be considered at a special meeting other than the matter(s) specified in the notice.

3.11 Place of Meetings. The board of directors may hold annual, regular, or special meetings at any location in the State of Oregon.

3.12 Telephonic/Video Meetings. The board of directors may conduct meetings through the use of any means of communication by which all persons participating may simultaneously hear each other during the meeting. A director participating in the meeting by this means is deemed to be present at the meeting.

3.1013 Notice of Meetings. All ~~members~~ directors shall be officially notified of a special meeting by written notice delivered personally, by telephone or electronic mail to all directors at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. Notice of meetings shall ~~also~~ comply with all procedures and include any information as required by ORS Chapter 192.

3.1114 Waiver of Notice. A director may at any time waive any notice required by these bylaws. A director's attendance at or participation in a meeting waives any required notice to the director of the meeting unless the director, at the beginning of the meeting or promptly upon the director's arrival, objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to any action taken at the meeting. Except as provided in the preceding sentence, any waiver must be in writing, must be signed by the director entitled to the notice, must specify the meeting for which the notice is waived, and must be filed with the minutes or the corporate records.

3.1215 Quorum. A quorum of the board of directors shall consist of a majority of the number of directors in office at the time the meeting begins.

3.1316 Voting. If a quorum is present when a vote is taken, the affirmative vote of a majority of the directors present when the action is taken is the act of the board of directors except to the extent that the articles of incorporation, these bylaws, or applicable law require the vote of a greater number of directors.

3.1417 Presumption of Assent. A director who is present at a meeting of the board of directors when corporate action is taken is deemed to have assented to the action taken unless:

- (a) The director objects at the beginning of the meeting, or promptly upon the director's arrival, to holding the meeting or transacting the business at the meeting; and
- (b) The director's dissent from the action taken is entered in the minutes of the meeting.

3.1518 Compensation. Directors and members of committees may receive reimbursement of such expenses as may be determined by resolution or policy of the board of directors to be just and reasonable. Directors shall not otherwise be compensated for service in their capacity as directors.

3.1619 Director Conflict of Interest. The Association shall maintain a Conflict of Interest policy, the terms of which comply with ORS 65.361 and ORS Chapter 244. The board of directors shall annually review and notify ~~its members and the~~ directors of the current Conflict of Interest policy. ~~Each director shall annually complete and return a Conflict of Interest statement.~~

SECTION 4 COMMITTEES AND CAUCUSES

4.1 **Standing Committees.** The board of directors shall maintain the standing committees described below:

4.1.1 Executive Committee. The executive committee shall consist of the five officers of the board of directors: the president as chairman ~~and as an ex-officio voting member pursuant to section 5.5.1 of the Bylaws~~, the president-elect, the vice president, the secretary-treasurer, and the immediate past president. The executive committee ~~may act, pursuant to its delegation delegated~~ of authority to ~~such committee by the board of directors, act~~ in place and instead of the board of directors between board meetings on all matters except those specifically reserved to the board under the terms of the bylaws. Actions of the executive committee shall be reported to the board ~~of directors by mail, email, on a timeframe consistent with the seriousness and urgency of the matter and within two weeks if practicable. Additionally, executive committee actions will be reported~~ ~~or~~ at the next regular board meeting.

4.1.2 Finance Committee. The finance committee shall be appointed by the president and shall be composed of members from Oregon public school districts, education service districts, and community colleges with boards that meet all criteria to be Association voting members. The members shall include, but are not limited to, the President as an ex-officio voting member pursuant to section 5.5.1 of the Bylaws, the Association secretary/treasurer and vice president, one ~~Association board director trustee~~ from the PACE board, one district business official, and one at-large board member.

~~Finance committee members serve for a term of two (2) years unless they are appointed to replace a member who left the committee before finishing their two-year term, in which case the member will serve the remainder of the two-year term. The trustee from the PACE board is recommended by the PACE Board of trustees, appointed by the President, subject to approval by the Board, and will serve a two-year term, with no term limits. The district business official and the at-large board member will be recommended by OSBA staff, appointed by the President, subject to approval by the Board, will serve two-year terms, with no term limits, and staggered start dates starting in January.~~

The finance committee shall operate within the corporation's investment guidelines and the Finance Committee ~~e~~Operating gGuidelines.

4.1.3 Legislative Policy Committee. The board of directors shall maintain a Legislative Policy Committee ("LPC").

(a) Purpose. The LPC shall develop legislative policies which are recommended to and approved by the members as a resolution proposed by the board of directors and voted on by the membership in accordance with Section 2.4 and 2.5. The LPC also advises the executive director and staff during legislative sessions.

(b) Composition. The LPC shall be composed of the voting members of the board of directors, the President as an ex-officio voting member pursuant to section 5.5.1 of the Bylaws, ~~and the~~ regional representatives elected under the procedures defined in Section 4.1.3(c) and (d), ~~and~~ one designated voting member as defined in the bylaws of the Oregon School Board Members of Color Caucus, ~~and one designated~~

voting member as defined in the bylaws of the Oregon Rural School Boards Members Caucus, and one designated voting member as defined in the bylaws of the Oregon school board members PRIDE caucus. All committee members must be elected or appointed directors of a member as defined in Section 2.1. The vice president of the board of directors shall chair the LPC.

~~(b)~~(c) Qualifications. LPC representatives must serve on the board of a member of the Association throughout the duration of their term.

~~(c)~~(d) Nomination. The board of directors shall cause the nomination form to be distributed to all members in eligible regions. A member may To nominate a candidate to the LPC, and shall do so one or more of the members in the region must timely submit to the board of directors by a formal resolution or motion of the member and timely submission of the nomination form(s) to the office of the Association and the completed nomination form(s). Nominations in regions where there is more than one representative position shall indicate the numbered position for which the nomination is being submitted. The Nominations and election of the LPC representatives will be closed by a date identified in shall be in accordance with the elections calendar adopted by the board.

~~(d)~~(e) Election. Each LPC member shall be elected by majority of member boards of a region. Each member in a region shall have one vote in the regional elections for the LPC representative. The LPC representative candidate receiving a majority of the votes cast by the members within the region shall be elected. Each region shall elect the number of LPC members as described in Section 3.5, without regard to Section 3.5.1 ~~(de)~~. Such elections shall be held using the procedures described in Section 3.5.2.

(f) Term. Each committee member shall take office on January 1 in even numbered years and serve for a term of two (2) years.

~~(e)~~(g) Vacancies. In the event that there is a vacancy on the LPC, the board of directors may appoint an interim LPC member from the same region to fill the unexpired term of office. If the board of directors cannot recruit an LPC member from the region, they may appoint a person from a contiguous region to serve to represent the open region to fill the unexpired term of office.

~~4.1.4 PACE Trustees. The board of directors shall appoint the trustees of the OSBA Property and Casualty Coverage for Education Trust ("PACE"). As per the PACE Restated Trust Agreement, the PACE trustees shall nominate trustee candidate(s) to the OSBA board of directors. If the list of candidates is not acceptable by the board of directors, the PACE trustees will continue to submit nominated candidate(s) for consideration until accepted by the board of directors.~~

~~PACE trustees taking office on or after January 1, 2023, may serve three consecutive three year terms and, if eligible, may return after a one year hiatus.~~

4.2 Other Board Committees. The board of directors may create one or more committees of the board of directors and appoint directors and representatives of members to serve on such committee. The creation of a committee and the appointment of directors and member representatives to the committee must be approved by a majority of all directors in office when the action is taken. The provisions of these bylaws governing meetings, action without meetings,

notice and waiver of notice, and quorum and voting requirements of the board of directors shall apply to committees and their members as well. Committees of the board of directors may, to the extent specified by the board of directors, exercise the authority of the board of directors; provided, ~~however,~~ that no committee of the board of directors may:

- (a) Authorize distributions, provided that this restriction does not apply to payment of value for property received or services performed or payment of benefits in furtherance of the Association's purposes;
- (b) Approve or recommend dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association's assets;
- (c) Elect, appoint, or remove directors or fill vacancies on the board or on any of its committees; or
- (d) Adopt, amend, or repeal the articles of incorporation or bylaws.

4.3 Advisory Committees. The board of directors may create one or more other committees. Members of these committees need not be members or directors, but at least one director shall serve on each such committee. These committees shall have no power to act on behalf of, or to exercise the authority of, the board of directors, but may make recommendations to the board of directors.

4.4 Caucuses. Caucuses shall exist to enhance the work of the Association by addressing the unique needs of member districts. ~~Caucuses shall:~~

4.4.1 ~~Caucuses shall~~ clearly articulate the vision, mission, and goals of the Caucus.

4.4.2 ~~Caucuses shall~~ adopt bylaws for operating, programming, and governing within the context of the Association bylaws described herein.

4.4.3 ~~Caucuses shall~~ comply with Association policies and guidelines.

4.4.4 Caucuses shall be added or eliminated to this provision through the bylaw's amendment process described in Section 8.1~~these bylaws~~.

4.4.5 Caucuses shall submit an end of fiscal year report to the Board of Directors that includes the following:

4.4.5.1 The caucus is meeting regularly;

4.4.5.2 An accounting of the prior year's budget allocation;

4.4.5.3 Identified officers and current bylaws;

4.4.5.4 A summary of the Caucus current goals, the prior year's Caucus activities that support those goals, and how the Caucus goals align with the mission, vision, and goals of OSBA.

The end of fiscal year report will be submitted at the first regularly scheduled board of directors meeting following the end of the fiscal year.

4.4.56 The Oregon School Board Members of Color Caucus was established by a vote of the membership in 2018.

4.4.57 ~~With the adoption of this section, t~~The Oregon Rural School Boards Members Caucus ~~is~~
was established by a vote of the membership in 2023.

4.4.8 The Oregon school board members PRIDE caucus was established by a vote of the membership in 2024.

4.5 **Administration.** Each committee and caucus shall prepare minutes of each of its meetings, and such minutes shall be kept on file at the Association’s principal office and made available on request to any member of the board of directors. Each committee and caucus shall also report on its activities at the regular meetings of the board of directors. Each committee and caucus shall comply with the public meetings laws requirements under ORS Chapter 192.

SECTION 5 OFFICERS OF THE BOARD OF DIRECTORS

5.1 **Eligibility.** Effective January 1, 2026, to hold an officer position on the Board of Directors other than the immediate past president, candidates and officers must be a voting member of the OSBA Board of Directors.

5.12 **Appointment.** The board of directors shall elect officers by majority vote ~~at least 10 days~~ prior to the November member meeting. In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes, a second ballot shall be required between the two candidates receiving the highest number of votes. The one receiving a majority of the votes is elected.

5.23 **Designation.** The officers of the Association shall be a president, president-elect, past president, vice president, a secretary-treasurer, and such other officers as the board of directors may appoint.

5.34 ~~Compensation and~~ **Term of Office.** Officer terms are one calendar year. No officer, except the secretary-treasurer, shall serve two consecutive terms in the same office, unless the director ~~completed~~completes ~~athe~~ term ~~for~~of another officer who was unable to complete ~~atheir~~ term, and is then voted into the same position the following year. The secretary-treasurer may serve up to two consecutive one-year terms.

5.5 Compensation

~~Directors and members of committees~~Officers may receive reimbursement of such expenses as may be determined by resolution of the board of directors to be just and reasonable. ~~Directors~~Officers shall not otherwise be compensated for service in their capacity as ~~directors~~officers.

5.46 **Removal and Resignation.** Any officer may be removed, either with or without cause, at any time by action of the board of directors. An officer may resign at any time by delivering notice to the board of directors, the president, or the secretary-treasurer. A resignation is effective when the notice is effective under ORS 65.034 unless the notice specifies a later effective date. If a resignation is made effective at a later date and the Association accepts the later effective date, the board of directors may fill the pending vacancy before the effective date if the board of directors provides that the successor does not take office until the effective date. Once delivered, a notice of resignation is irrevocable unless revocation is permitted by the board of directors. No removal or resignation shall prejudice the rights of any party under a contract of employment.

5.57 Officers. The officers of the Association are as follows:

- 5.57.1 President: The president shall preside at all member meetings of the Association and of the board of directors; shall appoint, any committees positions not otherwise designated in these bylaws or OSBA adopted policy, subject to the approval of the board of directors; shall call all regular and special meetings as provided herein; shall be an ex-officio voting member of all committees established under sections 4.1 and 4.2 of these bylaws. The president shall automatically serve as immediate past president for the following term. The president serves for a term of one calendar year.
- 5.57.2 President-elect: In the absence of the president, the president-elect shall assume the powers and duties of the president, and when a vacancy occurs in the office of president, shall serve in that capacity for the remainder of the term. The president-elect shall automatically serve as president for the following term, even if required to fill an uncompleted term as president. In addition, the president-elect shall assume duties related to the oversight of Association member elections and resolutions processes and such other administrative duties as are assigned by the president. The president-elect serves for a term of one calendar year.
- 5.57.3 Vice president: In the absence of the president-elect, the vice president shall assume the powers and duties of the president-elect. The vice president shall also serve as the chair of the LPC. The vice president serves for one calendar year.
- 5.57.4 Secretary-treasurer: The secretary-treasurer shall be responsible for keeping ~~in a suitable minute book~~ accurate minutes of all board of director meetings in electronic format in accordance with OSBA's record retention schedule; shall carry on official correspondence of the Association; shall arrange for proper banking facilities; ~~and~~ shall receive, account for, and disburse funds in a businesslike manner as provided for by the board of directors; shall see that the minutes of the previous meetings are ~~read~~ approved by the board of directors; and shall give an itemized and detailed report of the financial condition of the Association at each annual meeting and at such other times as may be required by the board of directors. Such duties of the secretary-treasurer as may be specified by the board of directors may be delegated to the executive director or a designated member of the staff. The secretary-treasurer serves for a term of one calendar year.
- 5.57.5 Immediate past president: The immediate past president shall advise and counsel ~~with~~ other officers. The immediate past president chairs the officer succession planning process. The past president serves for one calendar year.
- ~~5.57.6 Assistants: The board of directors may appoint or authorize the appointment of an assistant to the secretary treasurer. Such assistant may exercise the powers of the secretary treasurer, as the case may be, and shall perform such duties as are prescribed by the board of directors.~~

SECTION 6 NONDISCRIMINATION

The Association shall not discriminate in providing services, hiring employees, or otherwise, upon the basis of gender identity, race, creed, marital status, sex, sexual orientation, religion, color, age, disability, or national origin.

SECTION 7 OSBA PROPERTY AND CASUALTY FOR EDUCATION TRUST

PACE Trustees. The board of directors shall appoint the trustees of the OSBA Property and Casualty Coverage for Education Trust ("PACE") as provided in As per the PACE Restated Trust Agreement. ,the PACE trustees shall nominate trustee candidate(s) to the OSBA board of directors. If the list of candidates is not acceptable by the board of directors, the PACE trustees will continue to submit nominated candidate(s) for consideration until accepted by the board of directors.

It is the policy of OSBA with respect to PACE trustees taking office on or after January 1, 2023, that such trustees will be appointed to no more than may serve three consecutive three-year terms and, if eligible, may return after a one-year hiatus.

SECTION ~~7~~8 GENERAL PROVISIONS

~~7~~8.1 Amendment of Bylaws.

~~7~~8.1.1 Amendments to the bylaws may be initiated by the board of directors or submitted by a member to the board of directors.

~~7~~8.1.2 The board of directors shall provide written notice to the members containing a statement that the members will be asked to approve the amendment and a copy of the proposed amended bylaws.

~~7~~8.1.3 Action by Written Ballot: The Association will deliver a written ballot to every member entitled to vote on the matter. The ballot shall set forth each proposed action and provide an opportunity to vote for or against each proposed action and specify a reasonable time by which a ballot must be received by the Association in order to be counted. Once delivered, a ballot may not be revoked.

~~7~~8.1.4 Approval: Approval by written ballot shall be valid only when the number of votes cast by ballot equals or exceeds a quorum of the members, and the number of approvals equals or exceeds two-thirds majority of the number of the returned ballots.

~~7~~8.1.5 Quorum: A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the Association.

~~7~~8.1.6 Whenever an amendment or new bylaw is adopted, it shall be ~~copied in the minute book~~saved in electronic format in accordance with OSBA's record retention schedule with the original bylaws in the appropriate place. If any bylaw is repealed, the fact of repeal and the date on which the repeal occurred shall be stated in such book and place.

~~7~~8.2 **Inspection of Books and Records.** All books, records, and accounts of the Association shall be open to inspection by the directors in the manner and to the extent required by law.

- 78.3 Checks, Drafts, Etc.** All checks, drafts, and other orders for payment of money, notes, or other evidences of indebtedness issued in the name of or payable to the Association shall be signed or endorsed by such person or persons and in such manner as shall be determined by resolution of the board of directors.
- 78.4 Deposits.** All funds of the Association not otherwise employed shall be deposited to the credit of the Association in those banks, trust companies, or other depositories as the board of directors or officers of the Association designated by the board of directors select, or be invested as authorized by the board of directors.
- 78.5 Loans or Guarantees.** The Association shall not borrow money and no evidence of indebtedness shall be issued in its name unless authorized by the board of directors. This authority may be general or confined to specific instances. Except as explicitly permitted by ORS 65.364, the Association shall not make a loan, guarantee an obligation, or modify a pre-existing loan or guarantee to or for the benefit of a director or officer of the Association.
- 78.6 Execution of Documents.** The board of directors may, except as otherwise provided in these bylaws, authorize any officer or agent to enter into any contract or execute any instrument in the name of and on behalf of the Association. Such authority may be general or confined to specific instances. Unless so authorized by the board of directors, no officer, agent, or employee shall have any power or authority to bind the Association by any contract or engagement, or to pledge its credit, or to render it liable for any purpose or for any amount.
- 78.7 Insurance.** The Association may purchase and maintain insurance on behalf of an individual against liability asserted against or incurred by the individual who is or was a director, officer, employee, or agent of the Association, or who, while a director, officer, employee, or agent of the Association, is or was serving at the request of the Association as a director, officer, partner, trustee, employee, or agent of another foreign or domestic business or nonprofit corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise; provided, however, that the Association may not purchase or maintain such insurance to indemnify any director, officer, or agent of the Association in connection with any proceeding charging improper personal benefit to the director, officer, or agent in which the director, officer, or agent was adjudged liable on the basis that personal benefit was improperly received by the director, officer, or agent.
- 78.8 Fiscal Year.** The fiscal year of the Association shall begin on the first day of July and end on the last day of June in each year.
- 78.9 Severability.** A determination that any provision of these bylaws is for any reason inapplicable, invalid, illegal, or otherwise ineffective shall not affect or invalidate any other provision of these bylaws.

* * * * *

The foregoing bylaws were approved by the membership of the Oregon School Boards Association on December 15, 2023. The original bylaws were duly adopted by the Board of Directors of OSBA on September 15, 2017, and approved by the membership on December 15, 2017.

BOARD MEMBERS

Mon Nov 18, 2024

- **6:00pm – 8:00pm Board Regular Meeting**
Where: DO Boardroom
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Wed Nov 20, 2024

- **4:00pm – 5:00pm Ed Council Meeting**
Where: DO Boardroom
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **6:00pm – 7:30pm Bond Oversight Committee Meeting**
Where: DO Boardroom
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **5:00pm – 7:00pm Mental Health Series**
Where: Hermiston High School
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Thu Nov 21, 2024

- **7:00am – 8:00am HAT Leadership Meeting**
Where: DO
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **3:30pm – 5:00pm Girls Varsity Bowling @ Chiawana High School**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Tue Nov 26, 2024

- **3:30pm – 4:45pm Girls Varsity Bowling @ Richland High School**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Tue Dec 3, 2024

- **3:30pm – 4:45pm Girls Varsity Bowling @ Walla Walla High School**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Thu Dec 5, 2024

- **7:30am – 8:30am Board Officers Debrief Meeting**
Where: DO
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **3:30pm – 6:00pm Girls Varsity Bowling @ Richland High School**
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **6:00pm – 6:30pm Girls JV Wrestling vs Sunnyside High School**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

BOARD MEMBERS

6:00pm – 7:00pm Girls Varsity Wrestling vs Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

6:00pm – 7:30pm Boys JV Wrestling vs Pasco High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

6:00pm – 7:30pm Boys JV Wrestling vs Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:00pm – 8:30pm Boys Varsity Wrestling vs Pasco High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:00pm – 8:30pm Boys Varsity Wrestling vs Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Fri Dec 6, 2024

9:00am – 10:00am Board Finance Meeting

Where: DO

Calendar: Board Members

Created by: Rosa Cerda-Diaz

3:30pm – 5:00pm Girls JV Basketball @ Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm – 5:30pm Boys JV Basketball @ Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:00pm – 6:30pm Girls Varsity Basketball @ Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:00pm – 8:30pm Boys Varsity Bowling @ Sunnyside High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Mon Dec 9, 2024

6:00pm – 8:00pm Regular Board Meeting

Where: DO Boardroom

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Tue Dec 10, 2024

8:00am – 8:30am KOHU Odds & Ends Show

Where: DO Boardroom

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Who: Tricia Mooney, kohunews@gmail.com

BOARD MEMBERS

3:00pm – 5:00pm Girls Varsity Bowling vs Hanford High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm – 5:45pm Boys JV Basketball vs Eisenhower High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm – 5:45pm Girls JV Basketball vs Eisenhower High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:45pm – 7:15pm Girls Varsity Basketball vs Eisenhower High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 9:00pm Boys Varsity Basketball vs Eisenhower High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Wed Dec 11, 2024

6:00pm – 7:00pm Girls Varsity Wrestling @ Southridge High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

6:00pm – 7:30pm Boys JV Wrestling @ Echo High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

6:00pm – 8:00pm Boys JV Wrestling @ Southridge High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:00pm – 9:00pm Boys Varsity Wrestling @ Southridge High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Thu Dec 12, 2024

3:00pm – 4:15pm Girls Varsity Bowling @ Kamiakin High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Fri Dec 13, 2024

4:00pm – 5:45pm Boys JV Basketball vs Pasco High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm – 5:45pm Girls JV Basketball vs Pasco High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:45pm – 7:15pm Girls Varsity Basketball vs Pasco High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 9:00pm Boys Varsity Basketball vs Pasco High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

BOARD MEMBERS

Sat Dec 14, 2024

10:00am – 4:00pm Girls Varsity Wrestling @ Kennewick High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:45pm – 6:15pm Girls Varsity Basketball @ Chiawana High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:45pm – 7:00pm Boys JV Basketball @ Chiawana High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 8:45pm Boys Varsity Basketball @ Chiawana High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 8:45pm Girls JV Basketball @ Chiawana High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Tue Dec 17, 2024

3:00pm – 5:15pm Girls Varsity Bowling @ Southridge High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Thu Dec 19, 2024

7:00am – 8:00am HAT Leadership Meeting

Where: DO

Calendar: Board Members

Created by: Rosa Cerda-Diaz

3:30pm – 5:00pm Girls Varsity Bowling vs Chiawana High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

6:00pm – 7:00pm Girls Varsity Wrestling vs Walla Walla High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

6:00pm – 7:30pm Boys JV Wrestling vs Walla Walla High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:00pm – 8:30pm Boys Varsity Wrestling vs Walla Walla High School

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Fri Dec 20, 2024

4:00pm – 5:45pm Boys JV Basketball vs Hanford High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm – 5:45pm Girls JV Basketball vs Hanford High School - JV

Calendar: Board Members

Created by: Rosa Cerda-Diaz

BOARD MEMBERS

5:45pm – 7:15pm [Girls Varsity Basketball vs Hanford High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 9:00pm [Boys Varsity Basketball vs Hanford High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Sat Dec 21, 2024

4:00pm – 5:45pm [Boys JV Basketball @ Walla Walla High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm – 5:45pm [Girls JV Basketball @ Walla Walla High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:45pm – 6:15pm [Girls Varsity Basketball @ Walla Walla High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 8:00pm [Boys Varsity Basketball @ Walla Walla High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Fri Dec 27, 2024

9:00am – 10:30am [Boys Varsity Basketball vs Eastmont High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 9:00pm [Girls Varsity Basketball @ Ellensburg High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Sat Dec 28, 2024

12:00pm – 1:30pm [Girls Varsity Basketball vs Eastmont High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:30pm – 9:00pm [Boys Varsity Basketball @ Ellensburg High School](#)

Calendar: Board Members

Created by: Rosa Cerda-Diaz

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

November 18, 2024

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
	ORS 192.660(2)(d)	To conduct deliberations with persons designated by the governing body to carry on labor negotiations.	No
x	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
	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>

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

November 18, 2024

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