

**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, April 14, 2025, 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. **PRESENTATIONS AND RECOGNITIONS (6:05 p.m.)**
 1. HSD 2025-27 Integrated Plan 16
4. **PUBLIC COMMENTS (6:15 p.m.)** *Chair Hansell* **38**

Welcome. This is the time we reserve in our meeting for public comment.
According to Board Policy KL, any complaint regarding a specific employee of the Hermiston School District must be routed through the superintendent's office.
The Hermiston School District Board of Education accepts public comments virtually and in person. Members of the public wishing to address the board virtually submitted written statements or requests by 4:00 p.m. prior to this meeting.
Those wishing to address the board in person should stand and be recognized, then move forward to the microphone at the center table. Prior to making your comments, state your first and last name and school or topic. Please limit your comments to a maximum of three (3) minutes and address them to me.
Is there anyone here tonight who would like to address the board?
5. **COMMUNICATIONS AND ANNOUNCEMENTS (6:17 p.m.)**
 1. Student Board Representative *Mr. Franco Mendoza*
 2. Oregon School Employees Association *Ms. Chapman*
 3. Hermiston Association of Teachers *Ms. Robledo*
6. **REPORTS (6:30 p.m.)**
 1. Board of Education *Chair Hansell*

Board of Education Goals

 1. Academic Achievement. Demonstrate continuous improvement in all measured areas for each student.
 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	39
3. Superintendent's Office <i>Dr. Mooney</i>	
1. Enrollment Report <i>Dr. Mooney</i>	42
7. STUDY ITEMS (6:45 p.m.)	
1. Graduation Exercises Policy	
8. CONSENT ITEMS** (6:55 p.m.)	
1. Human Resources Department	
1. Personnel Resignations	47
2. Personnel Appointments	48
3. Extra Responsibility & Extra Duty Contracts	49
2. Business Office	
1. Acceptance of Gifts	50
2. Request for Proposals 2025-01 or Photography Services	57
3. Resolution # 24-25-05 Grant Fund 262 Special Education	58
3. Superintendent's Office	
1. Policy Review - Second Reading	
9. ACTION ITEMS (7:00 p.m.)	
1. HSD 2025-27 Integrated Plan	59
10. CALENDAR AND FUTURE ITEMS (7:10 p.m.)	
1. Future Agenda Item Discussion <i>Chair Hansell</i>	
2. Calendar Review <i>Dr. Mooney</i>	60
11. EXECUTIVE SESSION (7:15 p.m.)	
1. ORS 192.660(2)(b)	64
12. ADJOURN (7:30 p.m.)	

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

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

April 14, 2025

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 #8, HERMISTON
March 10, 2025

1. CALL TO ORDER REGULAR MEETING

Chair Hansell called the regular 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, and Mr. Dain Gardner. Also, in attendance were Superintendent Dr. Tricia Mooney, Assistant Superintendent 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

Mr. James Hurst made a motion to amend the agenda and add an executive session per ORS 192.660(2)(b). The motion was seconded by Mr. Dain Gardner and passed unanimously with a vote of 7-0.

2.3. Approval of Minutes

Ms. Liliana Gomez made motion to approve the minutes of the Regular Meeting held on February 10, 2025, and the Special Meeting Minutes held on February 24, 2025. The motion was seconded by Ms. Karen Sherman and passed unanimously with a vote of 7-0.

3. COMMUNICATIONS AND ANNOUNCEMENTS

3.1. Student Board Representative

Student Representative Mr. Franco Mendoza provided an update on student leadership at the Hermiston High School for February 2025. He highlighted the Boys Wrestling Team's success, with Senior Jaysen Rodriguez securing a victory that placed the team in Second Place. Girls Dance Team also qualified for a show and hip-hop competition. Spring Sports starting, including track and field, boys' soccer, boys' and girls' tennis, golf, baseball, and softball. The Leadership class is introducing new initiatives, such as Kindness Week, which will feature a different theme of kindness each day. Additionally, the Spring assembly will feature the announcement of the new officers. Mr. Franco Mendoza also shared that his term as Student Board Representative is coming to an end.

3.2. Oregon School Employees Association

OSEA President Ms. Chapman was not in attendance.

3.3. Hermiston Association of Teachers

Ms. Stacey Robledo, HAT President provided an update on the February 2025 HAT report beginning by congratulating the Classified Employee of the Year staff. She highlighted the OEA and RA (Representative Assembly) events, where eight union representatives will be attending in Portland and represent the HSD Union. Additionally, she announced the opening of the HAT Scholarship, offering three \$1,000 each with a deadline of May 5th. Ms. Robledo also mentioned several open union positions.

4. PRESENTATIONS AND RECOGNITIONS

4.1. 2024-25 COY - Classified of the Year

Dr. Mooney presented the administrators, who then announced the Classified Employee of the Year for each building.

2024-25 COY		
Hermiston High School	Michelle McAllister	Lead Print Business
Hermiston High School	Traci Marshall	Career Secretary
Armand Larive Middle School	Kristen Iverson	Office Assistant
Sandstone Middle School	Tile Hamilton	Counseling Secretary
Desert View Elementary School	Priscilla Solis	Educational Assistant
Highland Hills Elementary School	Laura Villagrana	ALL Assistant
Loma Vista Elementary School	Jacqueline Vivar	Attendance Secretary
Rocky Heights Elementary School	Elizabeth Guadarrama	Attendance Secretary
Sunset Elementary School	Mayra Rodriguez	Lead Secretary
West Part Elementary School	Ashley Pomeroy	Special Ed. Assistant
District Level	Makayla Humphreys	Special Ed. Secretary
Maintenance Dept.	Luis Mendoza	Maintenance

4.2. West Park School Elementary Update

Mr. Juan Rodriguez, West Park Elementary School Principal and members of his leadership team presented on WPES. Highlighting the Fall to Winter scores that were phenomenal in math fluency. These skills are being taught to students on how to be successful in class.

5. PUBLIC COMMENTS

No written comments were provided in advance, and no requests were made to address the board virtually. Gunner Olsen made a complaint in person addressing Hermiston School District Standards.

6. REPORT

6.1. Board of Education

Board members provided updates on their activities since the last meeting. Ms. Karen Sherman attended the *Matilda* play, which had a great turn out, and expressed her gratitude to the staff, parents, and the students for their hard work. Ms. Sherman also announced Battle of the Books for adults, sponsored by the Altrusa Club. Mr. James Hurst had the opportunity to visit with the Dance Team

6.2. Business Office

6.2.1. Financial Reports

Ms. Saul highlighted and informed of the internet breach from our 3rd party vendor that affected employees and students. She also reviewed the revenue, expenditure, and ending fund balance reports for January 2025. Both the revenue and expenditure reports are green with an ending fund balance of 11.85%.

6.3. Superintendent's Office

6.3.1. Enrollment Report

Dr. Mooney shared the trend enrollment report as of February 28, 2025.

7. STUDY ITEMS

7.1. Updated HSD 2024-25 Calendar

Mr. James Hurst made motion to approve the adjustment on the 2024-25 SY calendar for students' final day as of June 11, per district administration recommendation and staff. The motion was seconded by Ms. Bonnie Luisi and passed 6-1 with Mr. Gardner voting in opposition.

7.2. 2025-26 School Calendar

Ms. Bonnie Luisi made motion to approve the school calendar for the 2025-2026 School Year depicting an August 27th start date for student and an expected las day of school as of June 9th, per district administration recommendation and staff. The motion was seconded by Ms. Liliana Gomez and passed unanimously with a vote of 7-0.

7.3. Financial Planning Parameters 2025-2026

Ms. Saul led the board in a discussion of the financial planning parameters in preparation for the 2025-2026 budget.

Mr. James Hurst made a motion to approve the Financial Planning Parameters of 2025-26. The motion was seconded by Ms. Teri Vander Stelt and passed unanimously with a vote of 7-0. as an action item.

8. CONSENT ITEMS**

8.1. Human Resources Department

Ms. Bonnie Luisi made a motion to approve the consent items 8.1.1. through 8.4.1. The motion was seconded by Ms. Karen Sherman and passed unanimously with a vote of 7-0.

8.1.1. Personnel Resignations

That the Board of Education approved the resignations of the following employees:

NAME	POSITION	BUILDING ASSIGNMENT
Michael Thomas	Assistant Principal	Hermiston High School
Jeffery Umbarger	Agriculture Science Teacher	Hermiston High School
Jesus Alvarez Ramirez	Bilingual Special Prog. Support	District Office
Brenda Ocampo De Leon	Bilingual Special Prog. Support	District Office
Rochelle Brearty	Mathematics Teacher	Sandstone Middle School
Mary James	Special Education Teacher	Armand Larive Middle School
Mylah Handforth	Special Education Assistant	West Park Elementary
Lou Ann Patterson	Special Education Teacher	Sandstone Middle School
Colin Haines	Engineering / CAD	Hermiston High School
Whitney Cearns	Special Education Teacher	Highland Hills Elementary
Benjamin Saffle	Media Assistant	Rocky Heights Elementary
Courtney Winn	Elementary Teacher	Rocky Heights Elementary

8.1.2. Personnel Appointments

That the Board of Education approved the appointments of the following employees:

NAME	POSITION	BUILDING ASSIGNMENT
Saryna Horrace	Special Ed Assistant	Armand Larive Middle School
Jeanette Laurance	Special Ed Assistant	Sandstone Middle School
Tana Hall	Special Ed Assistant, CREW	Armand Larive Middle School
Adriana Macias	Bilingual Special Program Support	District Office
Layla Juarez	Special Ed Assistant	Sunset Elementary

8.1.3. Extra Responsibility & Extra Duty Contracts

That the Board of Education approved the extra responsibility & extra duty contracts:

NAME	POSITION	BUILDING ASSIGNMENT
Carson Clem	Girls Basketball Coach	Armand Larive Middle School
Adrian Muniz	Assistant Girls Golf Coach	Hermiston High School
Kevin Moore	Assistant Boys Golf Coach	Hermiston High School
Makaylee Young	Track Coach	Armand Larive Middle School
Mackenzie Davis	Assistant Track Coach	Hermiston High School
Michael Mosher	Assistant Track Coach	Hermiston High School
Troy Blackburn	Assistant Track Coach	Hermiston High School
Sarajane Gutierrez	Assistant Track Coach	Hermiston High School
Madison Perez	Assistant Track Coach	Hermiston High School
Dave Rohrman	Assistant Track Coach	Hermiston High School
Stephanie Miers	Assistant Track Coach	Hermiston High School
Adahl Martinez	Assistant Track Coach	Hermiston High School
Omar Medina	Tennis Coach	Sandstone Middle School
Matthew Jones	Tennis Coach	Sandstone Middle School
Chris Carter	Baseball Coach	Sandstone Middle School
Chad Barnes	Baseball Coach	Sandstone Middle School

8.2. Personnel Contracts

The Board of Education approved the personnel contracts:

1. Contract (teachers) extension for the period July 1, 2025, to June 30, 2027:		
Adams, Emily	Crossley, Maureen	Hamm, Tavin
Aguilar, Monica	Claybrook, Kimberly	Hatfield, Diana
Allen, Daniel	Crowther, Nellie	Headley, Daniel
Allen, Kelly	Cuevas, Cristina	Herrera, Joshua
Allstott, Kylee	Culligan, John	Hinton, Kelsey
Andreason, Rileigh	Culligan, Tracy	Hovey, Marcy
Appleton, Brenda	Dagley, Benjamin	Huth, Nicole
Arenas, Maria	Davis, Aaron	James, Megan
Arstein, Jennifer	Davis, Kathryn	Johnson, Sarah
Artz, Cristal	Davis, Mckenzie	Johnston, Dawn
Badillo Juarez, Ana	Davis, Steven	Jones, Travis
Bake, Matthew	De Anda, Cristina	Joyce, Philip
Barger, Jared	Degan, Amanda	Juarez, Xochilt
Barron, Malynda	Desjarlais, Tricia	Juul, Mackenzie
Barron, Roy	Diaz, Savannah	Kane, Nicole
Basso, Caroline	Doherty, Robert	Kellison, Amber
Bemrose, Jordan	Dunkel, Michelle	Kellison, Michael
Bennett, Jeannine	Duquette, Stephanie	Koenig, Marian
Benson, Troy	Eckblad, Nicholas	Kopta, Rojonna
Berger, Curtis	Enright, Tate	Kramer, Hailey
Berger, Nikita	Faeteete, Petelo	Kreder, Veronica
Berger, Roger	Eckhardt, Mariah	Kreder, Wendell
Bernabe, Dia	Favorite, Bret	Lambert, Jason
Best, Sara	Ferguson, Carrie	Larson, C. John
Blackburn, Troy	Fields, Delia	Lathim, Daylee
Blake, Joshua	Finn, Jessica	Lee, Laura

Brainerd, Rebecca	Fisher, John	Liebe, Martha
Brown, Amy	Fisher, Krista	Lillie, Shelly
Burnett, Ashlynn	Fisher, Tammy	Lind, Aaron
Bustillos, Melody	Fitzgerald, SuAnne	Lindeman, Alissa
Byerley, Kendra	Frazier, Brian	Linn, Joshua
Caldwell, Brenda	Frazier, Kara	Lomas, Sara
Caldwell, Dylan	Frink, Susan	Lowry, Jeffrey
Carlson, Karly	Gaede, Michelle	Lowry, Jennifer
Cerrillo, Andrea	Galjour, Jennifer	Macias, Janeth
Cerrillo Keelin, Osten	Gilman, Brianna	Macias, Jessica
Clem, Carson	Godby, Katia	Madrigal, Anna
Colbray, Delta	Goller, Rachel	Madrigal, Jaime
Cook, Justine	Gorham, Mary	Marks, Sara
Cooke, Angelic	Griffin-Herman, Shanna	Martin, Kristine
Cooley, Stacey	Hall, Frances	Mata, Cristian
Corral, Katie	Hamann, Bonnie	Mathison Treadwell, Angela
Cotterell, Emily	Hamm, Gregory	McCann, Jessica
McClanahan, Sean	Purswell, Kimberly	Terry, Kimberly
McCormack, Jane	Purswell, Melissa	Terry, Margaret
McDonald, Ethan	Putman, Brittanee	Theriault, Angela
McKay, Sandy	Radant, Ibbet	Theriault, Robert
Meade, Alesia	Ramirez, Nichole	Thornton, Denise
Medina, Omar	Reeve, Megan	Torres, Martha
Mercer, Micah	Rettkowski, Tiffany	Tricker, Jeannette
Metcalf, Ashley	Richardson, Kelby	Trotter, Natalie
Meyers, Rochelle	Roberts, Berkley	Utter, Amber
Milligan, Alexis	Roberts, Cailyn	Utter, Steven
Milligan, Amber	Robison, Kelly	Vargas, Aguilar, Gioanna
Mills, Heather	Robledo, Stacey	Vito, Martin
Montez, Saraya	Rodriguez, Adriane	Walchli, Courtney
Moore, Kevin	Rodriguez, Amanda	Walchli, Melinda
Moore, Madelyne	Rohrman, David	Walchli, Samantha
Moore, Maura	Ronneburg, Robyn	Warner, Amy
Morgan, Kory	Rothrock, Hope	Warner, Kirby
Morgan, Michelle	Rouska, Aaron	Watson, Bailey
Morris, Melissa	Schaefer, Stacy	Wattenburger, David
Mosher, Aimee	Schrieber, Hannah	Wattenburger, Marci
Mosher, Michael	Schwirse, Dezi	Wells, Sarah
Moss, Holly	Scott, Nathaniel	Wellsandt, Darci
Mulkey, Kaitlin	Scott, Tori	White, Cassandra
Mull, Laura	Searles, Eileen	Whitsett, Tranden
Munro, Michelle	Seibel, Carolina	Wilson, Crystal
Murphy, Alexzandra	Sexton, Janet	Wood, Kyllian
Neddo, Teresa	Sexton, Kimberly	Yeager, Shawna
Newton, Jammie	Sivey, Janci	Young, Angela
Nicodemus, Ashley	Sivey, Jason	Zumaya, Gabriela

Nicodemus, Connie	Smith, Brittany	Zuniga, Mariana
Nitz, Melissa	Smith, Bryan	
Nycz, David	Smith, Debra	
Olson, Taryn	Smith, Josefina	
Osorio Garcia, Delfino	Smith, Monica	
Owens, Michelle	Smith, Romaine	
Padberg, Janna	Snyder, Shannon	
Palzinski, Brooke	Soteleo, Julio	
Peterson, Allison	Spears, Elsy	
Phillips, Bobbi	Spencer, Cherilyn	
Phipps, Samantha	Springstead, Amy	
Pittman, Shareanna	Srofe, Bailey	
Plum, Deanna	Stone, Amy	
Podlesnik, Kathryn	Strot Smith, Emilee	
Powell, Annette	Stuart, Eleanor	
2. Second year probationary contracts (teachers and administrators) for 2025-2026:		
Aguilar, Dora	Elgin, Madison	Moreno, Miguel
Allen, Brittany	Giesa, Ann	Navarrette, Ivan
Arnzen, Dalton	Greiner, Rebecca	Pack, Alyssa
Barrera, Andrea	Herrera, Daniel	Schiller, Stormie
Barron, Jaycee	Isley, David	Shasteen, Anani
Bergstrom, Chelsea	Jensen, Macy	Shen, Lijuan
Castellanos, Angel	Johnson, Kayli	Simpson-Pina, Faith
Cheek, Kayla	Johnson, Brock	Weedin, Andrew
Christianson, Rylee	Jones, Matthew	Wiesler, Amy
Clayton, Nicole	Jorgensen, Nichole	Wilson, Hannah
Corona, Jenisis	Kovis, Brandy	Yockey, Alexis
Crandlemire, Jennifer	Le, Chih-Hui Virginia	Young, Makaylee
Dowd, Abigail	Miller, Jill	
Downing, Jeanne	Monroy, Nadia	
3. Third year probationary contracts (teachers and administrators) for 2025-2026:		
Andazola, Brittanie	Johnson, Stacey	
Andrade, Alayna	Kirkpatrick, Mackenzie	
Bartley, Renae	Killion, Daniel	
Beckley, Amanda	Martinez, Adhal	
Berger, Larissa	Miller, Sydnee	
Bower, Nicholas	Moreno, Mya	
Bruce, Madison	Morgan, Fred	
Burke, McKayla	Neville, Grace	
Combs, Heather	Paquette, Brandi	
Cope, Lyndsey	Pollick, Amanda	
Dopps, Kathleen	Rawlings, Nickole	
Dunn, Tenaus	Robinson, Mary	
Fan, Shou Yun	Rowe, Alyxandra	
Farley, Kelsey	Santoyo, Ricardo Sotelo	
French, Samantha	Spencer, Madison	

Fritz, Gideon	Terry III, Charles	
Garrigues, Christopher	Valov, Nikolani	
Hagensieker, Sean	Wells, Ericka	
Hunt, Miranda	West, Courtnee	
Jewett, Amethyst		
Johnson, Noelle		
4. Current third year probationary teachers to be offered initial two-year contract for 2025-2027:		
Baehler, Erin	Hantke, Sonia	Ramirez, Jonathan
Baker, Kennidy	Johnston, Osieauna	Reddish-Hanner, Esther
Bedolla, Mandi	Jones, Ellery	Ranger, Kelsey
Brown, Jessica	Jones, Wendy	Robinson, Amy
Chavez, Gerardo	Kurkinen, Philip	Robledo, Jonathan
Childs, Michelle	Linigar, Brandi	Shinpaugh, Elizabeth

Close-McGraw, Lisa	Maddox, Noelle	Thompson, Hannah
Davis, Makenzie	Marshall III, Robert	Verwold, Taylor
Davis, Sarah	McCord, Tamara	Victorio, Daisy
Edwards, Tayla	Miears, Stephanie	Wadley, Denise
Greenough, Kelly	Miller, Annika	Watson, Tyler
Gutierrez, Minerva	Nycz, Rachelle	Wilson, Madison
Guzman-Madrigal, Maria	Ojeda Alvarez, Armando	
Hamilton, Natalie	Perkins, Seanne	

5. Contract teachers, 2025-2026 contract non-extended, employment ends June 30, 2026:

Hearne, Erika		
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6. Temporary contract teachers to expire June 30, 2025:

Applegate, Corinne	Gonzalez, Kimberly	Pope, Lindsey
Barraza Ross, Kire	Hunting, Kaitlyn	Sherbahn, Natalee
Cortez, Angel	Lopez, Mayra	Thomas, Halle
Dowdy, Pamela	Ponce, Kailee	

7. Current third probationary administrators to be offered initial three-year contract for 2025-2028:

Arstein, Casey	Doherty, Melissa	Hall, Andy
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8. Administrators to be offered an initial probationary contract for 2025-2026:

Spoo, Thomas		
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9. New three-year contract (administrators) for the period July 1, 2025 - June 30, 2028:

Andreason, Erin	McKay, Neely	
Bacon, Rebecca	Melville, David	
Browning, Joshua	Neville, Kurt	
Greenough, Daniel	Wyant, Stefani	

10. Contract (Assistant Superintendent) extended for the period July 1, 2025 - June 30, 2028:

Bacon, Jake		
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11. Contract (Superintendent) extended for the period of July 1, 2027 - June 30, 2028

Mooney, Tricia		
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8.3. Business Office

8.3.1. Acceptance of Gifts

That the Board of Education approved the following gifts:

<u>School/Program</u>	<u>Gift</u>	<u>Value</u>	<u>Donor</u>
Highland Hills Elem. Sch.	Indoor Games	\$200	Rogers Subaru of Herm.
Desert View Elem. Sch.	School Sup.	\$100	Amer. Online Giving Found.
Sandstone Middle School	School Sup.	\$100	Amer. Online Giving Found.
West Park Elementary Sch.	School Sup.	\$150	Amer. Online Giving Found.
Sunset Elementary Sch.	School Sup.	\$100	Amer. Online Giving Found.
Sunset Elementary Sch.	School Sup.	\$20	Amer. Online Giving Found.

8.4. Superintendent's Office

8.4.1. Policy review – First Reading

AC	Nondiscrimination and Civil Rights
GCBDA/GDBDA	Family and Medical Leave
GCBDA/GDBDA-AR(1)	Family and Medical Leave
GCBDC/GDBDC	Domestic Violence, harassment, Sexual Assault, Bias or Stalking Leave (Safe Leave)
GCBDC/GDBDC-AR	Domestic Violence, harassment, Sexual Assault, Bias or Stalking Leave
GCBDD/GDBDD	Sick Time
IKF	Graduation Requirements
JECA	Admission of Resident Students
JHCD	Medications
JHCD-AR	Medications
JHCD/JHCDA	Medications (DELETE)
JHCD/JHCDA-AR	Medications (DELETE)

9. CALENDAR AND FUTURE ITEMS

9.1. Future Agenda Item Discussion

Ms. Dain Gardner brought up the topics of graduation stoles and board member term limits.

9.2. Calendar Review

Dr. Mooney reviewed future calendar and upcoming events. Highlighting the Odds and Ends show, HAT meeting on March 20, Spring Sports to start with 246 scheduled contests at the high school level, and graduation coming up soon.

Chair Hansell recessed the regular meeting at 8:03 p.m.

10. EXECUTIVE SESSION

The board convened in executive session at 8:10 p.m. per 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.

Chair Hansell closed the executive session at 8:41 p.m.

Chair Hansell recalled the regular meeting at 8:43 p.m.

Mr. Hurst made a motion that the board take no further action on the complaint received March 6th. The motion was seconded by Karen Sherman and passed 7-0.

Mr. Hurst made a motion to refer the two complaints received March 10th to a third-party

investigator. The motion was seconded by Dain Gardner and passed 7-0.

11. **ADJOURN**

With no further business, Chair Hansell adjourned the meeting at 8:44p.m.

Date

Chairman

Superintendent/Clerk

Secretary

Special Meeting Minutes
UMATILLA COUNTY SCHOOLS DISTRICT #8, HERMISTON
March 24, 2025

1. CALL TO ORDER SPECIAL MEETING*

Chair Hansell called the special 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 Stlet, and Mr. Dain Gardner. Also in attendance were Superintendent Dr. Tricia Mooney, Assistant Superintendent Jake Bacon, and Executive Assistant to the Superintendent and Board Rosa Cerda-Diaz.

Absent members: Ms. Liliana 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. Teri Vander Stelt made a motion to adopt the agenda as presented. The motion was seconded by Mr. Dain Gardner and passed unanimously with a vote of 5-0.

3. PRESENTATIONS AND COMMUNICATIONS

3.1. Hermiston High School state Recognition

The board recognize the following boys and girl’s wrestlers who placed at the state tournament.

Boys:

Jaysen Rodriguez – Champion
Aidan Larson - 2nd Place
Brayden Medelez - 3rd Place
Jayden Martinez – 3rd Place
Dominic Echeverria – 3rd Place
Jacoby Rodriguez - 4th Place
Mason Miracle – 5th Place
Brayden Harrison – 7th Place

Girls:

Iaunny Ruiz – 3rd Place
Tuta Sepeni – 3rd Place
Emily Stone – 4th Place
Kianna Gutierrez-Munoz – 4th Place
Jaydan McKim – 7th Place
Jorgia McKim – 8th Place
Lillian Fields – Bowling 2nd Place
Tammy Fisher – Boys Swim Coach of the Year

Larry Usher, Director of Athletics and Activities, congratulated the athletes and coaching staff for their outstanding accomplishments. Mr. Usher presented, Tammy Fisher Swim Coach of the Year, Lillian Fields in Bowling placing 2nd in State, Aidan Larson and Tuta Sepeni Wrestlers of the Year. Additionally, he highlighted the Girls wrestling program a success which they had an incredible season and won 3 years in a row the Conference Championship, District and Regional Tournament. Mr. Usher also presented Girls Coach Al Davis and Girls Assistant Coach Michelle Myers to announce all Wrestling Girls and Kyle Larson to announce all Wrestling Boys. Board Member Sally Hansell gave out the certificates to athletes.

3.2. Rocky Heights School Update

Stefani Wyant, Principal of Rocky Height Elementary, presented members of her leadership team and provided an update on the school's initiatives. Highlighting strategies for student engagement, focusing on fostering a positive and productive start to each school day.

4. 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.

5. REPORTS

5.1. Board of Education

The board had no activities to share since the last board meeting.

6. STUDY ITEMS

6.1. Strategic Plan

Dr. Mooney presented the Strategic Plan for Vision 2025 outlining key objectives and initiatives for the district's future.

7. CALENDAR/FUTURE ITEMS

7.1. Future Agenda Item Discussion

Sally Hansell announced the next meeting will include a discussion on graduation. Additionally, the June 9th meeting will have an agenda item regarding term limits.

7.2. Calendar Review

Dr. Mooney reviewed the calendar and upcoming events such as Summer Registration started, Spring Sports Season, and April 1st is the Odds and Ends Show for the month of April. Conferences week is coming up, and then Spring Break.

Chair Hansell recessed the regular meeting at 7:09 p.m.

8. EXECUTIVE SESSION (7:05 p.m.)

8.1. ORS 192.660(2)(b)

At 7:15 p.m. the board convened in executive session per ORS 192.600(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.

The executive session was closed at 7:26 p.m.

9. ADJOURN

Chair Hansell reconvened the regular meeting at 7:28pm. With no further business Chair Hansell adjourned the regular meeting at 7:28pm.

Date

Chairman

Superintendent/Clerk

Secretary



Hermiston School District

2025-27 Integrated Plan Application

This Integrated Plan 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. Please find below:

1. **Outcomes & Strategies:** *Click here for a summary of the results we are working towards and the strategies we will implement this biennium to help achieve these goals.*
2. **Narrative:** *See below for information about how our school meets state and federal required components in order to be eligible for continued funding.*
3. **Budget:** *Click here for the activities and investment of funds we have planned to carry out our strategies.*

We will report quarterly progress to the Oregon Department of Education and provide an annual report to our local stakeholders via a school board presentation and link on our website. For more information, please reach out to Superintendent Tricia Mooney.

Needs Assessment Summary

1. Please offer a description of the needs assessment process you engaged in and the summary of results of that needs assessment. Please name the trends noticed through the state and local data review and indicate which data sources were used, including CTE-related information. Explain how the needs assessment and state and local data has informed specific decisions for this plan and budget.

As a part of the needs assessment process the following key data sources were reviewed:

- State Assessment Results
- TSI data, LPGTs and information from ODE
- Graduation rates
- Interim assessments
- Attendance data
- Student discipline data
- Student surveys
- Parent/Community Surveys
- Special Education data
- ELPA Results

Our administrative team also reflected on the stakeholder engagement inspired or motivated by this plan and its' focus on closing opportunity gaps and supporting behavioral and mental health, including:

- Student Services Department partnership with the Umatilla County Health Department to reopen our health clinic, a vital service to students and families.
- Special Education Department coordination of pre-school transition meetings to help families and future kindergarteners adjust.
- Our Portrait of a Graduate work is making its way down to the elementary school, highlighting for all staff their impact on the futures of our students.
- We hosted a well-attended Family Resource Fair for our English Learners and their families to facilitate access to services and support.
- Our high school staff, led by the counseling department, has started conducting quick but powerful empathy interviews with every 9th grade student during their first few weeks at high school to lay the groundwork for connection and flag opportunities for further follow-up.
- Appreciation for the parents who are attending the Mental Health seminars and/or participating in coaching.
- Excitement and gratitude for the students in our CTE Education Program of Study who are partnering with the EOU Science of Reading Clinic and our early literacy teachers to become Qualified High Dosage Tutors to our highest need students in developmental kindergarten and/or summer jumpstart programs.

Throughout the needs assessment it became clear that certain trends in information would continue to guide the implementation of the plan. Those trends include:

- Higher graduation rates for students involved in CTE programs
- Need for social emotional learning and supports for students
- Need for professional development specific to developing literacy skills for multilingual learners
- Need for a variety of curricular opportunities to connect student to school and provide intervention, remediation and extension

Based on the themes identified through the review and a review of the district's current plan, we will continue to focus our investments on the currently identified outcomes.

Equity Advanced

1. Explain how you incorporated your equity lens or tool into your planning and budgeting process. Outline key activities/strategies from your outcome/strategies Smartsheet and identify specific activities to support prioritized focal student groups.

The district utilizes the IMESD Decision Making Tool as a part of regular discussions and decision making to ensure that students in prioritized focal groups are appropriately considered.

2. What professional development or training is planned throughout the biennium for teachers, staff, and administrators to address the cultural, social, emotional, and/or academic needs of students, including those of focal students?

The district places focus on professional development that is ongoing and embedded in the professional work of staff. To accomplish this, we implement an instructional coaching model that is dedicated to individualized professional growth for staff. Instructional rounds, peer learning walks and lesson studies are also tools used to enhance practice. In addition, group professional development in the following areas is provided:

- Multilingual learner instructional strategies
- Conscious Discipline
- Science of Reading
- Explicit Instruction

3. What policies and procedures do you implement to ensure inclusion of children and youth navigating homelessness in all programs and activities?

The Hermiston School District follows its policy JECBD, requiring that a liaison is assigned to facilitate services and ensure that students experiencing homelessness have access to the support necessary to receive an equitable education. Additionally, several of the district's regular services provided to all students reduce any potential stigma. These include:

- CARE program
- Free breakfast for all students
- Free lunch for all students
- No participation fees
- District provided school supplies

4. Describe any efforts to ensure opportunities for all students to participate in CTE programs that are generally considered male or female dominated.

Through our forecasting and scheduling process nearly 90% of students are enrolled in their prioritized courses and CTE participation and completion rates continue to grow. Students can make bias-free elective choices due to the stakeholder engagement, marketing, career-connected learning tools, program completion recognition and dedicated staff who ensure all students have access to the CTE programs of their choice. Strategies include:

- Recruitment of students, family, and community partners through CTE Showcases, VIP Tours & Fly-Up Days in addition to our catalog and pathway brochures.
- CTE programs align to regional workforce needs for high wage/high-demand careers and postsecondary programming.
- Industry partners who are non-traditional role models are invited into partnership with our programs.
- Offer work-based learning and other career-connected learning opportunities.
- CTE instructors and advising staff participate in professional development that emphasizes the importance of equity (a Perkins requirement) and proportional

- representation.
- CTE instructors back up advising staff by sharing the benefits and opportunities of program completion and misconceptions that sometimes lead to over- or under-enrolling certain focal groups in CTE.
 - Catalog and online recruiting materials clearly describe each program of study, including course progression and next-step options.
 - District and building staff regularly review Perkins and other demographic data to assess course-taking patterns, look for discrepancies and implement strategies, interventions or investments to reverse potential problems.
 - Our Evening of Excellence is a formal ceremony and dessert for program completers to recognize their pathway commitment and award them with a special graduation stole. This sends an important message about the value we place on our students' progress towards their post-secondary plans, regardless of their GPA or gender.
 - Our career readiness program, beginning in grade 6 helps students match their individual aptitudes, interests, and skills to potential career areas.

Well-Rounded Education

1. Explain any changes or updates to your program review based on the Program Review Tool and Oregon's Early Literacy Framework.
Based on the review of the Program Review Tool and Oregon's Early Literacy Framework, the decision was made to make no changes.
2. How do you ensure curriculum design and the adopted curriculum for all content areas (core or basal and supplemental) consist of a clearly stated scope and sequence of K-12 learning objectives and is aligned to all state and national standards?
We convene a representative team of teachers and administrators for each adoption cycle to construct a vision statement that establishes teaching and learning priorities for the selected curriculum. The InterMountain ESD provides support in reviewing materials and compliance with Oregon Instructional Materials rules. Systems for maintaining alignment include the following:

At the Elementary (K-5) levels:
 - Priority Standards are identified and a local assessment system monitors student progress toward meeting each standard.
 - HSD elementary updates priority standards/units each year through district level committees representing the body of our teaching staff and administration.
 - Weekly collaboration time for teachers to utilize the PLC+ model to make planning and intervention decisions. This includes aligned learning targets, success criteria, and assessments across each grade level in each school.

At the Middle and High Schools (6-12):

- Rigorous Curriculum Design (RCD) is our model for designing curriculum so it represents a rigorous 21st-century set of comprehensive units of study aligned with existing state and Common Core State Standards. At the heart of this work is the development of articulated and aligned unit plans that identify the essential common elements of content and assessment.
 - HSD secondary administrators require units to be updated every year and have made this part of their end-of-year teacher checkout process.
3. Describe your system for ensuring classroom instruction is well-rounded, intentional, engaging, and challenging for all students.

Elementary (K-5)

- Learning walks (all teachers participate 2x per year)
- Instructional coaching (each elementary building has an assigned instructional coach)
- District-Wide ELA and Math committees composed of teachers that are empowered to shape the direction of elementary education related to content, standards, assessment, etc...
- Minimum monthly observations/feedback by administrators in every classroom
- District-Wide Instructional Framework based on Explicit Instruction & SIOP that all teachers utilize when planning/delivering lessons
- Language instruction that focuses on purposeful reading, writing, speaking, and listening strategies across all content areas (SIOP model)
- Allocated time for Backwards Planning
- Priority Standards
- Dedicated PLC time each week
- PLC+ Model
- Professional development for instructional staff and administrators
- Extensive teacher training for 1st & 2nd year teachers in Instructional Framework

Middle School (6-8) and High School (9-12)

- Learning walks
- Instructional coaching
- Explicit Instruction lesson design
- Language instruction that focuses on purposeful reading, writing, speaking, and listening strategies across all content areas (SIOP model)
- Rigorous Curriculum Design (Unit Planning)
- Dedicated PLC time each week
- Professional development for instructional staff and administrators
- Teacher training (TIP 1 & 2)

4. How do you ensure that students, families, and community members experience a safe and welcoming educational environment, including but not limited to being free from drug use, gangs, violence?

Our focus is ensuring our students experience a safe and welcoming educational

environment. We provide multiple opportunities for community and family members to engage in our buildings and activities, from Open Houses and VIP Days to sporting and cultural events. Hospitality and building safety are a frequent topic discussed by our leadership team. The district partners with the Hermiston Police Department to employ three School Resource Officers to support the physical safety in our buildings.

5. How do you ensure students have access to strong school library programs?

Elementary (K-5)

- All Elementary Libraries have been audited and weeded to update the collections for both nonfiction and fiction selections.
- All libraries now possess an equitable collection by age, titles, genres, etc...
- The average book:student ration across all six elementary schools is 34:1
- Library collections are monitored and updated on a yearly basis

Middle School (6-8)

- One licensed librarian supervises and manages our secondary buildings
- Each middle school has a media assistant who manages the day to day check-in and check-out processes and provides support to students
- Classes come into the library for library/media specific lessons given by one of the media assistants or the librarian.
- Students are encouraged to routinely check-out new books.

High School (9-12)

- One licensed librarian supervises and manages our secondary buildings
- The high school has two media assistants
- Media assistants manage the day to day check-in/out process.
- Classes come into the library for library/media specific lessons given by one of the media assistants or the librarian.
- Students are encouraged to routinely check-out new books.

6. How are you monitoring the effectiveness of interventions for students who experience depression, anxiety, stress, and challenges with dysregulation?

Regular assessment and data collection through various tools, such as self-report surveys, teacher, counselor and social worker observations allow for the tracking of emotional, social, and academic progress. Additionally, collaboration among educators, counselors, parents, and students helps create a holistic approach that can adjust interventions based on the evolving needs of the student.

7. How do you identify and support the academic needs of students who are not meeting or exceeding state and national standards for focal student groups? What systems are in place

for supporting the academic needs of students, including for focal student groups, who have exceeded state and national standards?

Elementary buildings employ an MTSS model including three math and reading Universal Screening assessments to identify students not making progress commensurate with peers. This data guides core instruction and targeted skills-based interventions for all students regardless of skill level. HSD believes every student benefits from intervention, even if skills are above grade-level. Data is tracked with 2-week progress monitoring measures, reviewed in weekly PLC meetings and grade-level MTSS meetings every 6 weeks where teachers, administrators, counselors, and specialists review student progress to make further instructional decisions. In between the 6-week MTI meeting, the team can reconvene with support from the Individual Problem Solving Team (includes district behavioral, speech, and school psych personnel) to immediately address pressing concerns.

At the secondary level students two-years below grade level in Math and/or Reading receive academic support through our co-teaching (Content area and Special education teachers) Read and Math 180 programs. Teachers plan instructional strategies and differentiated accommodations. Building IPS (Individual Problem Solving) Teams recommend targeted academic and/or behavioral support for struggling students. 9th & 10th grade data teams work with at-risk students to identify gaps and prescribe additional support. PLC teams conduct data analysis. High School students access teachers and instructional support via a weekly Intervention/Enrichment period. Weekly mentorship period is provided for all middle school students.

For students identified as TAG, an individualized plan recommends strategies to implement. This plan aligns with ODE's requirements and is developed in consultation with the teacher, administrator, specialists and parents at an annual meeting. After school enrichment clubs meet at each elementary school for students who have exceeded state and national standards (not just TAG students) to provide engaging content-rich extension activities designed by an enrichment coach. Teachers are also trained to provide instruction differentiated for grade-level.

Interventions include, when relevant, access to focal-group specific support from specialists and coaches. Our data-driven approach ensures our educators have time to collaborate around the monitoring, interventions and resources students need to succeed.

8. If planning to develop a new CTE Program of Study, please name the intended program to be started, timeline, and the steps taken or to be taken.
N/A
9. What CTE defined work-based learning experiences are available for students? Describe any efforts you are making to expand these opportunities.

All HHS students are provided work-based learning options. Options include: Job shadowing, work experience, internships (paid and non-paid), practicums, Juvenile and peer tutoring, and service learning.

HHS's College and Career Coordinator manages all external work-based experiences

HHS's Youth Transition Program (YTP) Coordinator's main purpose is to prepare students with disabilities for employment or career post-secondary education or training. All CTE programs currently meet and communicate with industry partners

College and Career coordinator manages and supports students through Job shadowing, work experience, internships (paid and non-paid), practicums, Juvenile and peer tutoring, and service learning

HHS's Youth Transition Program (YTP) coordinator main purpose is to prepare students with disabilities for employment or career post-secondary education or training.

10. Do your students have the opportunity to earn CTE college credit while in high school? If yes, no explanation required. If no, please explain.

Yes

Engaged Community

1. What improvements have you made when engaging with your community, including focal students, families, and staff, in the past two years? What barriers, if any, continue to exist or were experienced?
The district moved to ParentSquare as the communication tool to provide information to the school community. ParentSquare is used at the district, school, and classroom levels and provides families the opportunity to receive messages in their preferred language. This platform also allows parents/families to communicate with school staff. We continue to work with parent groups and provide a variety of opportunities for families to engage with schools. Student attendance continues to be a barrier to engagement of families.
2. List the strategies used to engage with focal students and families about the integrated plan throughout the planning process. (At least two strategies are required.)
-In-person meetings
-Surveys
3. List the strategies used to engage with staff, both classified and certified, about the integrated plan throughout the planning process. (At least two strategies are required.)
-Surveys

-In-person meetings

Outcome of Engagement

4. Looking at your Community Engagement process holistically, what did you learn from the community and staff? Explain how you applied the input to inform your planning.
The community and staff are aligned in their desired outcomes for all of our students. There continues to be a need for SEL and opportunities for students to create connections to the school. There is a clear focus on increasing literacy outcomes for all students. Specifically focusing instructional strategies to improve outcomes for multilingual learners is a target for community and staff and a key component in plan activities.

Strengthened Systems and Capacity

1. What system do you have to recruit, onboard, and retain quality educators and leaders, including those who are representative of student focal groups?

The following strategies have been the most impactful in supporting our current and future educators which include specific opportunities for students and staff representing focal groups

- Instructional coaching
- Mentoring program
- PLC and peer-focused p.d.
- Career Fairs
- Education Program of Study
- Micro pd para-pro
- Teacher Induction program
- Beginning a Grow Your Own program.
 - Staff Grow Your Own - Within our classified ranks, staff are more representative of our student focal groups. As a result, we prioritize providing professional development that helps them gain pedagogical skills and increase the likelihood they may embark on teaching as a career. In addition, we support this group by offering tuition reimbursement and working with licensure programs to ensure they are able to maintain employment while working through their practicum and student teaching requirements.
 - Student Grow Your Own - Hermiston has redesigned its education program of study to align with Eastern Oregon University's Grow Your Own teaching pathway. Students who complete earn a significant amount of credits and meet other requirements. After graduation they can complete their program requirements while continuing to live at home. This pathway also creates the opportunity for students to become classified instructional assistants while they complete their program, earning money and gaining experience in our school system and reducing potential college debt.

2. What systems are in place to ensure that focal students are being taught by effective and highly qualified teachers as frequently as other students?

The district monitors demographics of neighborhood schools and staffs according to needs. This process includes utilizing team interviews and decision-making methods for all administrators to ensure that candidates are placed appropriately. The district monitors to ensure that teachers with varying levels of experience and expertise are shared across buildings. This balance is maintained to ensure both that students are best-served, but also to support teachers collaborating with others who can help them learn and grow professionally.

3. Describe your system for analyzing disciplinary referrals, suspensions, and expulsions, including disaggregating this information by focal groups.

The lens we use to assess disciplinary practices is safety as a whole, but our priority is keeping students in class and supporting them with prosocial behavioral interventions. We utilize a discipline matrix to ensure that our discipline practices do not unintentionally impact our students of color or any other focal group.

The backbone of our approach is systems of educators collaborating to support and improve student behavior, including:

- Individual problem solving teams (part of MTSS) address behavioral, academic, and other needs. Building-level safety teams (incident-focused) look at individual student-needs.
- Discipline Review Team (embedded in leadership teams) is an ongoing group that meets to discuss overall behavior management and possible solutions as well as review data to ensure class time is maximized and watch for potential trends of bias.
- We also focus on prevention, specifically improving core instruction to engage students and reduce off-task behaviors that lead to disciplinary incidents. Additionally professional development addresses classroom management and quality instruction techniques.

4. What systems are in place to support students and families who are transitioning between LTCT sites, YCEPs, and JDEPs to schools?

Building level teams including administrators, teachers, counselors, behavior specialists and social workers meet with the family and student to develop individual plans to support student transition.

5. How do you support students and families in the transition between early childhood education programs and local elementary school programs from elementary to middle grades? From middle grade to high school? From high school to postsecondary education and/or workforce?

Early Childhood to Elementary partnerships with IMESD Early Learning Hub and

Umatilla-Morrow County Head Start support transition through Spring/Summer activities including:

- Staff visit regional early learning centers to meet future students
- UMCHS students visit kindergarten classrooms
- Transition meetings with parents and partners
- “Jump-Start Kindergarten”

Elementary to Middle Grades transition features a 5th grade “Fly-Up” day that includes a school tour, opportunities to meet staff, student leadership team presentations of the activities/opportunities available and choir and band performances. Also in the Spring, elementary and middle school staff meet to review student IEP’s and share helpful information. Our Ion Data Suite allows middle school staff to access 5th grade monitoring data, supporting appropriate courses and interventions for students when the school year begins. Finally, incoming students and families attend a Fall Open House to review schedules, meet teachers, and tour the building.

Middle to High School:

- Each Spring, 8th grade students “Fly-Up” to the high school for a day with school tours, meet and greets with school staff, and introductions to CTE and other electives available to 9th graders. After fly-up day, each student and their parent(s) forecast for high school.
- Summer school also provides instructional time for academically at-risk eighth graders transitioning to high school. These students complete a 9th grade seminar (including instruction in reading, writing, and math) and earn a ½ credit elective.

High School to Post Secondary:

- Seniors are assigned an academic/career counselor and access a College and Career Coordinator and Graduation Coach. Seniors can participate in work-based learning options such as job shadowing, work experience, internships, practicums, tutoring, and service learning. AP and dual credit opportunities available in many courses.
- FAFSA, scholarship nights and career fairs provide resources for students and families. Last, the high school hosts a very successful Generation College Club for first generation Latino students to support their preparation and transitions to college.

6. What career exploration and career development coursework and activities are offered to support awareness, exploration, preparation, and training at the various grade-bands? Describe your system for sharing information with students and parents regarding career connected learning and CTE opportunities, including any guidance, counseling, and connections to education plans and profiles.

HSD secondary school’s utilize Naviance’s College and Career Readiness solution to support a whole school approach to personalized learning and career development. Administrators, teachers, counselors, and other support staff are involved in our career development model which includes goal setting, curriculum, tasks and assessments that

become part of their Personalized Education Plan (PEP)

Eleven approved CTE Programs of Study representing the six CTE pathways HSD believes CTE is important for ALL students. CTE is no longer relevant to just a small percentage of students, and shouldn't be relegated as supplementary.

97% of Hermiston High School students are CTE participants. This number should jump to nearly 100% as other programs and options become available.

ALL 9th grade students at HHS have the opportunity to explore all CTE pathways through elective options.

District web page links to our CTE Programs of Study.

8th tours and fly up days provide opportunities for students and parents to explore CTE options.

HHS holds an 'Evening of Excellence' each year, recognizing our Program of Study completers, having earned 3 credits within a concentrated pathway.

Middle Schools have implemented YouScience to help students begin exploring how their interests and aptitude connect to different careers and prepare for high school forecasting.

Early Literacy Inventory and Prioritization

1. What is the name of the funding source for the 25% match for early literacy? (check all that apply)
 - General Fund
 - Student Investment Account (SIA)
 - State School Fund SSF
 - Title I
 - Title II
 - Title III
 - Title IV
 - N/A (less than 50 ADMw, no match required)
 - Other
2. Please do your best to mark which of the following categories best describe how you are using your matching funds? (check all that apply)
 - Hiring
 - Purchasing Curricula & Materials

- High-Dosage Tutoring
- Extended Learning Programs
- Professional Development & Coaching
- Other purposes

3. Select one or more of the following school characteristics that were used to prioritize Early Literacy Funds within your district? Prioritization was determined based on schools that:
- Have the lowest rates of proficiency in literacy of elementary schools in the district;
 - identified for comprehensive support and improvement or for targeted support and improvement under the federal Every Student Succeeds Act (P.L. 114-95, 129 Stat. 1802) based in part on literacy score;
 - have literacy proficiency rates that have not recovered to pre-pandemic levels;
 - have a higher portion of student groups that have historically experienced academic disparities compared to other elementary schools in the district.
 - N/A if you have only one elementary school

4. List the elementary schools (and/or schools serving elementary grades) that are receiving Early Literacy Funds or resources, and the approximate percentage of funds that are going towards each.

Desert View Elementary - 15%
 Highland Hills Elementary - 14%
 Loma Vista Elementary - 18%
 Rocky Heights Elementary - 20%
 Sunset Elementary - 16%
 West Park Elementary - 17%

Feedback

1. How can ODE support your continuous improvement process?
 The regional support of the IMESD has been integral in the district’s ability to keep up with planning and reporting timelines and requirements. It is critically important, particularly in the eastern region of the state, that the support system through ESDs remains in place.

Plan Summary

1. Provide an overview of the plan detailing the key aspects and rationale behind the chosen approach. Describe the vision of the plan and how it addresses strengths and areas for growth identified in the needs assessment, including those specifically related to CTE. Additionally, describe how the plan will work towards addressing the co-developed LPGTs or Local Optional Metrics.

Our vision for this plan update and all of Hermiston School District's work is "Future Focused: Building Knowledge and Skills for Tomorrow." This is also an apt description of our community which has always been one of the youngest, fastest growing and most diverse in the region if not all of Oregon. We are and always have been a town in transition and full of people in transition, requiring systems that can target needs and implement effective solutions quickly. The Outcomes and Strategies in our plan reflect this urgency by centering students as individuals and prioritizing wraparound services, stakeholder partnerships, professional learning and opportunities to explore and prepare for life after graduation. A review of the investments (activities) to help us achieve these Outcomes reveals our commitment to providing students with the classroom teachers, specialists and opportunities for a personalized education and instructional support that meets each student's unique needs.

A review of our Longitudinal Performance Growth Targets shows progress in all but one area; however, we are concerned by the growing number of buildings in our districts identified as targeted for federal school improvement (TSI). Observations about our data and the impact of this plan update follow:

- *All Students and Focal Group Students met LPGTs in 3rd Grade ELA Proficiency and Regular Attendance.* We credit the hard work of our Family Engagement Specialists, Interventionists and K-3 Educators as well as partnerships with pre-K programming and parents, and the strength of our MTSS system and will continue the investments we are making in this area.
- *Both All Student and Focal Group Students just missed their targets but still gained ground by up to 3% depending on the measure and are reversing their downward trend.* We attribute this to the growth of our CTE Programs of Study and Career-Connected Learning investments, expansion into the middle schools, strong community partnerships and attention to student and parent advising. Our Portrait of a Graduate work will be district-wide in the coming year.
- *Our Five-Year Completion rate is stubbornly flat.* We will continue to provide wraparound and newcomer services, GED program, Summer School, CTE & Career-Connected Learning, academic support and any lever to help students

complete a credential. However, increasing numbers of students arrive severely credit-deficient and/or with limited formal education. In a perfect world they would complete a credential by the time they age-out rather than aiming for a 5-year deadline which simply isn't long enough. In reality these students are often transitory, difficult to track and prioritize entering the workforce.

- *Trends in our TSI Identified elementary schools and Armand Larive indicate more work can be done to close academic and attendance gaps for our Students with Disabilities.* This may be a result of our choice to concentrate resources for behavioral support at Rocky Heights and social communication at West Park. Our Director of Elementary Education will work closely with building-level teams and utilize our MTSS systems to monitor these students and the impact of additional interventionists, professional learning and instructional coaching on student achievement.
- *English Learners at Rocky Heights Elementary, Armand Larive Middle and Hermiston High School also need support with attendance, academic achievement and diploma/credential completion.* The Family Engagement Specialists and other wraparound services are critical to providing the individualized services students need. District administrators will coordinate with building teams and EL educators to plan and monitor interventions.

Ultimately this plan is the result of a deep commitment from our staff and community to ensure all students who spend time in our halls leave with the skills, knowledge and map they need for the next leg of their journey.

Hermiston School District Integrated Plan 2025-27 Outcomes & Strategies

		2025-27 Application Response
Early Lit Outcome	All students in Hermiston will receive Early Literacy support to read on grade-level by the end of 3rd grade.	New for 2025-27
Strategy Early Lit 1	Provide professional learning for Hermiston staff related to the research-based best practices promoted through Oregon's Early Literacy Framework.	New for 2025-27
Strategy Early Lit 2	Implement supplemental programming, which could include High Dosage Tutoring and/or Extended Learning, and instructional resources to support early literacy skill attainment.	New for 2025-27
Strategy Early Lit 3	Engage parents and caregivers as partners in supporting reading attainment.	New for 2025-27
Outcome A	Implement systems to support students' physical, mental, emotional, behavioral, and safety needs	Continue from 2023-25 through 2025-27
A1	Provide equitable access to social, behavioral and mental health supports.	Continue from 2023-25 through 2025-27
A2	Maintain staff and facilities dedicated to supporting student physical health	Continue from 2023-25 through 2025-27
A3	Partner with community agencies to support student and staff safety	Continue from 2023-25 through 2025-27
Outcome B	Hermiston SD will implement systems PreK-12 to ensure graduation rates improve for all student subgroups.	Continue from 2023-25 through 2025-27
B1	Implement culturally-responsive pedagogy and curriculum for equitable outcomes for all	Continue from 2023-25 through 2025-27
B2	Support transitions for student elementary, secondary, and post secondary success	Continue from 2023-25 through 2025-27
B3	Fully implement a K-12 Multi-Tiered System of Support (MTSS) to close the opportunity and achievement gap.	Continue from 2023-25 through 2025-27
B4	Prioritize peer-based professional development for instructional staff.	Continue from 2023-25 through 2025-27
B5	Provide out-of-school opportunities to support student success.	Continue from 2023-25 through 2025-27
Outcome C	Implement a future-focused approach to personalized learning and career development for students in grades K-12	Continue from 2023-25 through 2025-27
C1	Align school operations and pedagogy around a collective vision for student future-ready success	Continue from 2023-25 through 2025-27
C2	Increase program capacity and expansion of CTE and STEAM offerings in secondary grades to increase enrollment opportunities for high-demand programs	Continue from 2023-25 through 2025-27
C3	Implement a professional development plan to support CTE and future-ready skills	Continue from 2023-25 through 2025-27
Outcome D	Empower and engage families of underserved or marginalized student populations	Continue from 2023-25 through 2025-27
D1	Prioritize family engagement through family supports and community partnerships	Continue from 2023-25 through 2025-27
D2	Build school culture by practicing deep hospitality.	Continue from 2023-25 through 2025-27

HERMISTON SCHOOL DISTRICT INTEGRATED PLAN UPDATE 2025-27	FSI (CSI/TSI) 25-26	Perkins 25-26	Early Literacy Success 25-26	EIIS 25-26	HSS 25-26	SIA 25-26	FSI (CSI/TSI) 26-27	Perkins 26-27	Early Literacy Success 26-27	EIIS 26-27	HSS 26-27	SIA 26-27
Total Allocation	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58		\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Unbudgeted (Autocalculate)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Budgeted Amounts (Autosum)	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58	\$0.00	\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Indirect/Administration			\$18,670.63			\$5,268.58			\$19,432.77			\$238,055.00
School Nurses						\$135,000.00						\$135,000.00
Benefits for school nurses						\$80,000.00						\$80,000.00
Behavior Specialist						\$60,000.00						\$60,000.06
Benefits for behavior specialist						\$46,000.00						\$46,000.00
Director of Student Services						\$170,000.00						\$170,000.00
Benefits for director of student services						\$100,000.00						\$100,000.00
School Resource Officer						\$407,000.00						\$407,000.00
Social Workers					\$90,000.00	\$170,000.00					\$94,500.00	\$170,000.00
Benefits for Social workers					\$60,000.00	\$113,000.00					\$63,000.00	\$113,000.00
Software for Social Workers						\$30,000.00						\$30,000.00
Speech Language Pathologist						\$91,000.00						\$91,000.00
Benefits for Speech Language Pathologist						\$60,000.00						\$60,000.00
Parent Square Parent Communication						\$45,000.00						\$45,000.00
Instructional Coaches						\$213,000.00						\$213,000.00
Benefits for Instructional Coaches						\$132,000.00						\$132,000.00
High School Science Teacher						\$90,000.00						\$90,000.00
Substitutes for High School Science Teacher						\$500.00						\$500.00
Benefits for High School Science Teacher						\$59,000.00						\$59,000.00
Middle School Choir/Drama Teachers						\$135,000.00						\$135,000.00
Middle School Choir/Drama Substitute Teachers						\$500.00						\$500.00
Benefits for Middle School Choir/Drama Teachers						\$103,000.00						\$103,000.00
Middle School Technology Teachers					\$95,000.00	\$170,000.00					\$99,750.00	\$170,000.00
Middle School Technology Substitute Teachers					\$500.00	\$500.00					\$500.00	\$500.00
Benefits for Middle School Technology Teachers					\$62,000.00	\$105,000.00					\$65,100.00	\$105,000.00
Middle School PE Teachers						\$130,000.00						\$130,000.00
Middle School PE Substitute Teachers						\$500.00						\$500.00
Benefits for Middle School PE Teachers						\$96,000.00						\$96,000.00
Middle School Newcomers Teacher						\$118,000.00						\$118,000.00
Substitutes for Middle School Newcomers Teacher						\$500.00						\$500.00
Benefits for Newcomers Teacher						\$92,000.00						\$92,000.00
Library Media Specialist						\$61,000.00						\$61,000.00
Benefits for Library Media Specialist						\$47,000.00						\$47,000.00
High School Language Arts Teacher						\$75,000.00						\$75,000.00
High School Language Arts Substitute Teacher						\$500.00						\$500.00
Benefits for High School Language Arts Teacher						\$52,000.00						\$52,000.00
High School Special Education Teacher						\$67,000.00						\$67,000.00
High School Special Education Substitute Teacher						\$500.00						\$500.00

HERMISTON SCHOOL DISTRICT INTEGRATED PLAN UPDATE 2025-27	FSI (CSI/TSI) 25-26	Perkins 25-26	Early Literacy Success 25-26	EIIS 25-26	HSS 25-26	SIA 25-26	FSI (CSI/TSI) 26-27	Perkins 26-27	Early Literacy Success 26-27	EIIS 26-27	HSS 26-27	SIA 26-27
Total Allocation	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58		\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Unbudgeted (Autocalculate)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Budgeted Amounts (Autosum)	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58	\$0.00	\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Benefits for High School Special Education Teacher						\$50,000.00						\$50,000.00
iReady				\$15,953.85		\$115,000.00				\$15,953.85		\$115,000.00
Assessment/Data Specialist						\$82,000.00						\$82,000.00
Benefits for Assessment/Data Specialist						\$56,000.00						\$56,000.00
Elementary Reading Interventionist						\$135,000.00						\$135,000.00
Elementary Reading Intervention Assistants						\$210,000.00						\$210,000.00
Substitutes for Reading Interventionist & Assitants						\$500.00						\$500.00
Benefits for Elementary Reading Interventionist						\$313,000.00						\$313,000.00
District Communications Rep						\$49,000.00						\$49,000.00
Benefits for District Communications Rep						\$35,000.00						\$35,000.00
Elementary ELD Teacher (English Language Development)						\$75,000.00						\$75,000.00
Elementary ELD Substitute Teacher (English Language Development)						\$500.00						\$500.00
Benefits for ELD Teacher (English Language Development)						\$52,000.00						\$52,000.00
Elementary Music Teacher						\$101,000.00						\$101,000.00
Substitute Elementary Music Teacher						\$500.00						\$500.00
Benefits for Elementary Music Teacher						\$64,000.00						\$64,000.00
Elementary Dean of Students						\$82,000.00						\$82,000.00
Benefits for Elementary Dean of Students						\$55,000.00						\$55,000.00
Elementary PE Teacher						\$101,000.00						\$101,000.00
Substitute Elementary PE Teacher						\$500.00						\$500.00
Benefits for Elementary PE Teacher						\$64,000.00						\$64,000.00
Elementary Science TOSA						\$93,000.00						\$93,000.00
Benefits for Elementary Science TOSA						\$55,000.00						\$55,000.00
Special Education Facilitator						\$79,000.00						\$79,000.00
Benefits for Special Education Facilitator						\$54,000.00						\$54,000.00
School Counselors						\$251,000.00						\$251,000.00
Benefits for School Counselors						\$160,000.00						\$160,000.00
High School Graduation Coach					\$79,000.00						\$82,160.00	
Benefits for High School Graduation Coach					\$54,000.00						\$56,160.00	
Education Pathway teacher					\$67,000.00						\$69,680.00	
Substitute for Education Pathway teacher					\$500.00						\$500.00	
Benefits for Education Pathway Teacher					\$49,000.00						\$50,960.00	
High School Success Coach					\$46,000.00						\$47,840.00	
Benefits for High School Success Coach					\$40,000.00						\$41,600.00	
High School Data Team Stipends (14 stipends)					\$21,000.00						\$21,840.00	
High School Data Team Stipends Benefits					\$8,879.00						\$9,234.16	

HERMISTON SCHOOL DISTRICT INTEGRATED PLAN UPDATE 2025-27	FSI (CSI/TSI) 25-26	Perkins 25-26	Early Literacy Success 25-26	EIIS 25-26	HSS 25-26	SIA 25-26	FSI (CSI/TSI) 26-27	Perkins 26-27	Early Literacy Success 26-27	EIIS 26-27	HSS 26-27	SIA 26-27
Total Allocation	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58		\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Unbudgeted (Autocalculate)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Budgeted Amounts (Autosum)	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58	\$0.00	\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
High School Link Crew (3 Stipends)					\$6,400.00						\$6,656.00	
High School Link Crew (3 Stipends) Benefits					\$2,706.00						\$2,814.24	
High School Hispanic Family Engagement Stipends (4 Stipends)					\$7,580.00						\$7,883.20	
High School Hispanic Family Engagement Stipends (4 Stipends) Benefits					\$3,205.00						\$3,333.20	
High School CTSO and College Club Advisors (10 Stipends)					\$21,200.00						\$22,048.00	
High School CTSO and College Club Advisors (10 Stipends) Benefits					\$8,963.00						\$9,321.52	
High School Health Services Teacher					\$75,000.00						\$78,000.00	
High School Health Services Teacher Substitute					\$500.00						\$500.00	
Benefits for High School Health Services Teacher					\$55,000.00						\$57,200.00	
High School Technology Teacher					\$100,000.00						\$104,000.00	
High School Technology Teacher Substitute					\$500.00						\$500.00	
Benefits for High School TechnologyTeacher					\$65,000.00						\$67,600.00	
High School Video Productions Teacher					\$60,000.00						\$62,400.00	
High School Video Productions Teacher Subsitute					\$500.00						\$500.00	
Benefits for High School Video Productions Teacher					\$48,000.00						\$49,920.00	
High School Health/PE Teacher					\$100,000.00	\$67,000.00					\$104,000.00	\$67,000.00
Substitute High School Health/PE Teacher					\$500.00	\$500.00					\$500.00	\$500.00
Benefits for High School Health/PE Teacher					\$65,000.00	\$42,000.00					\$67,600.00	\$42,000.00
Increase opportunities for targeted sub-groups by providing no-cost dual-credit and Advanced Placement testing fees.					\$15,000.00						\$15,600.00	
Attendance Secretary (HS)					\$39,000.00						\$40,560.00	
Benefits for Attendance Secretary					\$38,000.00						\$39,520.00	
Training and support to support Link Crew					\$1,500.00						\$1,560.00	
Operation Bulldog					\$16,000.00						\$16,000.00	
Interventions to support students below grade level in reading and math					\$10,000.00						\$10,000.00	
Hispanic outreach (Nuestro Futuro) supports for family engagement events and activities					\$12,000.00						\$12,000.00	
Enhance curriculum, equipment, supplies to support secondary CTE and STEAM related courses					\$8,400.34						\$14,120.41	
Education POS: Core human development, infant simulators and data tracking system												
Education POS: Core human development course equipment, class set of pregnancy simulators												

HERMISTON SCHOOL DISTRICT INTEGRATED PLAN UPDATE 2025-27	FSI (CSI/TSI) 25-26	Perkins 25-26	Early Literacy Success 25-26	EIIS 25-26	HSS 25-26	SIA 25-26	FSI (CSI/TSI) 26-27	Perkins 26-27	Early Literacy Success 26-27	EIIS 26-27	HSS 26-27	SIA 26-27
Total Allocation	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58		\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Unbudgeted (Autocalculate)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Budgeted Amounts (Autosum)	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58	\$0.00	\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Support career related learning activities, career exploration, and skill-centered certification for middle school students through curriculum and equipment enhancements					\$5,000.00						\$5,000.00	
Support career related learning activities, career exploration, and skill-centered certification for middle school students through curriculum and equipment enhancements					\$5,000.00						\$5,000.00	
Support career related learning activities, career exploration, and skill-centered certification for middle school students through curriculum and equipment enhancements					\$5,000.00						\$5,000.00	
Support career related learning activities, career exploration, and skill-centered certification for middle school students through curriculum and equipment enhancements					\$5,000.00						\$5,000.00	
Support career related learning activities, career exploration, and skill-centered certification for middle school students through curriculum and equipment enhancements					\$2,400.00						\$2,520.00	
Support career related learning activities, career exploration, and skill-centered certification for middle school students through curriculum and equipment enhancements					\$766.00						\$804.30	
Career readiness solution software and staff training					\$50,000.00						\$50,000.00	
Health Services POS: Create clinical setting to build MA training exercises		\$22,200.00						\$22,200.00				
Digital Arts POS: Event livestream productions		\$24,500.00						\$24,500.00				
AG POS: OATA Summer, Fall, and Early Career AG teacher conferences Travel		\$1,400.00						\$1,400.00				
ICT POS: ACPE conference registration		\$3,100.00						\$3,100.00				
ICT POS: ACPE conference substitutes		\$200.00						\$200.00				
ICT POS: ACPE conference travel		\$600.00						\$600.00				
Marketing POS: OAFCS conference registration		\$800.00						\$800.00				
Ag POS: OAFCS conference registration		\$2,300.00						\$2,300.00				
Marketing POS: OAFCS conference travel		\$1,000.00						\$1,000.00				
Health Sciences POS: NCHSE conference registration		\$2,200.00						\$2,200.00				
Health Sciences POS: NCHSE conference substitutes		\$1,703.00						\$1,703.00				
Health Sciences POS: NCHSE conference travel		\$4,950.00						\$4,950.00				
Parent Support Resources												
Ion Software												
Science of Reading Professional Development												
K-12 Science Curriculum												

HERMISTON SCHOOL DISTRICT INTEGRATED PLAN UPDATE 2025-27	FSI (CSI/TSI) 25-26	Perkins 25-26	Early Literacy Success 25-26	EIIS 25-26	HSS 25-26	SIA 25-26	FSI (CSI/TSI) 26-27	Perkins 26-27	Early Literacy Success 26-27	EIIS 26-27	HSS 26-27	SIA 26-27
Total Allocation	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58		\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Unbudgeted (Autocalculate)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Budgeted Amounts (Autosum)	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58	\$0.00	\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Deep Hospitality, Community Engagement supplies/materials												
Parent Engagment Resources												
Summer School												
Oregon CTE Conference - up to six attendees												
Engineering Conference (ITEA) - Two attendees												
Stipends for Out of School Opportunities												
Benefits for Out of School Opportunities												
Travel for Out of School Opportunities												
Supplies for Out of School Opportunities												
HS Media Assistant Salary					\$34,000.00						\$34,000.00	
HS Media Assistant Benefits					\$35,000.00						\$35,000.00	
1.1 Annual Enhanced Core Reading Instruction (ECRI) Training			\$15,000.00						\$20,000.00			
1.1 Annual ECRI Training Extra Duty Salary for Licensed Staff			\$14,520.00						\$17,129.00			
1.1 Annual ECRI Training Licensed Substitutes			\$14,000.00						\$14,000.00			
1.1 Annual ECRI Training Benefits			\$9,200.00						\$9,200.00			
1.2 Annual Really Great Reading (RGR) Training			\$5,000.00						\$5,000.00			
1.2 Annual RGR Training Extra Duty Salary for Licensed Staff			\$14,520.00						\$14,520.00			
1.2 Annual RGR Training Licensed Substitutes			\$14,000.00						\$14,000.00			
1.2 Annual RGR Training Benefits			\$9,200.00						\$9,200.00			
1.3 Annual ELA/ELD Content Standard Training Extra Duty Salary for Licensed Staff			\$80,260.00						\$80,260.00			
1.3 Annual ELA/ELD Content Standard Training Benefits			\$23,845.00						\$23,845.00			
1.4 Step-Up to Writing Training			\$3,000.00						\$3,000.00			
1.5 Backward Planning Substitutes			\$25,000.00						\$25,000.00			
1.5 Backward Planning Benefits			\$9,000.00						\$9,000.00			
1.6 Learning Walks Substitutes			\$25,000.00						\$25,000.00			
1.6 Learning Walks Benefits			\$9,000.00						\$9,000.00			
1.7 Coaching/Feedback Training			\$10,000.00						\$10,000.00			
2.1 Summer School Licensed Staff			\$25,000.00						\$25,000.00			
2.1 Summer School Benefits			\$8,000.00						\$8,000.00			
3.1 HSD High-Dosage Tutoring Extra Duty Salary			\$20,000.00						\$20,000.00			
3.1 HSD High-Dosage Tutoring Benefits			\$3,655.00						\$3,655.00			
3.1 High-Dosage Tutoring Training			\$16,000.00						\$16,000.00			
3.1 High-Dosage Tutoring Student Transportation			\$5,000.00						\$5,000.00			
3.1 High-Dosage Tutoring Currucula & Materials			\$10,000.00						\$10,000.00			
Culturally Relevant Library Books			\$21,695.00						\$30,000.00			

HERMISTON SCHOOL DISTRICT INTEGRATED PLAN UPDATE 2025-27	FSI (CSI/TSI) 25-26	Perkins 25-26	Early Literacy Success 25-26	EIIS 25-26	HSS 25-26	SIA 25-26	FSI (CSI/TSI) 26-27	Perkins 26-27	Early Literacy Success 26-27	EIIS 26-27	HSS 26-27	SIA 26-27
Total Allocation	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58		\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Unbudgeted (Autocalculate)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Budgeted Amounts (Autosum)	\$240,805.86	\$64,953.00	\$408,565.63	\$15,953.85	\$1,574,999.34	\$5,703,268.58	\$0.00	\$64,953.00	\$425,241.77	\$15,953.85	\$1,639,285.03	\$5,936,055.06
Instructional Coaching Professional Development at HHS	\$66,597.85											
Instructional Coaching and Professional Development at ALMS	\$41,197.56											
Instructional Coaching and Professional Development at SMS	\$36,288.01											
Kindergarten Jump Start for RHES	\$32,319.21											
Kindergarten Jump Start for SES	\$32,289.81											
Kindergarten Jump Start for WPES	\$32,113.42											

Funding Streams include: Federal Targeted School Improvement funds and Carl Perkins Grant (CTE), State Early Literacy Success, High School Success and Student Investment Account

**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.

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?

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		\$ 203,582 3.79%
OCT ACT	\$ 56,336	\$ 251,021	\$ 254,764	\$ 4,935,316	\$ 27,826	\$ 44,400	\$ -		\$ 5,569,663	\$ 170,748 YTD
NOV PRO	\$ 10,455,544	\$ 207,716	\$ 495,347	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 16,095,701		\$ 234,806 1.46%
NOV ACT	\$ 10,448,015	\$ 199,362	\$ 747,815	\$ 4,935,316	\$ -	\$ -	\$ -		\$ 16,330,507	\$ 405,554 YTD
DEC PRO	\$ 1,506,411	\$ 181,573	\$ 244,938	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 6,870,016		\$ 68,058 0.99%
DEC ACT	\$ 1,505,093	\$ 252,416	\$ 244,938	\$ 4,935,316	\$ -	\$ 311	\$ -		\$ 6,938,074	\$ 473,612 YTD
JAN PRO	\$ 106,288	\$ 181,698	\$ 455,063	\$ 4,937,093	\$ 373,582	\$ 12,500	\$ -	\$ 6,066,225		\$ 228,639 3.77%
JAN ACT	\$ 246,313	\$ 234,073	\$ 474,227	\$ 4,935,316	\$ 350,252	\$ 54,682	\$ -		\$ 6,294,864	\$ 702,251 YTD
FEB PRO	\$ 62,631	\$ 177,413	\$ 244,938	\$ 4,937,093	\$ -	\$ -	\$ -	\$ 5,422,076		\$ 17,935 0.33%
FEB ACT	\$ 58,819	\$ 200,938	\$ 244,938	\$ 4,935,316	\$ -	\$ -	\$ -		\$ 5,440,010	\$ 720,186 YTD
MAR PRO	\$ 302,688	\$ 246,195	\$ 251,939	\$ 4,555,906	\$ -	\$ -	\$ -	\$ 5,356,728		0.00%
MAR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	YTD
APR PRO	\$ 71,203	\$ 203,939	\$ 244,938	\$ 4,555,906	\$ -	\$ -	\$ -	\$ 5,075,986		0.00%
APR ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	YTD
MAY PRO	\$ 94,846	\$ 256,286	\$ 244,938	\$ 4,555,906	\$ 50,000	\$ -	\$ -	\$ 5,201,976		0.00%
MAY ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	YTD
JUN PRO	\$ 301,440	\$ 338,069	\$ 16,913	\$ -	\$ 350,252	\$ -	\$ -	\$ 1,006,674		0.00%
JUN ACT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	YTD
Projected	\$ 12,962,164	\$ 2,570,000	\$ 3,185,383	\$ 58,103,929	\$ 786,834	\$ 12,500	\$ -	\$ 77,620,810		
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	\$ 1,415,889	\$ -	\$ 7,918	\$ (1,163,328)	\$ (21,317)	\$ -	\$ (2,705,000)	\$ (2,465,839)		

TOT ACT	\$ 12,379,493	\$ 1,962,341	\$ 2,456,559	\$ 44,423,769	\$ 378,077	\$ 99,393	\$ -	\$ 61,699,632	FORECAST ACT	\$ 78,340,995
% collected	95.50%	76.36%	77.12%	76.46%	48.05%	795.15%	#DIV/0!	79.49%		

NOTE: Nov-Jun projections revised to better reflect tax collections and projected SSF payments.
SSF Estimate revised 2/21/2025

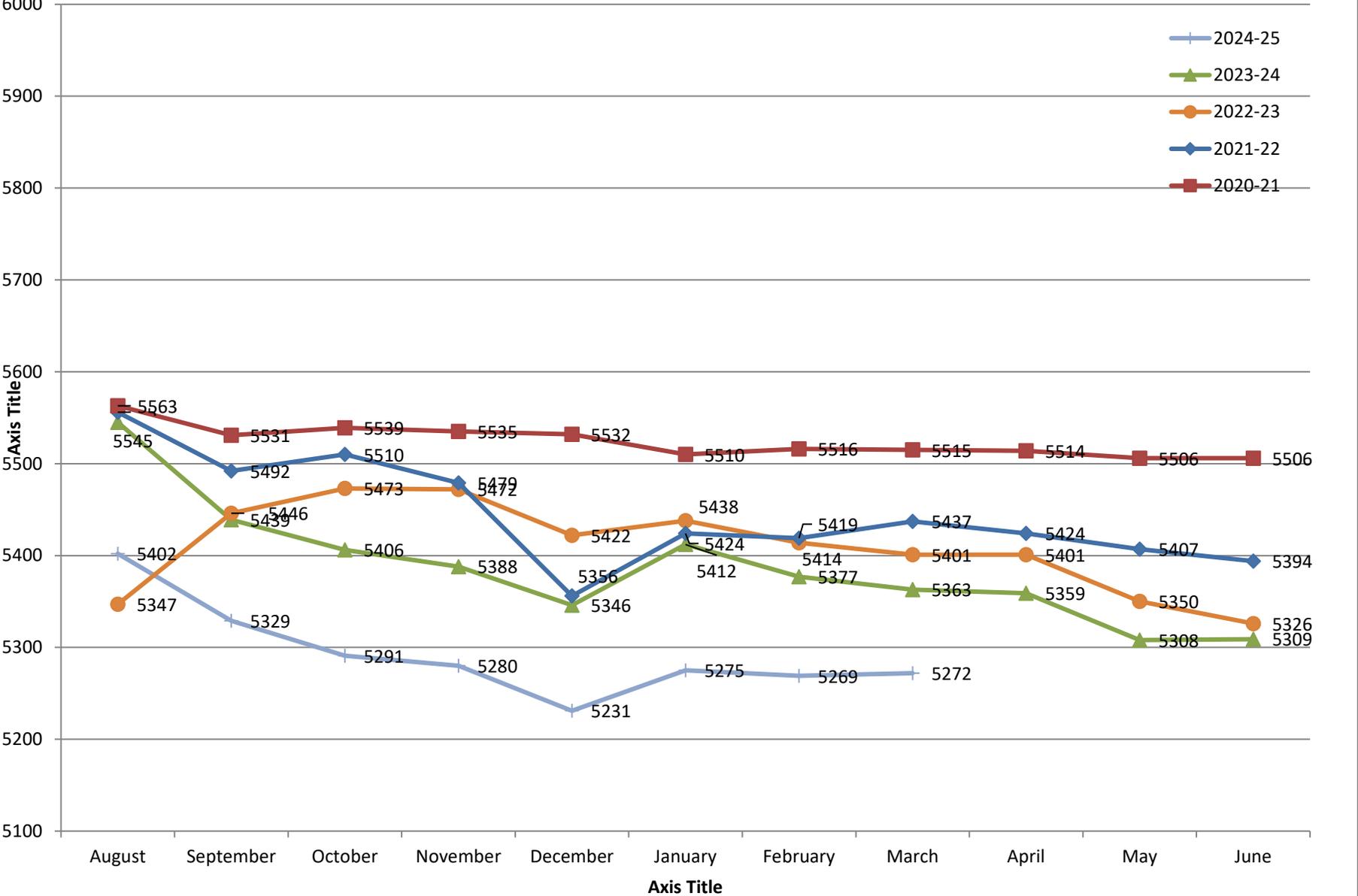
LEGEND	Above or within 2.00% of projection	Between 2.01% & 5.00% below	Below 5.01% of projection
---------------	--	--	----------------------------------

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	\$ (225,479)	-3.38%
OCTOBER ACTUAL		\$ 5,608,850		\$ 833,657	\$ 6,442,507 YTD	\$ (1,625,360)	-10.42%
NOVEMBER PROJECTED	5,774,437		\$ 769,328		\$ 6,543,765 MONTHLY	\$ (70,654)	-1.08%
NOVEMBER ACTUAL		\$ 5,705,571		\$ 767,540	\$ 6,473,111 YTD	\$ (1,696,014)	-8.65%
DECEMBER PROJECTED	5,687,879		\$ 1,189,389		\$ 6,877,268 MONTHLY	\$ 483,934	7.04%
DECEMBER ACTUAL		\$ 5,527,249		\$ 1,833,952	\$ 7,361,202 YTD	\$ (1,212,081)	-6.03%
JANUARY PROJECTED	5,666,730		\$ 1,148,694		\$ 6,815,424 MONTHLY	\$ (110,606)	-1.62%
JANUARY ACTUAL		\$ 5,425,344		\$ 1,279,474	\$ 6,704,818 YTD	\$ (1,322,687)	-6.54%
FEBRUARY PROJECTED	5,855,050		\$ 1,396,409		\$ 7,251,459 MONTHLY	\$ (678,028)	-9.35%
FEBRUARY ACTUAL		\$ 5,683,698		\$ 889,733	\$ 6,573,431 YTD	\$ (2,000,715)	-9.55%
MARCH PROJECTED	5,737,464		\$ 1,079,271		\$ 6,816,735 MONTHLY		
MARCH ACTUAL		\$ -		\$ -	\$ - YTD		
APRIL PROJECTED	5,715,630		\$ 1,135,347		\$ 6,850,977 MONTHLY		
APRIL ACTUAL		\$ -		\$ -	\$ - YTD		
MAY PROJECTED	9,666,254		\$ 1,923,428		\$ 11,589,682 MONTHLY		
MAY ACTUAL		\$ -		\$ -	\$ - YTD		
JUNE PROJECTED	10,297,738		\$ 2,719,619		\$ 13,017,357 MONTHLY		
JUNE ACTUAL		\$ -		\$ -	\$ - YTD		
PROJECTED	\$ 68,150,018		\$ 16,089,721		\$ 84,239,739		
BUDGET BOOK	\$ 68,331,171		\$ 16,559,714		\$ 84,890,885		
VARIANCE	\$ 181,153		\$ 469,993		\$ 651,146	(proj. difference in budgeted expenditures)	
TOTAL ACTUAL		\$ 35,671,038		8,293,235	\$ 43,964,273	FORECAST ACT	\$ 82,239,024
% spent to date		52.34%		51.5%	52.19%		
Note:	<p>August A/P actuals were updated after board reports were presented due to grant funding.</p> <p>Nov-Jun Projections updated based upon planned spending and budget adjustment</p>						
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			\$ 13,991,578			
31-Jul-24 PROJECTED	\$ 10,270,521	\$ 2,876,294	\$ 20,163,656			
ACTUAL	\$ 10,083,961	\$ 2,866,048	\$ 21,209,491	\$ 1,045,835	5.19%	9.90%
31-Aug-24 PROJECTED	\$ 5,426,413	\$ 2,548,498	\$ 23,041,571			
ACTUAL	\$ 5,436,522	\$ 1,727,738	\$ 24,918,275	\$ 1,876,704	8.14%	10.78%
30-Sep-24 PROJECTED	\$ 5,462,415	\$ 6,384,294	\$ 22,119,691			
ACTUAL	\$ 5,606,031	\$ 5,815,418	\$ 24,708,888	\$ 2,589,197	11.71%	11.56%
31-Oct-24 PROJECTED	\$ 5,366,081	\$ 6,667,986	\$ 20,817,786			
ACTUAL	\$ 5,569,663	\$ 6,442,507	\$ 23,836,043	\$ 3,018,258	14.50%	11.99%
30-Nov-24 PROJECTED	\$ 16,095,701	\$ 6,543,765	\$ 30,369,722			
ACTUAL	\$ 16,330,507	\$ 6,473,111	\$ 33,693,439	\$ 3,323,717	10.94%	11.97%
31-Dec-24 PROJECTED	\$ 6,870,016	\$ 6,877,268	\$ 30,362,469			
ACTUAL	\$ 6,938,074	\$ 7,361,202	\$ 33,270,311	\$ 2,907,842	9.58%	11.52%
31-Jan-25 PROJECTED	\$ 6,066,225	\$ 6,815,424	\$ 29,613,270			
ACTUAL	\$ 6,294,864	\$ 6,704,818	\$ 32,860,358	\$ 3,247,087	10.96%	11.85%
28-Feb-25 PROJECTED	\$ 5,422,076	\$ 7,251,459	\$ 27,783,887			
ACTUAL	\$ 5,440,010	\$ 6,573,431	\$ 31,726,937	\$ 3,943,050	14.19%	10.93%
31-Mar-25 PROJECTED	\$ 5,356,728	\$ 6,816,735	\$ 26,323,880			
ACTUAL	\$ -	\$ -	\$ 31,726,937		0.00%	
30-Apr-25 PROJECTED	\$ 5,075,986	\$ 6,850,977	\$ 24,548,889			
ACTUAL	\$ -	\$ -	\$ 31,726,937		0.00%	
31-May-25 PROJECTED	\$ 5,201,976	\$ 11,589,682	\$ 18,161,183			
ACTUAL	\$ -	\$ -	\$ 31,726,937		0.00%	
30-Jun-25 PROJECTED	\$ 1,006,674	\$ 13,017,357	\$ 6,150,500			
ACTUAL	\$ -	\$ -	\$ 31,726,937		0.00%	
INITIAL FORECASTED EFB	\$ 77,620,810	\$ 84,239,739	\$ 6,150,500			6.80%
ACTUALS TO DATE	\$ 61,699,632	\$ 43,964,273				
ANTICIPATED ACTUALS*	\$78,340,995	\$82,239,024	\$ 10,093,549			10.93%
Monthly Comp.	Above or within : \$ 78,340,995	Between 2.01% & 5.00% below projection	Below 5.01% of projection			
	*Calculated using actuals through the current month and projected revenue and expenditures for future months					
NOTE:	Final as of December 6, 2024 completed audit of June 30, 2024 financials.					
	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			41

HSD Enrollment Trends 2020-21 to Present



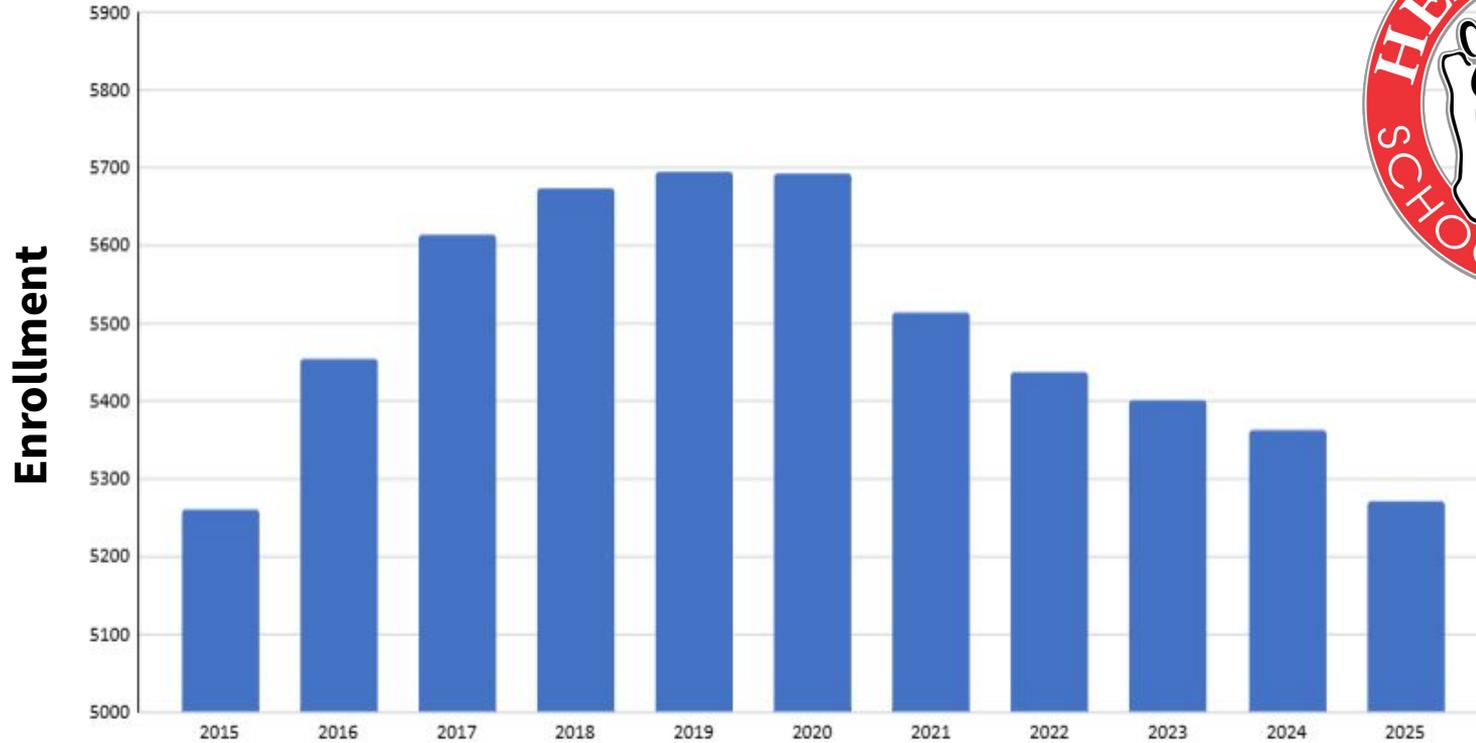
3/31/2025

HERMISTON SCHOOL DISTRICT 8R - ELEMENTARY ENROLLMENT BY TEACHER

Desert View	349	Highland Hills	315	Loma Vista	412	Rocky Heights	446	Sunset	382	West Park	391	
Kinder				Carlson, K (Life S)	0	Baker, Kennedy(Able)	0			Diaz, Savannah (SC)	5	Total
Ramirez, Nichole	19	Adams, Emily	15	Perkins, S (Life S)	2	Hatfield, Diana	1	Brown, Jessica	16	Morris, Melissa (SC)	1	351
Smith, Debra	15	Koenig, Marian	14	Bartley, Renae	18	Johnson, Kayli	18	Bruce, Madison	16	Gorham, Mary	19	
Spears, Elsy	18	Schwirse, Dezi	14	Dowd, Abigail	18	Jones, Wendy	17	Hunting, Kaitlyn	16	Kellison, Amber	21	
				Padberg, Janna	18	Moreno, Mya	17			Searles, Eileen	19	
				Rawlings, Nickole	18	Victorio, Daisy	16					
Total	52		43		74		69		48		65	Avg, 17.6
1st grade				Carlson, K (Life S)	0	Baker, Kennedy(Able)	1			Diaz, Savannah (SC)	1	Total
Bennett, Jeannine	18	Liebe, Martha	16	Perkins, S (Life S)	3			Hantke, Sonia	22	Morris, Melissa (SC)	2	364
Farley, Kelsey	18	Pope, Lindsey	16	Milligan, Amber	20	Badillo-Juarez, Ana	20	Mosher, Aimee	22	Schaefer, Stacy	16	
Lillie, Shelly	18	Watson, Bailey	14	Powell, Annette	20	Dunkel, Michelle	19	Shasteen, Anani	22	Wattenburger, Marci	18	
				Spencer, Cherilyn	20	Downing, Jeanne	20			Zuniga, Mariana	18	
						Godby, Katia	20					
Total	54		46		63		80		66		55	19.2
2nd grade				Carlson, K (Life S)	0	Baker, Kennedy(Able)	2			Diaz, Savannah (SC)	1	Total
Lowery, Jennifer	18	Johnston, Osieauna	16	Perkins, S (Life S)	4	James, Megan	19	Colbray, Delta	19	Morris, Melissa (SC)	1	369
Rettkowski, Tiffany	18	Perez, Madison	16	Clayton, Nicole	22	Phillips, Bobbi	18	Torres, Martha	21	Johnston, Dawn	22	
Wells, Sarah	18	Phipps, Samantha	16	Meade, Alesia	22	Putnam, Brittane	18	Trotter, Natalie	18	Neddo, Tess	22	
				Newton, Jammie	21	West, Courtnee	18			Springstead, Amy	19	
Total	54		48		69		75		58		65	19.4
3rd grade				Carlson, K (Life S)	0	Hatfield, Diana(Team)	1			Diaz, Savannah (SC)	1	Total
Artz, Cristal	23	Juul, Mackenzie	18	Perkins, S (Life S)	4			Coronoa, Jenisis	16	Morris, Melissa (SC)	3	388
Cope, Lyndsey	24	Ranger, Kelsey	17	Mulkey, Kaitlin	17	Basso, Caroline	25	Maddox, Noelle	14	Morgan, Michelle	19	
Frazier, Kara	24	Verwold, Taylor	17	Walchli, Courtney	19	Cotterell, Emily	26	Smith, Monica	15	Purswell, Kim	21	
				Wilson, Hannah	18	Rodriguez, Adriane	25	Zumaya, Gabriela	15	Smith, Brittany	21	
								Arenas, Patti (NC)	5			
Total	71		52		58		77		65		65	20.4
4th grade				Carlson, K (Life S)	0	Hatfield, Diana(Team)	2			Morris, Melissa (SC)	1	Total
Kramer, Hailey	23	Cooke, Angie	20	Perkins, S (Life S)	4	Baker, Kennedy (Able)	1	Davis, Makendie	20	Dopps, Kathy	17	391
Lomas, Sara	23	Plum, Deanna	20	Hamilton, Natalie	22	Lindeman, Alissa	17	Rouska, Aaron	19	Madrigal, Jaime	17	
Wellsandt, Darci	22	Sieble, Carolina	20	McCann, Jessica	22	Thompson, Hannah	20	Scofe, Bailey	18	Young, Makaylee	18	
				Stuart, Eleanor	22	Winn, Courtney	19			Peterson, Allison	18	
								Arenas, Patti (NC)	6			
Total	68		60		70		59		63		71	21.7
5th grade				Carlson, K (Life S)	0	Hatfield, Diana(Team)	0			Morris, Melissa (SC)	0	Total
McCormack, Janey	17	Cook, Justine	22	Perkins, S (Life S)	1	Best, Sara	22	Barron, Mindy	17	Childs, Michelle	22	432

Miller, Sydney	16	Greenough, Kelly	22	Culligan, Tracy	25	Combs, Heather	22	Cheek, Kayla	17	Degan, Amanda	24	
Nicodemus, Connie	17	Hamann, Bonnie	22	Hinton, Kelsey	26	Herrera, Daniel	22	Elgin, Madison	19	Nyzc, David	24	
				Roberts, Cailyn	26	Linn, Josh	20	Richardson, Kelby	18			
								Arenas, Patti (NC)	11			
Total	50		66		78		86		82		70	21.6

March Enrollment



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

April 14, 2025

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.0. CONSENT: Human Resources Department

8.1.1. TOPIC: Personnel Resignation

It is recommended.

RECOMMENDATION:

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

NAME	POSITION	BUILDING ASSIGNMENT
Amy Adams	Program Secretary, T&L Elem	District Office
Mackenzie Kirkpatrick	Sixth Grade Teacher	Sandstone Middle School
Casey Arstein	Vice Principal	Armand Larive Middle School
Jenesis Corona	Third Grade Teacher	Sunset Elementary School
Steven Utter	TOSA Guidance & Career Coordinator	Hermiston High School
Monica Aguilar	Grade 6	Sandstone Middle School
Lila Hackenberg	Special Ed Assistant, Life Skills	Hermiston High School
Grace Campbell	SLPA	District Office
Delia Fields	Librarian	Hermiston High School

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

April 14, 2025

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.0. CONSENT: Human Resources Department

8.1.2. TOPIC: Personnel Appointment

It is recommended.

RECOMMENDATION:

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

NAME	POSITION	BUILDING ASSIGNMENT
Tucker Kopta	Special Ed Assistant, CREW	Armand Larive Middle School
Remedios Sanchez Suarez	Bilingual Special Program Support	District Office
Monica Olvera	Home Liaison	District Office
Aaron Johnson	JROTC Instructor	Hermiston High School

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

April 14, 2025

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.0. CONSENT: Human Resources Department

8.1.3. 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
Nicholas Bower	Asst Boys Baseball Coach	Hermiston High School
Justin Jones	Asst Boys Baseball Coach	Hermiston High School
Travis Jones	Asst Boys Baseball Coach	Hermiston High School
Daniel Headley	Softball Coach	Sandstone Middle School
Jonathan Ramirez	Softball Coach	Sandstone Middle School
Whitney Cearns	Special Education Stipend	Highland Hills Elementary
Natalee Sherbahn	Special Education Stipend	Hermiston High School
Alyssa Pack	Special Education Stipend	Rocky Heights Elementary
Lijuan Shen	Special Education Stipend	Sandstone Middle School
Robert Doherty	Broadcasting Club Advisor	Armand Larive Middle School

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

April 14, 2025

SUPERINTENDENT'S RECOMMENDATION

8.2. Business Office

8.2.1. TOPIC: Acceptance of Gifts

It is recommended. . . .

RECOMMENDATION:

. . . . that the Board of Education accept the following gifts:

School/Program	Gift	Value	Donor
Desert View Elem. Sch.	School Sup.	\$40.71	Lumen Technologies Services Group LLC-Qwest Corp.
Sandstone Middle School	School Sup.	\$40.71	Lumen Technologies Services Group LLC-Qwest Corp.
West Park Elementary Sch.	School Sup.	\$150	Amer. Online Giving Found.
Hermiston School District	School Supplies for students in need.	632 Cases of school supplies	Bay Sales/Schoolhouse Supplies



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: Sandstone Middle School

Name of Donor: Lumen Technologies Service Group LLC-Qwest Corporation

Donor Address: P.O. Box 4065 Monroe, LA 71211

Donor Telephone Number: _____

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check number 0013039621 \$40.71

Purpose of gift/donation: School supplies

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: 4/21/25

Recommendation of Business Manager [Signature] Date: 4/3/2025

Recommendation of Superintendent [Signature] Date: 4/3/25

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: Desert View Elementary School

Name of Donor: Lumen Technologies Service Group LLC-Qwest Corporation

Donor Address: P.O. Box 4065 Monroe, LA 71211

Donor Telephone Number: _____

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check number 0013039622 \$40.71

Purpose of gift/donation: School supplies

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: 4/2/25

Recommendation of Business Manager [Signature] Date: 4/3/2025

Recommendation of Superintendent [Signature] Date: 4/3/25

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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

APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Hermiston School District

Name of Donor: Bay Sales/Schoolhouse Supplies

Donor Address: 4916 NE 122nd Ave, Portland, OR 97230

Donor Telephone Number: 503-249-9933

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 632 cases of school supplies such as coloring pencils, composition books, crayons, markers, scissors etc

Purpose of gift/donation: Promotes educational equity in local public schools by providing free school supplies to students in need.

Signature of Donor: N/A

Date: 02/06/2025

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 Katei Lane Date: 03/13/2025

Recommendation of Business Manager Katei Lane Date: 03/13/2025

Recommendation of Superintendent TJ Madney Date: 4/3/25

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

Secretary to the Board of Education _____ Date: _____



Bay Sales!, LLC.
 113 Fillmore Street
 Bristol PA 19007
 United States
 Phone: (215) 331-6466
 www.baysales.com

Picking Ticket

SO # SO109917
 Customer PO # Hermiston
 Posting Date 1/30/2025
 Memo
 Picked By _____

Ship To
 Hermiston School District
 ATTN:
 305 SW 11th Street
 Hermiston OR 97838
 United States

Bill To
 Schoolhouse Supplies
 ATTN:
 4916 NE 122nd Avenue
 Portland OR 97230
 United States

503 249 9933

Shipping Window Opens
 1/30/2025

Shipping Window Closes
 2/6/2025

Shipping Method
 Get Rates

Item	Warehouse SKU	Description/ Customer Sku #	Inner Pack	Case Pack	Cases	Quantity	UOM	Picked
01013B	01013B	Coloring Pencils 12 Ct Pre-sharpened	12	48	1	48	EA	48
67767	67767	Composition Book - Wide Ruled - 100 Sheets		48	1	48	EA	48
67766	67766	Composition Book - College Ruled - 100 Sheets		48	1	48	EA	48
02024	02024	24ct Crayons - A Grade - Creative Colors	12	48	1	48	EA	48
96345	96345	Pink Wedge Erasers - 2.4 X .95 X .375 Inch - Latex Free - Creative Colors	20	480	.21 <i>1ct100</i>	100	EA	100
29701	29701	Markers - 8Ct -Broad Tip - Washable	24	48	1	48	EA	48
01110	01110	Washable Markers - 10Ct Fine Tip - Plastic Carrying Case	12	48	1	48	EA	48



SO109917

BAY SALES

Bay Sales!, LLC.
113 Fillmore Street
Bristol PA 19007
United States
Phone: (215) 331-6466
www.baysales.com

Picking Ticket

SO # SO109917
Customer PO # Hermiston
Posting Date 1/30/2025
Memo
Picked By

Item	Warehouse SKU	Description/ Customer Sku #	Inner Pack	Case Pack	Cases	Quantity	UOM	Picked
15726	15726	Sharpener - 6Cm - 1 Hole - Assorted Colors - Bulk	24	288	.17 19+48	48	EA	48
02101	02101	Pencils 100 Ct Bulk Box #2 Yellow Barrel Wood		4	1	4	EA	4
01038	01038	Scissors - 5 Inch - Pointed Tip - Assorted Colors - Bulk	48	144	.33 K+48	48	EA	48
01037	01037	Scissors - 7 Inch - Pointed Tip - Black - Try Me Card	24	48	1	48	EA	48
81570	81570	Notebook - 1 Subject - 70 Sheets - Wide Ruled - 4 Assorted Color Covers		48	1	48	EA	48
81670	81670	Notebook - 1 Subject - 70 Sheets - Virgin Paper - College Ruled - 4 Assorted Color Covers		48	1	48	EA	48

Est. Pallets: 0.14

Est. Cube: 5.81

Total Cases	10.71	13
Total Units	632	630

Pallets	1
Weight	228
Height(s)	16"



SO109917

TOTALIZATION	
03.Feb 2025	13:56:25
1	228 lb
n	1
Total	228 lb
TOTALIZATION END	

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

April 14, 2025

DIRECTOR OF BUSINESS SERVICES' RECOMMENDATION

8.2 CONSENT ITEMS: Business Office

8.2.2 TOPIC: Request for Proposals 2025-01 or Photography Services

It is recommended.

RECOMMENDATION:

. that the Board of Education authorize the superintendent, or her designee, to enter into contract with Pictures with Class by Barksdale for School Photography Services, pursuant to Request for Proposals 2025-01.

**HERMISTON SCHOOL DISTRICT #8R
RESOLUTION # 24-25-05**

2024-2025 Grant Fund 262

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

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

WHEREAS, the funds for the Special Education Stipend Grant would be received from district claim process; and

WHEREAS, once the Fund is established, operation could begin immediately and continue through fiscal year 2024-2025; now

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

2024-2025 Supplemental Budget:

Revenue:	262	R3299	\$ 57,071
		R5200	\$ 22,929
Appropriations:	1000		\$ 80,000

Considered and enacted at the meeting of the Board of Directors of the Hermiston School District #8R, on the 14th day of April 2025.

**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**

April 14, 2025

SUPERINTENDENT'S RECOMMENDATION

9.0. ACTION ITEMS

9.1. TOPIC: HSD 2025-2027 Integrated Plan

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the 2025-2027 Integrated Plan as presented.

BOARD MEMBERS CALENDAR

Tue April 15, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

4:00-6:00pm Boys/Girls Varsity Tennis vs Richland HS
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **4:00pm-8:00pm Kinder Registration**
Where: Hermiston School District, 305 SW 11th St., Hermiston, OR 97838
Calendar: Board Members
Created by: Rosa Cerda-Diaz

5:00-6:30pm Boys Varsity Baseball vs Hanford HS
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Wed April 16, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

4:00-6:00pm Boys/Girls Varsity Tennis vs Walla Walla HS
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **3:30pm-7:00pm MCC #1-Track and Field @ Kennison Field HHS**
Where: Hermiston High School, 600 S 1st St., Hermiston, OR 97838
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **4:00pm-8:00pm Kinder Registration**
Where: Hermiston School District, 305 SW 11th St., Hermiston, OR 97838
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Thu April 17, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **7:00am-8:00am HAT Leadership Meeting**
Where: District Office
Calendar: Board Members
Created by: Rosa Cerda-Diaz

12:00-5:00pm Girls Varsity Golf @ Pendleton HS
Calendar: Board Members
Created by: Rosa Cerda-Diaz
- **3:30pm-7:30pm Track and Field @ Kennison Field HHS**
Where: Hermiston High School, 600 S 1st St., Hermiston, OR 97838
Calendar: Board Members
Created by: Rosa Cerda-Diaz

7:00-8:30pm Boys Varsity Soccer vs Kennewick HS
Calendar: Board Members
Created by: Rosa Cerda-Diaz

BOARD MEMBERS CALENDAR

Fri April 18, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 9:00am-3:00pm Boys/Girls Varsity Tennis @ Southridge HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 4:00-5:30pm Boys Varsity Baseball vs Richland HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 4:00-4:30pm Girls Varsity Softball @ Chiawana HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 6:00-7:30pm Boys Varsity Baseball @ Richland HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 6:00-6:30pm Girls Varsity Softball @ Chiawana HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Mon April 21, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- **Staff Appreciation Week April 21 to April 25**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Tue April 22, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- **Staff Appreciation Week April 21 to April 25**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- **7:30am-4:00pm Licensed Negotiations**
Where: District Office
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 9:00am-2:00pm Boys/Girls Varsity Golf @ Hanford HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 4:00-6:00pm Boys/Girls Varsity Tennis vs Southridge HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- **4:00pm-8:00pm Kinder Registration**
Where: Hermiston School District, 305 SW 11th St., Hermiston, OR 97838
Calendar: Board Members
Created by: Rosa Cerda-Diaz

BOARD MEMBERS CALENDAR

5:00-6:30pm Boys Varsity Baseball vs Pasco HS

Calendar: Board Members

Created by: Rosa Cerda-Diaz

5:00-6:30pm Girls Varsity Softball vs Richland HS

Calendar: Board Members

Created by: Rosa Cerda-Diaz

7:00-8:00pm Boys Varsity Soccer @ Hanford HS

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Wed April 23, 2025

Summer Program Registrations March 24 – May 2

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Staff Appreciation Week April 21 to April 25

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00pm-8:00pm Kinder Registration

Where: Hermiston School District, 305 SW 11th St., Hermiston, OR 97838

Calendar: Board Members

Created by: Rosa Cerda-Diaz

3:30pm-7:30pm MCC #2-Track and Field @ Walla Walla Field HHS

Where: Hermiston High School, 600 S 1st St., Hermiston, OR 97838

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00-4:30pm Girls Varsity Tennis @ Kennewick HS

Calendar: Board Members

Created by: Rosa Cerda-Diaz

4:00-6:00pm Boys Varsity Tennis @ Kennewick HS

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Thu April 24, 2025

Summer Program Registrations March 24 – May 2

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Staff Appreciation Week April 21 to April 25

Calendar: Board Members

Created by: Rosa Cerda-Diaz

Book Fair @ Sunset Elementary School

Where: 300 E Catherine Ave., Hermiston, OR 97838

Calendar: Board Members

Created by: Rosa Cerda-Diaz

3:01pm-3:01pm Boys/Girls Varsity Tennis @ Parma HS, ID

Calendar: Board Members

Created by: Rosa Cerda-Diaz

BOARD MEMBERS CALENDAR

Fri April 25, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- **Staff Appreciation Week April 21 to April 25**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- **1:30pm-5:30pm Track and Field**
Where: Unknown
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 2:00-4:00pm Boys Varsity Tennis**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 4:00-6:00pm Boys Varsity Baseball @ Southridge HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 4:00-5:45pm Girls Varsity Softball vs Walla Walla HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 6:00-9:00pm Boys Varsity Baseball vs Southridge HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 6:00-7:45pm Girls Varsity Softball vs Walla Walla HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

- 7:00-9:00pm Boys Varsity Soccer vs Southridge HS**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

Mon April 28, 2025

- **Summer Program Registrations March 24 – May 2**
Calendar: Board Members
Created by: Rosa Cerda-Diaz

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

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

April 14, 2025

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
X	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
	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>