

**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, July 13, 2026, 6:00 PM**

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

AGENDA

- 1. CALL TO ORDER REGULAR MEETING** *Chair Hurst*
- 2. INTRODUCTORY ITEMS** *Chair Hurst*
 1. Pledge of Allegiance
 2. Election of Board Chair
 1. Passing of the Gavel
 3. Election of Board Vice Chair
 4. Election of Board Second Vice Chair
 5. Adoption of Agenda 3
 6. Approval of Minutes 4
- 3. PUBLIC COMMENTS** *Chair Hurst* 11

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?
- 4. COMMUNICATIONS AND ANNOUNCEMENTS**
 1. Oregon School Employees Association *Ms. Chapman*
 2. Hermiston Association of Teachers *Ms. Andrade*
- 5. EXECUTIVE SESSION**
 1. ORS 192.660(2)(i) 12
- 6. REPORTS**
 1. Board of Education *Chair Hurst*

Board of Education Goals

 1. Academic Achievement. Demonstrate continuous improvement in all measured areas for each student.

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

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

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

2. Stewardship. Maintain sound fiscal stewardship of community resources consistent with board policy.	
3. Community. Engage our diverse community in creating opportunities to advance student achievement.	
2. 2026-27 School Board Committee Appointments and Assignments	13
3. Business Office <i>Ms. Saul</i>	
1. Financial Reports	14
4. Superintendent's Office <i>Dr. Mooney</i>	
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10. Designation of Local Public Contract Review Board	49
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16. Pay-to-Play Fees & Tuition Rates	55
4. Business Office	
1. Acceptance of Gifts	56
9. ACTION ITEMS <i>Dr. Mooney</i>	
1. Designation of Annuity Companies and Deferred Compensation Plan	70
2. Exchange Student	72
3. Retire/Rehire	73
10. CALENDAR AND FUTURE ITEMS	
1. Future Agenda Item Discussion <i>Chair Hurst</i>	
2. Calendar Review <i>Dr. Mooney</i>	
11. EXECUTIVE SESSION	
1. ORS 192.660(2)(d)	74
12. ADJOURN	

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

2.0. INTRODUCTORY ITEMS

2.5. 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
June 8, 2026

1. CALL TO ORDER REGULAR MEETING

Chair Hurst will call to order the regular meeting at 6:00 P.M.

Hermiston School Board members present: Mr. James Hurst, Ms. Bonnie Luisi, Ms. Teri Vander Stelt, Ms. Lili Gomez, Mr. Chris Elliott, Mr. Greg Jones, and Mr. Phillip Spicerkuhn. Also, in attendance were Superintendent Dr. Tricia Mooney, Assistant Superintendent Jake Bacon, Director of Business services Katie Saul, and Executive Assistant to the Superintendent and board Rosa Cerda-Diaz.

2. INTRODUCTORY ITEMS

2.1. Pledge of Allegiance

Chair Hurst led everyone to 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 Ms. Bonnie Luisi and passed unanimously.

2.3. Approval of Minutes

Ms. Bonnie Luisi made a motion to approve the minutes for the Regular Meeting May 11, 2026, Executive Session May 11, 2026, and the Budget Committee Meeting for May 18, 2026. The motion was seconded by Mr. Christ Elliott and passed unanimously.

3. BUDGET HEARING

3.1. Supplemental Budget hearing 2025-2026

The Hermiston School District 8R initially budgeted \$800,000 for the Summer 2025 Summer Learning program and was not awarded Summer Learning Grant funds for Summer 2026. However, ODE later identified an opportunity to extend funding to additional rank-ordered applicants by leveraging funds from prior unspent biennial allocations, and Hermiston has been awarded \$1,000,000 for Summer 2026. The district must now revise the 2025-2026 budget allocation in the summer learning grant fund, which will result in a change of more than 10 percent and therefore requires a public hearing. A summary of the proposed change is outlined below. Additional funds will also be revised via resolution at this board meeting, but those changes will not exceed 10 percent per fund, and therefore per Oregon Revised Statute and Local Budget Law do not require a formal hearing.

REVENUES

Fund	Category	Category Description	Prior Budgeted	Change Amount	New Budget
254	R3299	Other Restricted Grants-in-aid	\$800,000	\$1,000,000	\$1,800,000

EXPENDITURES

Fund	Category	Category Description	Prior Budgeted	Change Amount	New Budget
254	1000	Instruction	\$800,000	\$1,000,000	\$1,800,000

3.1.1. Public Comment Budget Hearing 2025-2026

No one in attendance addressed the Budget Hearing 2025-2026 Supplemental Budget.

3.2. Public Comment Budget Hearing 2026-2027

No one in attendance addressed the 2026-27 Budget.

4. PRESENTATIONS AND RECOGNITIONS

4.1. Athletics & Activities

Dr. Mooney introduced the coaches and advisors who presented the spring sports athletes and FBLA, FCCLA, and FFA National Qualifiers.

FBLA: Mr. Ben Dagley, FBLA advisor, recognized students who qualified for the National FBLA conference. They noted that students earning a top -10 placement at the state competition qualified to compete at the national level and congratulated the qualifiers on their achievement.

FCCLA: Angie Treadwell and Michelle Munroe Advisors of FCCLA National Qualifiers. Presented students who will compete at the FCCLA National Leadership Conference in Washington, D.C., July 5th-10th.

FFA: Advisor Ellery Jones recognized Hermiston High School students who qualified for the 2026 National FFA Convention. Students qualified in the Agriculture Issues, Agriculture Services Proficiency, and Natural Resources Agriscience Project competitions. She congratulated the students on their accomplishments and recognized their hard work and dedication.

Track & Field: Stephanie Miers Track Coach presented athletes and announced of the Boys placing 4th in State Track, with State Champion Angel Ordaz and placing 1st, Ava Courtney placing 3rd in the Girls High Jump. Additionally, she recognized Leroy Lozano Mejia as the Make Track and Field athlete of the year. Lastly, Dr. Mooney recognized Coach Miers for her 1st year as head track coach.

Tennis: Coach Sivey presented Cate Doherty and Aspyn Inners mentioning of being in 8th on state for 2025-26 making championship and District Tournament twice in tennis.

5. PUBLIC COMMENTS

No written comments were submitted prior to the meeting, nor were any requests made to address the board virtually. In-person comments were made by **Tricia DesJarlais**, regarding the District Office Special Education/Communication.

6. COMMUNICATIONS AND ANNOUNCEMENTS

6.1. Student Board Representative

No student board representative was in attendance.

6.2. Oregon School Employees Association

No representative was in attendance.

6.3. Hermiston Association of Teachers

Incoming HAT President Ms. Alayna Andrade provided an update on teachers and activities, recognizing recipients of the Ford Scholarship and introducing the 2026-2027 HAT Executive Board. She acknowledged the newly elected officers and their roles for the upcoming school year.

7. REPORTS

7.1. Board of Education

Board members reported on activities they participated in or attended since the last board meeting. Mr. Chris Elliott commented on communication and administration. Ms. Teri Vander Stelt highlighted attending the end-of-year gala, recognizing the JROTC program and its emphasis on character, integrity, and leadership. Ms. Bonnie Luisi commented on the 2025-26 graduation ceremony and commended the enthusiasm and engagement of the graduating students.

7.2. Business Office

7.2.1. Financial Reports

Ms. Saul will review the revenue, expenditure, and ending fund balance reports for April 2026. Both the revenue and expenditure reports are green with an ending fund balance of 10.36%.

7.3. Superintendent's Office

7.3.1. Enrollment Report

Dr. Mooney shared the enrollment report as of May 31, 2026, reporting a total enrollment of 5,069 students. She also provided an update on the upcoming July registration events and the staff support to assist parents.

8. STUDY ITEMS

8.1. Study Item Placeholder

No study item

9. CONSENT ITEMS**

9.1. Human Resources Department

Ms. Bonnie Luisi made a motion to approve the Consent items 9.1.1. through 9.3.1. The motion was seconded by Ms. Teri Vander Stelt and passed unanimously with a vote of 7-0.

9.1.1. Personnel Resignations

That the Board of Education approves the resignation of the following employees.

NAME	POSITION	BUILDING ASSIGNMENT
Tayla Edwards	Teacher	Desert View Elementary
Jonathan Nitz	Psychologist	District Office
Andrea Barrera	Social Worker	District Office
Melissa Nitz	Teacher	West Park Elementary
Rebecca Brainerd	Teacher	District Office
Nicole Gall	Teacher	Loma Vista Elementary
Wendy Jones	Teacher	Rocky Heights Elementary
Lindsey Pope	Teacher	Sunset Elementary School
Hannah Jablonski	Teacher	Hermiston High School
Brock Johnson	Counselor	Hermiston High School
Alissa Linderman	Teacher	Rocky Heights Elementary
Brittany Smith	Teacher	West park Elementary

9.1.2. Personnel Appointments

That the Board of Education approves the appointment of the following employees.

NAME	POSITION	BUILDING ASSIGNMENT
Allie Castaneda	Teacher	Armand Larive Middle School
Jill Miller	Teacher	Sandstone Middle School
Alexander Bell	Teacher	Sunset Elementary School
Grace Anderson	Teacher	Hermiston High School
Cassadie Moore	Teacher	Hermiston High School
Andrew Bydalek	Teacher	Hermiston High School
Anthony Pepitone	Teacher	Sandstone Middle School

9.2. Business Office

9.2.1. Acceptance of Gifts

That the Board of Education accepts the following gifts:

<u>School/Program</u>	<u>Gift</u>	<u>Value</u>	<u>Donor</u>
Sandstone Middle School	General Purpose	\$110.64	American Online Giving Foundation
Hermiston School District	General Purpose	\$62.10	American Online Giving Foundation
Sandstone Middle School	General Purpose	\$62.10	American Online Giving

Highland Hills Elem. Sch.

McTeacher Night

\$2,326.20

Foundation
Adams Oregon
Ent.

10.2.2. Supplemental Budget Resolution #25-26-04

That the Board of Education adopt the 2025-2026 Supplemental Budget per the attached resolution #25-26-04.

Resolution # 25-26-04

WHEREAS, Hermiston School District #8R was awarded additional state grant funds and finds the need to amend the 2025-2026 budgeted appropriations, and

WHEREAS, Oregon Revised Statutes 294.471 and 294.473 allow the District to amend budget appropriations resulting in a change of more than 10 percent via resolution only after holding a properly noticed public hearing, and

WHEREAS, the District published the required notification on its website and in the local newspaper and offered the opportunity for public input at a public hearing, and

WHEREAS, the purposed change to the Early Learning Grant Fund is less than 10 percent,

THEREFORE, BE IT RESOLVED that the Board of Education of Hermiston School District #8R hereby approves the following changes in appropriations and expenditures for the fiscal year 2025-2026 Budget.

Supplemental Budget:

REVENUES

Fund	Category	Category Description	Prior Budgeted	Change Amount	New Budget
254	R3299	State Summer Learning Grant	\$800,000	\$1,000,000	\$1,800,000
259	R3299	State Early Learning Grant	\$408,566	\$25,000	\$433,566

EXPENDITURES

Fund	Category	Category Description	Prior Budgeted	Change Amount	New Budget
254	1000	Instruction	\$800,000	\$1,000,000	\$1,800,000
259	1000	Instruction	\$87,655	\$5,000.00	\$92,655
259	2000	Support Services	\$320,911	\$20,000.00	\$340,911

Considered and adopted at the meeting of the Board of Education of the Hermiston School District #8R, on the 8th day of June 2026.

10.2.3. Budget Adjustment #25-26-05

That the Board of Education adopt the 2025-2026 Budget Adjustment per the attached resolution #25-26-05.

Resolution # 25-26-05

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

WHEREAS, Oregon Revised Statute allows the District to authorize such transfers of appropriation via resolution, and expend funds after enactment of an appropriations resolution,

THEREFORE, BE IT RESOLVED that the Board of Education of Hermiston School District #8R hereby approves the following changes in appropriations and expenditures for the fiscal year 2025-2026 Budget.

Fund	Category	Category Description	Prior Budgeted	Change Amount	New Budget
255	1000	Instruction	\$262,540	(\$20,000.00)	\$242,540
255	2000	Support Services	\$174,129	\$20,000.00	\$194,129
216	2000	Support Services	\$30,135	(\$5,000.00)	\$25,135
216	3000	Enterprise and Community Services	\$103,248	\$5,000.00	\$108,248

Considered and adopted at the meeting of the Board of Education of the Hermiston School District #8R, on the 8th day June 2026.

9.3. Superintendent's Office

9.3.1. 2026-27 Board Meeting Schedule

The Board of Education approved the Board Meeting Schedule for the 2026-2027 school year.

10. ACTION ITEMS

10.1. 2026-27 Budget Adoption

Ms. Bonnie Luisi moved to approve the 2026-2027 as presented. Ms. Saul noted a transposition error between the Transfers and Debt Service on the form presented. Ms. Luisi amend her motion to approve the budget with a correction to reflect Transfers of \$125,000 and Debt Service of \$10,000. Mr. Chris Elliott seconded the motion. The Board of Education approved the amendment and adopted the **2026-2027 budget per Resolution #25-26-06**. The motion passed unanimously.

10.2. Consideration of Rejoining IMESD

Ms. Bonnie Luisi made a motion to approve the Districts rejoining of the InterMountain Education Service District effective July 1, 2027 as per ORS 334.019. The motion was seconded by Ms. Teri Vander Stelt and passed unanimously.

11. CALENDAR AND FUTURE ITEMS

11.1. Future Agenda Item Discussion

Mr. James Hurst announced that the next Board of Education meeting would be held on July 13. He also informed the Board that the leadership position form to be sent out.

11.2. Calendar Review

Dr. Mooney reviewed future calendars and upcoming events, highlighting the Maintenance Department pinning ceremony on June 12, the Finance Committee meeting, and the OSBA Summer Conference.

12. ADJOURN

With no further business, Chair Hurst adjourned the meeting at 7:38 P.M.

Date

Chairman

Superintendent/Clerk

Secretary

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

PUBLIC COMMENT GUIDELINES

Welcome. This is the time we reserve in our meeting for public comment.

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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?

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

July 13, 2026

EXECUTIVE SESSION

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

	Statutory Citation	Subject	Media Permitted?
	ORS 192.660(2)(a)	To consider the employment of a public officer, employee, staff member or individual agent.	Yes
	ORS 192.660(2)(b)	To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing.	Yes
	ORS 192.660(2)(d)	To conduct deliberations with persons designated by the governing body to carry on labor negotiations.	No
	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
X	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>

SCHOOL BOARD COMMITTEES

2026 - 2027

BOARD COMMITTEES*	# OF MEMBERS	COMMITTEE MEMBERS 2025-2026
Budget (TM/KS)	7	All
Negotiations (TM/JB)	3	
ADMINISTRATIVE COMMITTEES		
Agenda & Meeting Review (TM)	C, VC, 2VC	
Audit/Finance (TM/KS)	3	
Ed Council (TM)	3	
Policy Review Comm. (TM)	3	
SPECIAL COMMITTEES		
Community Acct. Board (TM)	2	
HEF Board (TM)	1	

2026-27 Board Recognition School Assignments	
Hermiston High School	
Armand Larive Middle School	
Sandstone Middle School	
Desert View Elementary School	
Highland Hills Elementary School	
Loma Vista Elementary School	
Rocky Heights Elementary School	
Sunset Elementary School	
West Park Elementary School	

GENERAL FUND REVENUE DATA ENTRY REPORT											
MONTH	TAXES	INTST/FEES	INTER	STATE SSF	STATE OTH	FEDERAL	OTHER	TOTAL PROJ.	TOTAL ACT.	VARIANCE	
JUL PRO	\$ -	\$ 134,157	\$ -	\$ 10,313,042	\$ -	\$ -	\$ -	\$ 10,447,199		\$ (86)	0.00%
JUL ACT	\$ -	\$ 134,071	\$ -	\$ 10,313,042	\$ -	\$ -	\$ -		\$ 10,447,113	\$ (86)	YTD
AUG PRO	\$ 27,816	\$ 170,534	\$ 523,263	\$ 5,153,428	\$ -	\$ -	\$ -	\$ 5,875,041		\$ 1,600	0.03%
AUG ACT	\$ 29,969	\$ 169,981	\$ 523,263	\$ 5,153,428	\$ -	\$ -	\$ -		\$ 5,876,641	\$ 1,514	YTD
SEP PRO	\$ 29,980	\$ 253,105	\$ 271,366	\$ 5,153,428	\$ -	\$ -	\$ -	\$ 5,707,879		\$ (69,843)	-1.22%
SEP ACT	\$ 27,812	\$ 182,597	\$ 271,366	\$ 5,153,428	\$ -	\$ 2,834			\$ 5,638,037	\$ (68,329)	YTD
OCT PRO	\$ 57,091	\$ 208,517	\$ 261,631	\$ 5,153,428	\$ 13,000	\$ -	\$ -	\$ 5,693,667		\$ (101,050)	-1.77%
OCT ACT	\$ 14,164	\$ 162,406	\$ 261,631	\$ 5,154,416	\$ -	\$ -	\$ -	\$ -	\$ 5,592,618	\$ (169,379)	YTD
NOV PRO	\$ 10,595,921	\$ 233,106	\$ 537,327	\$ 5,153,428	\$ -	\$ -	\$ -	\$ 16,519,782		\$ (90,308)	-0.55%
NOV ACT	\$ 10,571,483	\$ 162,792	\$ 533,390	\$ 5,154,416		\$ 7,394			\$ 16,429,474	\$ (259,687)	YTD
DEC PRO	\$ 1,525,249	\$ 202,869	\$ 261,631	\$ 5,153,428	\$ -	\$ -	\$ -	\$ 7,143,177		\$ 378,932	5.30%
DEC ACT	\$ 1,960,726	\$ 181,303	\$ 261,631	\$ 5,114,752		\$ 3,697			\$ 7,522,110	\$ 119,245	YTD
JAN PRO	\$ 249,612	\$ 197,722	\$ 478,931	\$ 5,153,428	\$ 380,825	\$ 55,000	\$ -	\$ 6,515,519		\$ (359,704)	-5.52%
JAN ACT	\$ 286,049	\$ 231,223	\$ 511,153	\$ 5,114,752		\$ 12,638			\$ 6,155,815	\$ (240,458)	YTD
FEB PRO	\$ 59,606	\$ 195,816	\$ 261,631	\$ 5,153,428	\$ -	\$ -	\$ -	\$ 5,670,481		\$ 309,342	5.46%
FEB ACT	\$ 46,549	\$ 175,646	\$ 261,631	\$ 5,114,752	\$ 377,548	\$ 3,697			\$ 5,979,823	\$ 68,884	YTD
MAR PRO	\$ 312,494	\$ 301,831	\$ 273,356	\$ 5,159,614	\$ -	\$ -	\$ -	\$ 6,047,295		\$ (286,411)	-4.74%
MAR ACT	\$ 306,049	\$ 172,991	\$ 272,156	\$ 5,005,991		\$ 3,697			\$ 5,760,884	\$ (217,527)	YTD
APR PRO	\$ 77,359	\$ 207,874	\$ 261,631	\$ 5,159,614	\$ -	\$ -	\$ -	\$ 5,706,478		\$ (225,434)	-3.95%
APR ACT	\$ 47,117	\$ 162,608	\$ 261,631	\$ 5,005,991	\$ -	\$ 3,697			\$ 5,481,044	\$ (442,961)	YTD
MAY PRO	\$ 86,125	\$ 264,595	\$ 261,631	\$ 5,159,614	\$ 75,000	\$ -	\$ -	\$ 5,846,965		\$ (1,220,379)	-20.87%
MAY ACT	\$ 83,015	\$ 153,691	\$ -	\$ 4,339,066	\$ 47,118	\$ 3,697	\$ -		\$ 4,626,586	\$ (1,663,340)	YTD
JUN PRO	\$ 297,372	\$ 240,874	\$ 11,976	\$ -	\$ 380,825	\$ -	\$ 2,700,000	\$ 3,631,047			
JUN ACT									\$ -		
Projected	\$ 13,318,625	\$ 2,611,000	\$ 3,404,377	\$ 61,865,879	\$ 849,651	\$ 55,000	\$ 2,700,000	\$ 84,804,532			
Budget Book	\$ 13,318,625	\$ 2,611,000	\$ 3,396,946	\$ 61,708,913	\$ 848,637	\$ 55,000	\$ 2,700,000	\$ 84,639,121			
Variance	\$ -	\$ -	\$ 7,431	\$ 156,966	\$ 1,014	\$ -	\$ -	\$ 165,411			
TOT ACT	\$ 13,372,932	\$ 1,889,309	\$ 3,157,854	\$ 60,624,034	\$ 424,666	\$ 41,350	\$ -	\$ 79,510,144	FORECAST ACT	\$	83,141,192
% collected	100.41%	72.36%	92.76%	97.99%	49.98%	75.18%	0.00%	93.76%			
NOTE:											
LEGEND		Above or within 2.00% of projection				Between 2.01% & 5.00% below			Below 5.01% of projection		

GENERAL FUND EXPENDITURE DATA ENTRY REPORT								
MONTH	PROJ. P/R	ACTUAL P/R	PROJ. A/P	ACTUAL A/P	TOTAL		VARIANCE	
JULY PROJECTED	1,171,033		\$ 1,687,695		\$ 2,858,728	MONTHLY	\$ (1,829)	-0.06%
JULY ACTUAL		\$ 1,169,627		\$ 1,687,271	\$ 2,856,899	YTD	\$ (1,829)	-0.06%
AUGUST PROJECTED	1,367,516		\$ 1,241,542		\$ 2,609,058	MONTHLY	\$ (2,855)	-0.11%
AUGUST ACTUAL		\$ 1,364,745		\$ 1,241,458	\$ 2,606,203	YTD	\$ (4,685)	-0.09%
SEPTEMBER PROJECTED	5,916,123		\$ 798,099		\$ 6,714,222	MONTHLY	\$ (36,561)	-0.54%
SEPTEMBER ACTUAL		\$ 5,742,251		\$ 935,410	\$ 6,677,661	YTD	\$ (41,246)	-0.34%
OCTOBER PROJECTED	6,123,682		\$ 949,822		\$ 7,073,504	MONTHLY	\$ (1,812)	-0.03%
OCTOBER ACTUAL		\$ 6,120,568		\$ 951,125	\$ 7,071,692	YTD	\$ (43,058)	-0.22%
NOVEMBER PROJECTED	6,241,848		\$ 938,472		\$ 7,180,320	MONTHLY	\$ 237,397	3.31%
NOVEMBER ACTUAL		\$ 6,416,431		\$ 1,001,286	\$ 7,417,717	YTD	\$ 194,339	0.74%
DECEMBER PROJECTED	6,067,743		\$ 1,022,986		\$ 7,090,729	MONTHLY	\$ (102,819)	-1.45%
DECEMBER ACTUAL		\$ 5,990,560		\$ 997,350	\$ 6,987,910	YTD	\$ 91,520	0.30%
JANUARY PROJECTED	5,964,517		\$ 983,053		\$ 6,947,570	MONTHLY	\$ 83,665	1.20%
JANUARY ACTUAL		\$ 5,873,244		\$ 1,157,991	\$ 7,031,235	YTD	\$ 175,185	0.50%
FEBRUARY PROJECTED	6,245,312		\$ 904,606		\$ 7,149,918	MONTHLY	\$ (82,564)	-1.15%
FEBRUARY ACTUAL		\$ 6,221,256		\$ 846,098	\$ 7,067,354	YTD	\$ 92,621	0.26%
MARCH PROJECTED	6,098,402		\$ 1,003,839		\$ 7,102,241	MONTHLY	\$ (220,755)	-3.11%
MARCH ACTUAL		\$ 5,866,744		\$ 1,014,743	\$ 6,881,486	YTD	\$ (128,134)	-0.36%
APRIL PROJECTED	6,086,850		\$ 1,019,220		\$ 7,106,070	MONTHLY	\$ (519,181)	-7.31%
APRIL ACTUAL		\$ 5,959,393		\$ 627,496	\$ 6,586,889	YTD	\$ (647,315)	-1.83%
MAY PROJECTED	10,296,138		\$ 1,427,006		\$ 11,723,144	MONTHLY	\$ (401,700)	-3.43%
MAY ACTUAL		\$ 10,129,154		\$ 1,192,291	\$ 11,321,444	YTD	\$ (1,049,015)	-2.62%
JUNE PROJECTED	10,981,188		\$ 2,050,952		\$ 13,032,140	MONTHLY		
JUNE ACTUAL		\$ -		\$ -	\$ -	YTD		
PROJECTED	\$ 72,560,352		\$ 14,027,292		\$ 86,587,644	(proj. difference in budgeted expenditures)		
BUDGET BOOK	\$ 73,266,723		\$ 14,269,879		\$ 87,536,602			
VARIANCE	\$ (706,371)		\$ (242,587)		\$ (948,958)			
TOTAL ACTUAL		\$ 60,853,973		11,652,517	\$ 72,506,489	FORECAST ACT	\$	85,538,629
% spent to date		83.87%		83.1%	83.74%			
Note:	PR expense of \$244,739.90 for Summer learning 2025 was reclassified from SIA in October 2025 due to reduced grant award.							
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-25 PROJECTED ACTUAL				\$ 11,403,867 \$ 11,508,708				
31-Jul-25 PROJECTED ACTUAL		\$ 10,447,199 \$ 10,447,113	\$ 2,858,728 \$ 2,856,899	\$ 18,992,338 \$ 19,098,923				
31-Aug-25 PROJECTED ACTUAL		\$ 5,875,041 \$ 5,876,641	\$ 2,609,058 \$ 2,606,203	\$ 22,258,320 \$ 22,369,361				
30-Sep-25 PROJECTED ACTUAL		\$ 5,707,879 \$ 5,638,037	\$ 6,714,222 \$ 6,677,661	\$ 21,251,978 \$ 21,329,737				
31-Oct-25 PROJECTED ACTUAL		\$ 5,693,667 \$ 5,592,618	\$ 7,073,504 \$ 7,071,692	\$ 19,872,141 \$ 19,850,662				
30-Nov-25 PROJECTED ACTUAL		\$ 16,519,782 \$ 16,429,474	\$ 7,180,320 \$ 7,417,717	\$ 29,211,603 \$ 28,862,419				
31-Dec-25 PROJECTED ACTUAL		\$ 7,143,177 \$ 7,522,110	\$ 7,090,729 \$ 6,987,910	\$ 29,264,051 \$ 29,396,619				
31-Jan-26 PROJECTED ACTUAL		\$ 6,515,519 \$ 6,155,815	\$ 6,947,570 \$ 7,031,235	\$ 28,832,000 \$ 28,521,199				
28-Feb-26 PROJECTED ACTUAL		\$ 5,670,481 \$ 5,979,823	\$ 7,149,918 \$ 7,067,354	\$ 27,352,564 \$ 27,433,669				
31-Mar-26 PROJECTED ACTUAL		\$ 6,047,295 \$ 5,760,884	\$ 7,102,241 \$ 6,881,486	\$ 26,297,618 \$ 26,313,066				
30-Apr-26 PROJECTED ACTUAL		\$ 5,706,478 \$ 5,481,044	\$ 7,106,070 \$ 6,586,889	\$ 24,898,026 \$ 25,207,221				
31-May-26 PROJECTED ACTUAL		\$ 5,846,965 \$ 4,626,586	\$ 11,723,144 \$ 11,321,444	\$ 19,021,847 \$ 18,512,363				
30-Jun-26 PROJECTED ACTUAL		\$ 3,631,047 \$ -	\$ 13,032,140 \$ -	\$ 9,620,754				
INITIAL FORECASTED EFB		\$ 84,804,532	\$ 86,587,644	\$ 9,620,754			10.00%	
ACTUALS TO DATE		\$ 79,510,144	\$ 72,506,489					
ANTICIPATED ACTUALS*		\$83,141,192	\$85,538,629	\$ 9,111,271			9.63%	
Monthly Comp.	Above or within 2.00% of projection		Between 2.01% & 5.00% below projection		Below 5.01% of projection			
	*Calculated using actuals through the current month and projected revenue and expenditures for future months							
NOTE:	Final as of December 8, 2025 completed audit of June 30, 2025 financials.							
ENDING FUND BALANCE LEGEND		8.00% to 9.00% and above	Between 7.99% to 7.50%	7.49% and below		16		

Hermiston School District Strategic Planning Update

June 2026

Prepared By:
PAC/WEST
PUBLIC AFFAIRS

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Section 1. Executive Summary

Key Findings

- Hermiston School District conducted a comprehensive strategic planning process that engaged students, staff, parents, community members, and business leaders
- Stakeholders expressed strong support for the District's commitment to students, educational opportunities, and future success.
- Common themes emerged across all stakeholder groups, including academic achievement, student readiness, student well-being, communication, and strong school-community partnerships.
- Stakeholders consistently identified dedicated educators, Career and Technical Education programs, student opportunities, and community support as significant district strengths.
- The strategic planning process reaffirmed that the primary purpose of Hermiston School District is to educate students and prepare them for successful adulthood.
- The proposed Strategic Plan is intended to serve as a guiding framework for the Board of Education and District leadership during the next two years.

Discussion

The Hermiston School District Board of Education initiated this strategic planning process to engage stakeholders in meaningful conversations regarding the future of the District and the success of its students.

Through surveys and focus groups involving students, staff, parents, community members, and business leaders, stakeholders shared both their appreciation for the District's strengths and their aspirations for continued improvement.

The feedback revealed a community that values public education and believes strongly in the potential of Hermiston students. While participants identified opportunities for growth, there was broad agreement that the District possesses

many strengths upon which future success can be built.

The purpose of this Strategic Plan is not to prescribe specific operational decisions or limit the flexibility of future leaders. Rather, it is intended to serve as a guiding star for the Board of Education and District leadership by establishing a shared vision, common values, and strategic priorities that keep students at the center of every discussion.

The plan provides a framework through which future decisions can be evaluated by asking a simple question:

How does this decision support student learning, student achievement, and preparation for life after graduation?

Section 2. Strategic Planning Process and Framework

Key Findings

- The District engaged students, staff, parents, community members, and business leaders throughout the strategic planning process.
- Surveys and focus groups provided opportunities for stakeholders to share perspectives, experiences, and aspirations for students.
- Common themes emerged across stakeholder groups despite differing viewpoints and experiences.
- The engagement process reaffirmed that the primary purpose of Hermiston School District is to educate students and prepare them for successful adulthood.
- The Strategic Plan is intended to serve as a guiding framework for the Board of Education and District leadership rather than a prescriptive operational document.

Discussion

The Hermiston School District Board of Education initiated this strategic planning process to better understand the perspectives, experiences, and aspirations of those most directly connected to the success of the District.

The process included staff surveys, parent surveys, community and business leader surveys, and focus groups involving students, staff, and community stakeholders. Together, these engagement opportunities provided meaningful insight into the values and priorities that stakeholders believe should guide the District's future.

A notable outcome of the process was the consistency of themes that emerged across stakeholder groups. While students, parents, educators, community members, and business leaders often view schools through different lenses, participants repeatedly emphasized similar priorities regarding academic achievement, student readiness,

supportive learning environments, strong relationships, and community partnership.

The engagement process also revealed broad confidence in many of the District's strengths, including dedicated educators, diverse learning opportunities, strong Career and Technical Education programs, and a community that cares deeply about student success.

The purpose of this process was not to produce consensus on every issue facing the District. Rather, it was to identify the shared values and aspirations that unite the Hermiston community and can serve as a foundation for future planning.

Strategic Planning Framework

A strategic plan serves a different purpose than an operational plan, annual work plan, or administrative action plan.

Its purpose is not to prescribe specific programs, direct day-to-day operations, or dictate future decisions. Instead, a

strategic plan establishes a shared vision and common priorities that provide continuity and direction over time.

For the Hermiston School District Board of Education, this Strategic Plan is intended to serve as a guiding framework that helps ensure future discussions remain focused on student success and the District's educational mission.

Throughout the engagement process, stakeholders consistently reinforced a common belief:

The primary purpose of Hermiston School District is to educate students and prepare them for successful adulthood.

This principle should serve as the lens through which future discussions, opportunities, and investments are evaluated.

When considering future initiatives, programs, policies, or resource allocations, the Board and District leadership should consider the following questions:

- How does this support student learning?
- How does this contribute to student achievement?
- How does this help prepare students for success after graduation?

- How does this strengthen opportunities for students?
- How does this align with the District's mission and values?

The Strategic Plan does not attempt to answer every question the District may face during the next two years. Rather, it establishes a common framework that can guide thoughtful decision-making while preserving flexibility to respond to changing circumstances and emerging opportunities.

Summary

The strategic planning process provided valuable insight into the aspirations that students, families, educators, and community members hold for Hermiston School District.

The resulting Strategic Plan is intended to honor those aspirations by establishing a clear, student-centered framework that can guide the work of the Board of Education and District leadership.

Most importantly, it reinforces a principle that was consistently reflected throughout the planning process:

Students are the reason Hermiston School District exists, and their success should remain at the center of every discussion and every decision.

Section 3. Stakeholder Priorities and Themes

Key Findings

- Stakeholders expressed a strong commitment to student success and the future of Hermiston School District.

- Students, staff, parents, community members, and business leaders identified many common priorities despite their different perspectives.
- Academic excellence emerged as the most consistent expectation across stakeholder groups.
- Stakeholders emphasized the importance of preparing students for success after graduation.
- Strong relationships, supportive learning environments, and community partnerships were viewed as essential contributors to student success.
- Stakeholders expressed appreciation for the District's strengths and a desire to build upon those strengths in the years ahead.

Discussion

One of the most encouraging outcomes of the strategic planning process was the degree of alignment among stakeholder groups. While students, parents, staff, community members, and business leaders naturally bring different perspectives to discussions about public education, many of the same priorities emerged throughout the engagement process.

Rather than focusing on individual concerns or isolated issues, stakeholders consistently returned to a common question:

What will best prepare students for success?

The themes identified throughout the process reflect a shared commitment to ensuring that every student has access to meaningful opportunities, strong educational experiences, and a successful future.

Academic Excellence

Stakeholders consistently identified academic achievement as the foundation of the District's mission.

Parents emphasized the importance of high expectations and strong academic preparation. Staff highlighted the importance of supporting student growth and achievement. Community members and business leaders expressed a desire for graduates who possess the knowledge and skills necessary to succeed in an increasingly complex world.

The consistent message from stakeholders was clear: strong academic outcomes remain central to the District's purpose and future success.

Preparation for Life After Graduation

Across all stakeholder groups, there was strong support for preparing students for success beyond high school.

Participants recognized that students pursue many different pathways following graduation, including college, military service, skilled trades, technical education, and direct entry into the workforce.

Stakeholders expressed appreciation for the District's Career and Technical Education programs, workforce

partnerships, and opportunities that help students connect learning to future goals.

The feedback suggests that stakeholders view student readiness not simply as academic preparation, but as preparation for life.

Student Well-Being and Engagement

Stakeholders consistently recognized the importance of creating environments where students feel safe, supported, connected, and valued.

Students spoke about the importance of relationships and belonging. Parents emphasized safety and support. Staff highlighted the importance of positive school cultures that foster engagement and learning.

The planning process reinforced the understanding that students are most successful when they are engaged in school and connected to supportive adults and peers.

Exceptional Educators and Staff

Participants across all stakeholder groups expressed appreciation for the educators and staff members who serve students every day.

Teachers and school staff were frequently identified as one of the District's greatest strengths. Stakeholders recognized the important role educators play in helping students achieve their goals and develop confidence in their abilities.

The success of students remains closely connected to the District's ability to attract, support, and retain talented employees.

Family and Community Partnership

Stakeholders consistently emphasized the importance of collaboration among schools, families, businesses, and community organizations.

Participants expressed a desire for strong communication, meaningful engagement, and opportunities to work together in support of students.

The planning process demonstrated that Hermiston's community shares a common interest in student success and recognizes that strong partnerships help expand opportunities for students.

Summary

While individual perspectives varied, the planning process revealed broad agreement regarding what matters most.

Stakeholders want students to achieve at high levels, graduate prepared for successful futures, learn in supportive environments, benefit from outstanding educators, and be supported by strong family and community partnerships.

These shared priorities provide a strong foundation for the Strategic Plan and help ensure that future discussions remain focused on what matters most: student success.

Section 4. SWOT Analysis

Key Findings

Strengths

- Dedicated and caring educators and staff
- Strong relationships between students and school personnel
- Comprehensive Career and Technical Education programs
- Diverse educational opportunities for students
- Modern facilities and learning environments
- Strong community support for public education
- Meaningful partnerships with local businesses and organizations

Weaknesses

- Strengthening academic achievement and student growth
- Improving communication and stakeholder engagement
- Supporting student attendance and engagement
- Enhancing opportunities for staff development and support
- Strengthening understanding of student readiness outcomes

Opportunities

- Expand college, career, and workforce readiness initiatives
- Build upon existing Career and Technical Education strengths
- Strengthen literacy and mathematics outcomes
- Increase family and community engagement
- Leverage partnerships to create additional opportunities for students
- Continue building trust through communication and transparency

Threats

- Statewide educator recruitment and retention challenges
- Increasing student mental health needs
- Evolving workforce expectations
- Rapid changes in technology and educational delivery
- Growing expectations placed upon public schools

Discussion

A SWOT analysis provides an opportunity to evaluate the District's current environment and identify factors that may influence future success.

The analysis is not intended to identify deficiencies or assign blame. Rather, it is intended to help the Board of Education understand the strengths upon which the District can build, the areas that deserve

continued attention, the opportunities available to students, and the challenges that may affect future planning.

Strengths

Stakeholder feedback revealed a number of significant strengths throughout the District.

Participants consistently praised the dedication of teachers and staff and the positive relationships they build with students. Stakeholders also highlighted the District's Career and Technical Education programs, diverse educational opportunities, extracurricular activities, and commitment to providing meaningful pathways for students.

The District's facilities and community partnerships were also frequently identified as assets that contribute to student success.

These strengths provide a strong foundation for future growth and continued improvement.

Weaknesses

Stakeholders identified several areas that warrant continued attention as the District works to advance student success.

These include academic achievement, communication, student engagement, attendance, staff support, and understanding how students are prepared for life after graduation.

Importantly, these areas should not be viewed as shortcomings. Rather, they represent opportunities for ongoing improvement and continued investment in student outcomes.

The strategic planning process demonstrated broad agreement regarding the importance of maintaining focus on these priorities.

Opportunities

The District is well positioned to build upon its existing strengths.

Stakeholders expressed strong support for expanding opportunities related to college readiness, workforce preparation, career exploration, and Career and Technical Education.

Participants also emphasized opportunities to strengthen partnerships with families, businesses, and community organizations while continuing to improve communication and engagement.

These opportunities align closely with the District's mission and provide pathways for enhancing student success.

Threats

Like all public school districts, Hermiston operates within an environment that continues to evolve.

Educational institutions across Oregon and the nation face challenges related to workforce shortages, increasing student support needs, technological change, and rising expectations from stakeholders.

While these challenges are not unique to Hermiston School District, they reinforce the importance of maintaining a clear strategic focus and remaining adaptable to changing conditions.

Summary

The strategic assessment demonstrates that Hermiston School District possesses significant strengths, strong community support, and numerous opportunities to enhance student success.

At the same time, the District must remain attentive to emerging challenges and continue investing in areas that stakeholders identified as important to student achievement and future readiness.

The overall assessment suggests that the District is well positioned to build upon its strengths while maintaining a clear focus on its primary purpose:

Educating students and preparing them for successful adulthood.

Section 5. Building upon the 2023 Strategic Plan

Key Findings

- The 2023 Strategic Plan provided a strong foundation centered on student success, stewardship, and community engagement.
- Stakeholders continue to support the core values and priorities reflected in the current plan.
- The District has made meaningful progress in expanding educational opportunities and strengthening programs that support student success.
- The strategic planning process reaffirmed the importance of maintaining a clear focus on student learning and preparation for life after graduation.
- The next Strategic Plan represents a natural evolution of the District's existing vision and priorities.

Discussion

The purpose of strategic planning is not to replace successful work that has already been accomplished. Rather, it is to reflect upon lessons learned, build upon existing strengths, and establish a clear direction for the future.

The Hermiston School District's 2023 Strategic Plan established a strong foundation by articulating a commitment to academic achievement, responsible stewardship, and community engagement. These priorities continue to resonate with stakeholders and remain central to the District's mission.

Throughout the engagement process, stakeholders consistently expressed

appreciation for many of the accomplishments that have occurred under the framework established by the current plan. Participants highlighted strong educational opportunities, dedicated educators, expanding career and technical education pathways, quality facilities, and a continued commitment to serving students.

Stakeholders also shared aspirations for the future. These aspirations were not focused on changing the District's mission, but rather on strengthening and refining the work already underway.

Across surveys and focus groups, participants consistently emphasized the importance of:

- Maintaining high academic expectations.
- Preparing students for success after graduation.
- Supporting safe and engaging learning environments.
- Strengthening communication and partnerships.
- Continuing to invest in high-quality educators and staff.

These priorities align closely with the values reflected in the current plan and suggest continuity rather than redirection.

The planning process therefore revealed an important conclusion:

The District's foundational mission remains sound. Stakeholders support the District's commitment to students and believe the next strategic plan should continue to build upon that commitment while providing additional focus and clarity for the future.

For this reason, the proposed 2026–2028 Strategic Plan should be viewed as the next chapter in Hermiston School District's ongoing commitment to student success rather than a departure from previous priorities.

Looking Forward

As the Board of Education considers the next phase of strategic planning, the opportunity is not to redefine the District's purpose.

The opportunity is to reaffirm that purpose and ensure that future priorities remain clearly aligned with the educational needs of students.

The stakeholder engagement process consistently demonstrated that students remain at the center of the community's aspirations for the District. Families, educators, students, community members, and business leaders all expressed a shared belief that schools play a critical role in preparing young people for successful and meaningful futures.

The proposed Strategic Plan builds upon this shared belief by establishing a focused framework that can guide the District's work during the next two years.

Summary

The 2023 Strategic Plan established an important foundation for Hermiston School District and helped guide the District's work in support of students.

The strategic planning process confirmed that the core principles reflected in the current plan remain relevant and valued by stakeholders.

The proposed Strategic Plan for 2026–2028 builds upon that foundation by reaffirming the District's commitment to educational excellence, student readiness, supportive learning environments, exceptional staff, and strong partnerships.

Section 6. Strategic Priorities for 2026-2028

Key Findings

- Student learning remains the District's highest priority.
- Academic achievement and postsecondary readiness emerged as the strongest themes throughout stakeholder engagement.
- Students benefit when schools, families, staff, and community partners work together toward common goals.
- The District should continue investing in both educational excellence and supportive learning environments.
- Strategic priorities should remain broad enough to guide future decision-making while maintaining a clear focus on students.

Discussion

Stakeholders consistently emphasized the importance of ensuring that every student graduates prepared for success beyond high school. While perspectives varied regarding specific programs or initiatives, there was strong agreement regarding the outcomes stakeholders hope to see for students.

The strategic priorities recommended for the next two years reflect those shared aspirations.

These priorities are intended to provide guidance rather than prescribe specific actions. They establish areas of emphasis that can help future Boards and District leaders evaluate opportunities, allocate resources, and assess progress.

The recommended priorities are:

1. **Academic Excellence** - Supporting strong academic achievement and continuous student growth.
2. **Student Readiness** - Preparing students for college, careers, military service, skilled trades, and lifelong success.
3. **Student Well-Being** - Promoting safe, supportive, and engaging learning environments.
4. **Exceptional Staff** - Supporting educators and staff who play a critical role in student success.
5. **Family and Community Partnership** - Strengthening partnerships that support student learning and opportunity.

Together, these priorities reflect stakeholder input while remaining focused on the District's core educational mission.

Section 7. 2026-2028 Hermiston School District Strategic Plan

Guiding Principle

The primary purpose of Hermiston School District is to educate students and prepare them for successful adulthood.

This Strategic Plan is intended to serve as a guiding framework for the Board of Education and District leadership. It is not intended to direct operational decisions or prescribe specific initiatives. Rather, it provides a shared vision and set of priorities that can guide future discussions and decision-making.

Vision

Every student graduates prepared for college, career, citizenship, and lifelong success.

Mission

Hermiston School District provides rigorous and engaging educational opportunities that empower every student to achieve their potential and contribute positively to their community and the world.

Core Values

- Student-Centered - Students are the focus of every discussion and every decision.
- Excellence - We pursue continuous improvement and high expectations.
- Opportunity - Every student deserves access to meaningful pathways for success.
- Respect - We value every individual and foster a culture of belonging.
- Accountability - We are responsible stewards of public trust and public resources.
- Partnership - Student success is strengthened through collaboration among schools, families, and the community.

Closing Statement

This Strategic Plan establishes a shared vision and common priorities for the next two years while preserving the flexibility necessary for future Boards and District leaders to respond to changing needs and opportunities.

Most importantly, it reaffirms a commitment shared throughout the Hermiston community:

Every decision should be guided by what best supports student learning, student achievement, and preparation for a successful future.

Strategic Goal 1 Academic Excellence

Desired Outcome

Students demonstrate continuous academic growth and achievement.

Strategic Focus

- Literacy
- Mathematics
- Communication skills
- Critical thinking
- Academic growth

Strategic Goal 2 Student Readiness

Desired Outcome

Students graduate prepared for success in their chosen future pathway.

Strategic Focus

- Career readiness
- College readiness
- Workforce skills
- Career and Technical Education
- Postsecondary opportunities

Strategic Goal 3 Student Well-Being

Desired Outcome

Students learn in safe, welcoming, and supportive environments.

Strategic Focus

- School climate
- Attendance
- Belonging
- Student engagement
- Safety

Strategic Goal 4 Exceptional Staff

Desired Outcome

Students are supported by talented and committed educators and staff.

Strategic Focus

- Recruitment
- Retention
- Professional growth
- Collaboration
- Support

Strategic Goal 5 Family and Community Partnership

Desired Outcome

Families and community partners actively support student success.

Strategic Focus

- Communication
- Engagement
- Transparency
- Partnerships
- Shared responsibility

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

July 13, 2026

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.0. CONSENT: Human Resources Department

8.1.1. TOPIC: Personnel Appointment

It is recommended.

RECOMMENDATION:

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

NAME	POSITION	BUILDING ASSIGNMENT
Isaiah Polhamus	Teacher	Armand Larive Middle School
Leidy Martinez-Mejia	Teacher	Hermiston High School
Meagan Barger	Teacher	Desert View Elementary
Rory Simpson	TOSA	Armand Larive Middle School
Lauren Thompson	Teacher	West Park Elementary
Deena Nelson	Teacher	West Park Elementary
Piper Kelm	TOSA	Rocky Heights Elementary
Hector Ramirez	Teacher	Armand Larive Middle School
Kallee Meinert	Counselor	Hermiston High School
Ruben Araujo Saucedo	Counselor	Rocky Heights Elementary
Nancy Garcia	TOSA	Highland Hills Elementary

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

July 13, 2026

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

8.0. CONSENT: Human Resources Department

8.1.2. TOPIC: Personnel Resignation

It is recommended.

RECOMMENDATION:

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

NAME	POSITION	BUILDING ASSIGNMENT
Philip Kurkinen	Speech Language Pathologist	District Office
Jennifer Arstein	Speech Language Pathologist	District Office
Mary Robinson	Teacher	Hermiston High School
Bailey Jones	Teacher	Highland Hills Elementary
Jonathan Robledo	Teacher	Hermiston High School
Stacee Robledo	Teacher	Hermiston High School
Nikita van Damme	Teacher	Hermiston High School

AGREEMENT

BETWEEN

CONFIDENTIAL EMPLOYEES

AND

HERMISTON SCHOOL DISTRICT 8R

2026-2028

This guiding schedule, established by the Hermiston School District Board, declares the following positions as Confidential and provides for a said schedule of benefits from the period of July 1, 2026, through June 30, 2028.

POSITIONS STIPULATED AS CONFIDENTIAL:

- Payroll Specialist
- Accounts Payable Clerk

EVALUATIONS

Confidential employees shall receive a minimum of one formal evaluation each year.

HOLIDAYS

Paid holidays for confidential employees will be:

Twelve Month Employees - 260 days

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

VACATIONS

Confidential employees will be awarded twenty (20) days of vacation at the start of each fiscal year and carry forward from one year to the next up to ten (10) unused vacation days. Up to five days beyond the carry-over may be purchased yearly. The purchase of unused vacation days will occur on the last business day of June each year. The fiscal vacation award will be prorated for mid-year hires.

BENEFITS:

ARTICLE I - PERS

The School District agrees that:

1. The required PERS contribution of 6% of salary for all confidential employees will be paid by the district.

ARTICLE II – INSURANCE

1. The district agrees to pay up to \$1,745 per month for the 2026-2027 and \$1,765 per month for the 2027-2028 for health insurance coverage and a \$10,000 life insurance policy (subject to OEBC regulations).

Terminating employees who have been employed six months or longer shall have 30 days' continued benefits from the date of the last paycheck. Employees of less than six months' duration will have benefits cancelled immediately upon termination.

2. If an employee dies, the medical contributions shall be made payable to the survivors through the carrier. Such payments shall continue through the end of the current contract year.

3. HRA/VEBA:

"Maximum District contribution amount" will be defined as follows: the maximum allowable insurance benefit available to an employee in accordance with this agreement.

Subject to the rules and regulations of the insurance carrier, the Oregon Educator Benefits Board (OEBB), and the Internal Revenue Service (state and federal), eligible employees who choose health (medical, dental and/or vision) insurance plans with a total monthly premium cost that is at least \$50 less than the employee's maximum District contribution amount may receive up to 55% of the difference between the actual premium cost and the employee's maximum District contribution amount as a contribution toward a Health Reimbursement Arrangement (HRA) for which the employee is qualified and eligible unless such contribution would create disadvantageous tax consequences for the District or the employee.

Subject to the rules and regulations of the insurance carrier, OEBB, and the IRS, eligible employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage, and who are otherwise eligible for a District contribution toward insurance premiums, may receive 55% of the employee's maximum District insurance contribution as a contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) as long as such contribution would not create disadvantageous tax consequences for the District or the employee.

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District-sponsored group insurance coverage.

5. HSA:

"Maximum District contribution amount" will be defined as follows: the maximum allowable insurance benefit available to an employee in accordance with the agreement.

Subject to the rules and regulations of the insurance carrier, the Oregon Educator Benefits Board (OEBB), and the Internal Revenue Service (state and federal), eligible employees who choose the HSA Plan with a total monthly premium cost that is at least \$50 less than the employee's maximum District contribution amount may receive up to 55% of the difference between the actual premium cost and the employee's maximum District contribution amount as a contribution toward a district identified Health Savings Account for which the employee is qualified and eligible unless such contribution would create disadvantageous tax consequences for the District or the employee.

Eligible employees must meet all requirements specified by OEBB, their subsidiaries, and the selected HSA vendor, and is responsible for plan eligibility and compliance. The employee will be required to sign a hold harmless statement indemnifying the District.

ARTICLE III - SICK LEAVE

First Year of Employment - confidential employees will accumulate one day of sick leave per month worked, credited on the first day of employment. (Day being equivalent to hours worked per day.)

After First Year of Employment - confidential employees will accumulate 12 days of sick leave on the first day of employment in the new fiscal year.

ARTICLE IV - FAMILY/BEREAVEMENT LEAVE

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

Family/Bereavement leave is not accumulative.

ARTICLE V - PERSONAL LEAVE

Each employee will be given two (2) personal/business leave days per year. At the conclusion of each school year the employee may carry forward no more than one unused personal leave day of the two (2) leave days allotted. Personal leave will be permitted to accumulate up to five (5) days.

ARTICLE VI - DISABILITY LEAVE

Temporary disability leave without pay, not to exceed six months, may be granted for extended illness or extended absence due to injury. Application for such leave will be given in writing to the employee's supervisor.

ARTICLE VII- INCENTIVE FOR RETIREMENT UNDER THE PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

Eligibility: An employee hired before July 1, 2002 with ten or more years of continuous service with the District immediately preceding his/her retirement shall be eligible for the following benefit if they are fifty-five (55) or more years of age or have at least 30 years of creditable service in the Public Employees Retirement System (PERS).

Benefit: Under the following schedule, the retired employee may use the cap to purchase two party medical insurance for the retired employee and spouse under the District's group insurance program:

<u>Retirement Date</u>	<u>Permanent Monthly CAP Amount</u>
Retires on or after July 1, 2021	400 cap

The District will pay for such coverage for a period of up to seven (7) years but not later than the month in which the retired employee qualifies for the Federal Social Security Medical Coverage and/or unreduced Social Security retirement benefits, whichever is earlier.

In the event of the death of the retired employee prior to coverage under Medicare, the District, if the surviving spouse of the retired employee is at the time of the death not covered by Medicare, shall pay the monthly premium incident to covering such spouse until such time as the retired employee would have become covered by Medicare or the spouse becomes covered by Medicare, whichever occurs first.

There is no annuity option in lieu of medical insurance coverage under the retirement program.

- C. **Notice:** An employee planning to take early retirement through this Article must give notice to the Superintendent of Schools at least sixty (60) calendar days prior to his/her retirement date.

COMPENSATION:

ARTICLE I - OVERTIME

Overtime, as approved in advance by the supervisor, will be at the rate of one and one-half the hourly rate.

ARTICLE II - ELECTRONIC DEPOSIT

Confidential employees will be required to participate in the District's electronic deposit program.

ARTICLE III - TRAVEL AND PER DIEM

Approved travel and per diem shall be reimbursed at the District established rate.

ARTICLE IV – POSITION REVIEW

When an employee believes his/her salary is significantly different than someone performing a like job, the employee may request a review of his/her salary by submitting that request in writing to the Assistant Superintendent/Human Resources. The employee's written request shall include a letter stating the reason for the request and supporting information (i.e. district job description and suggested modifications based on current non-identified duties, other district's job descriptions).

ARTICLE V – SALARY

2026-2027 Confidential Employees Salary Schedule

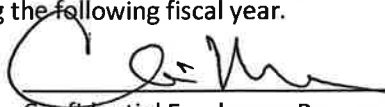
2.5% increase	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Payroll Specialist	\$34.13	\$34.99	\$35.86	\$36.75	\$37.67	\$38.61	\$39.59
Accounts Payable Clerk	\$26.96	\$27.63	\$28.33	\$29.03	\$29.76	\$30.50	\$31.26

2027-2028 Confidential Employees Salary Schedule

2.5% increase	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Payroll Specialist	\$34.98	\$35.86	\$36.76	\$37.67	\$38.61	\$39.58	\$40.58
Accounts Payable Clerk	\$27.63	\$28.32	\$29.04	\$29.76	\$30.50	\$31.26	\$32.04

After serving a minimum of two years on step 7 in the employee's current position, the employee will be awarded an additional \$.50 per-hour longevity starting the following fiscal year.

Board Chair



Confidential Employees Representative

Date

6/17/26

Date

Hermiston School District 8R

Resolution No. 2026-27-01

Resolution Establishing School Support Fee Rate for West Umatilla County Enterprise Zone

WHEREAS, Umatilla County (the "County") and the Port of Umatilla (the "Port") are proposing to designate a new Long-Term Rural Enterprise Zone (LTREZ) in Umatilla County; and

WHEREAS, the proposed LTREZ, known as the West Umatilla County Enterprise Zone, is located on portions of the former Umatilla Army Depot property and falls within the geographical boundaries of the Hermiston School District; and

WHEREAS, pursuant to Oregon Revised Statutes governing Enterprise Zones, before any sponsoring resolution is adopted, a school support fee rate must be established by the zone sponsor with every K-12 school district that has territory inside the zone as part of local consultations; and

WHEREAS, the County and the Port have consulted with the Hermiston School District administration regarding the establishment of this fee and its impact on district resources; and

WHEREAS, statutory guidelines dictate that the established fee rate must be a whole percentage between 15.0% and 30.0%, or exactly 22.5%;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Hermiston School District hereby establishes a school support fee rate of **15.0%** for the proposed West Umatilla County Enterprise Zone.

ADOPTED by the Board of Directors of the Hermiston School District this 13 day of July, 2026.

Board Chair, Hermiston School District

ATTEST:

Superintendent / Clerk, Hermiston School District

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.1. TOPIC: Designation of Chief Administrative Officer

It is recommended.

RECOMMENDATION:

.....that Superintendent Tricia Mooney is designated Chief Administrative Officer and District School Clerk of Hermiston School District #8R for the fiscal year 2026-27.

ORS 332.515

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.2. TOPIC: Designation of Business Manager/Deputy Clerk

It is recommended. . . .

RECOMMENDATION:

.....that Katie Saul is named Business Manager/Deputy Clerk for the 2026-27 fiscal year.

ORS 332.515

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.3. TOPIC: Designation of Budget Officer

It is recommended. . . .

RECOMMENDATION:

.....that Superintendent Tricia Mooney be named Budget Officer of Hermiston School District #8R for the 2026-27 fiscal year, per board policy DB.

ORS 294.331

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.4. TOPIC: Designation of Depositories of School Funds

It is recommended.

RECOMMENDATION:

. that the Board of designates OR LGIP, and Umpqua Bank as depositories of school funds for Hermiston School District #8R for the 2026-27 fiscal year.

ORS 328.441, 294.805-294.895

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.5. TOPIC: Custodian of Funds

It is recommended.

RECOMMENDATION:

. . . . that Tricia Mooney, Superintendent/Clerk; Katie Saul, Director of Business Services be authorized signers on fiscal, payroll, bond and debt service checks.

...designation of custodian funds under ORS 328.441, 328.445...

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.6. TOPIC: Authorization of Facsimile Signature

It is recommended.

RECOMMENDATION:

.....that the Board of Education authorizes the facsimile signature of Katie Saul,
Director of Business Services, for use on disbursements for the Hermiston School District
during the 2026-27 school year.

ORS 328.445

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.7. TOPIC: Determination of Borrowing Amount

It is recommended.

RECOMMENDATION:

. that a borrowing limit of up to \$1,000,000 (one million dollars) be established for the 2026-27 fiscal year for the Custodian of Funds, to be used for operating purposes only.

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.8. TOPIC: Authorization of Interfund Loan Funds

It is recommended.

RECOMMENDATION:

.....that the Board of Education authorizes short term, non-interest loans between funds, when necessary, due to the timing of receipts and expenditure for the fiscal year 2026-27.

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.9. TOPIC: Federal and State Grant Authorization

Many Federal and State Grants require Board of Education authorization for filing the application and designation of an authorized representative to execute documents.

It is recommended.

RECOMMENDATION:

. that the Board of Education authorizes the Superintendent/Clerk and Director of Business Services/Business Manager to apply for appropriate Federal and State Grants for the 2026-27 school year and authorize either to execute all required documents.

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.10. TOPIC: Designation of Local Public Contract Review Board

It is recommended.

RECOMMENDATION:

. that the Board of Education approves themselves as the governing body to act as the Local Public Contract Review Board for the fiscal year 2026-27.

ORS 279A.060

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3 **Consent:** Superintendent's Office

8.3.11 **TOPIC:** Substitute Teacher Rate of Pay

It is recommended.....

RECOMMENDATION:

. . . . that the Board of Education establish a 2026-27 substitute teaching rate of pay no less than as set by legislative action or Department of Education ruling. As a tool for recruiting substitutes the District will utilize the Department of Education's 2026-27 rates set for 4-day week districts without a salary schedule. Those rates are \$265.80 per day for the first ten (10) consecutive days in the same assignment and \$312.70 per day when working in the same assignment for more than ten (10) consecutive days.

ORS 342.610

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.12. TOPIC: Designation of Legal Counsel

It is recommended.

RECOMMENDATION:

. that the Board of Education designates Corey, Byler & Rew, LLP; Hawkins Delafield & Wood LLP; and Hungerford Law Firm LLP as legal counsel for the Hermiston School District #8R for fiscal year 2026-27.

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

8.3.13. TOPIC: Designation of Financial Auditor

It is recommended.

RECOMMENDATION:

. that the Board of Education designates Anderson Boylan Ramos, P.C. as the auditor for Hermiston School District #8R for the fiscal year 2026-27.

ORS 328.465, 327.137, 297.405

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3. CONSENT: Superintendent's Office

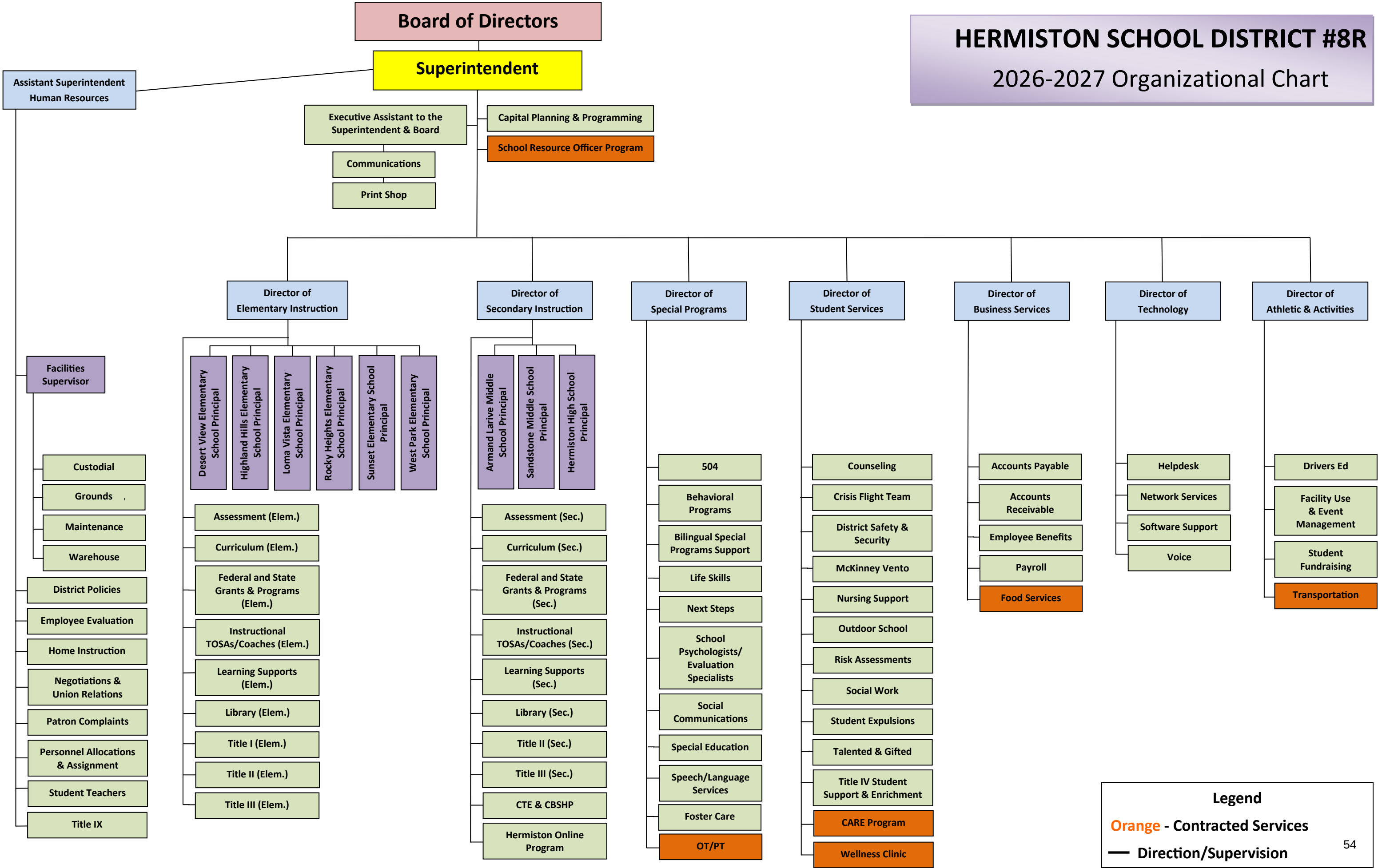
8.3.14. TOPIC: Designation of Newspaper of Record

It is recommended.

RECOMMENDATION:

. that the East Oregonian is designated as the district newspaper of record for the fiscal year 2026-27.

HERMISTON SCHOOL DISTRICT #8R
2026-2027 Organizational Chart



Legend

Orange - Contracted Services

— Direction/Supervision

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3 CONSENT: Superintendent's Office

8.3.16 TOPIC: Pay-to-Play Fees & Tuition Rates

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the following fees for the 2026-2027 school year, for students who are not fully enrolled in the Hermiston school District, but attend an online public charter school, and:

- Request to participate in an interscholastic activity
 - The charter school will be charged \$574.05 per year as per ORS 339.460

And/or;

- Request to take a course at the middle or high school level
 - The parent will be charged \$820.07 per semester as per ORS 339.141

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.4. Business Office

8.4.1. TOPIC: Acceptance of Gifts

It is recommended. . .

RECOMMENDATION:

. that the Board of Education accepts the following gifts:

<u>School/Program</u>	<u>Gift</u>	<u>Value</u>	<u>Donor</u>
Desert View Elementary	5 Bikes	\$500	Herm. Masonic Lodge #138
Desert View Elementary	5 Helmets	\$100	HPD
Sunset Elementary Sch.	5 Bikes	\$500	Herm. Masonic Lodge #138
Sunset Elementary Sch.	5 Helmets	\$100	HPD
Highland Hills Elementary	5 Bikes	\$500	Herm. Masonic Lodge #138
Highland Hills Elementary	5 Helmets	\$100	HPD
Loma Vista Elementary	5 Bikes	\$500	Herm. Masonic Lodge #138
Loma Vista Elementary	5 Helmets	\$100	HPD
Rocky Heights Elementary	5 Bikes	\$500	Herm. Masonic Lodge #138
Rocky Heights Elementary	5 Helmets	\$100	HPD
West Park Elementary	5 Bikes	\$500	Herm. Masonic Lodge #138
West Park Elementary	5 Helmets	\$100	HPD
HSD Generation College	Scholarship	\$834.00	Ryan Dutli



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

Name of Donor: Hermiston Masonic Lodge #138

Donor Address: 200 W Orchard Ave Hermiston, OR 97838

Donor Telephone Number: Mike Clements 541-561-7540

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 bikes were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$500

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6/8/20

Recommendation of Business Manager [Signature] Date: 6-9-2020

Recommendation of Superintendent [Signature] Date: 6-29-20

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Desert View Elementary

Name of Donor: Hermiston Police Department

Donor Address: 330 S 1st St Hermiston, OR 97838

Donor Telephone Number: 541-567-5519

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 helmets were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$100

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6/8/26

Recommendation of Business Manager [Signature] Date: 6/9/2026

Recommendation of Superintendent [Signature] Date: 6-26-26

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

Secretary to the Board of Education _____ Date: _____



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APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Sunset Elementary

Name of Donor: Hermiston Masonic Lodge #138

Donor Address: 200 W Orchard Ave Hermiston, OR 97838

Donor Telephone Number: Mike Clements 541-561-7540

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 bikes were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$500

Purpose of gift/donation: Bikes for Books Reading Program.

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 E. Anderson Date: 6/8/26

Recommendation of Business Manager Katie Smith Date: 6/9/2026

Recommendation of Superintendent J. Mooney Date: 6.29.26

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: Sunset Elementary

Name of Donor: Hermiston Police Department

Donor Address: 330 S 1st St Hermiston, OR 97838

Donor Telephone Number: 541-567-5519

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 helmets were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$100

Purpose of gift/donation: Bikes for Books Reading Program.

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 E. Andreassen Date: 6/8/26

Recommendation of Business Manager Katie Lemoine Date: 6/9/2026

Recommendation of Superintendent J. M. Moorey Date: 6.29.26

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Hermiston Masonic Lodge #138

Donor Address: 200 W Orchard Ave Hermiston, OR 97838

Donor Telephone Number: Mike Clements 541-561-7540

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 bikes were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$500

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6/9/20

Recommendation of Business Manager [Signature] Date: 6/9/2020

Recommendation of Superintendent [Signature] Date: 6-24-20

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

Secretary to the Board of Education _____ Date: _____



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APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Hermiston Police Department

Donor Address: 330 S 1st St Hermiston, OR 97838

Donor Telephone Number: 541-567-5519

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 helmets were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$100

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6/9/2020

Recommendation of Business Manager [Signature] Date: 6/9/2020

Recommendation of Superintendent [Signature] Date: 6.29.20

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Loma Vista Elementary

Name of Donor: Hermiston Masonic Lodge #138

Donor Address: 200 W Orchard Ave Hermiston, OR 97838

Donor Telephone Number: Mike Clements 541-561-7540

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 bikes were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$500

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6-9-26

Recommendation of Business Manager [Signature] Date: 6/9/2026

Recommendation of Superintendent [Signature] Date: 6-29-26

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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APPLICATION FOR ACCEPTANCE OF GIFT

Unit to be presented with Gift/Donation: Loma Vista Elementary

Name of Donor: Hermiston Police Department

Donor Address: 330 S 1st St Hermiston, OR 97838

Donor Telephone Number: 541-567-5519

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 helmets were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$100

Purpose of gift/donation: Bikes for Books Reading Program.

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

Date:

6.9.26

Recommendation of Business Manager

Date:

6/9/2026

Recommendation of Superintendent

Date:

6.24.26

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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

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

www.hermiston.k12.or.us

APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Hermiston Police Department

Donor Address: 330 S 1st St Hermiston, OR 97838

Donor Telephone Number: 541-567-5519

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 helmets were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$100

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6/9/26

Recommendation of Business Manager [Signature] Date: 6/9/2026

Recommendation of Superintendent [Signature] Date: 6.29.26

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Hermiston Masonic Lodge #138

Donor Address: 200 W Orchard Ave Hermiston, OR 97838

Donor Telephone Number: Mike Clements 541-561-7540

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 bikes were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$500

Purpose of gift/donation: Bikes for Books Reading Program.

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: 6/9/2020

Recommendation of Business Manager [Signature] Date: 6/9/2020

Recommendation of Superintendent [Signature] Date: 6-29-20

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

Secretary to the Board of Education _____ Date: _____



Hermiston School District 8R

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

APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Hermiston Masonic Lodge #138

Donor Address: 200 W Orchard Ave Hermiston, OR 97838

Donor Telephone Number: Mike Clements 541-561-7540

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 bikes were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$500

Purpose of gift/donation: Bikes for Books Reading Program.

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: 06/09/26

Recommendation of Business Manager [Signature] Date: 6/9/2026

Recommendation of Superintendent [Signature] Date: 6-29-26

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

Secretary to the Board of Education _____ Date: _____



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APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Hermiston Police Department

Donor Address: 330 S 1st St Hermiston, OR 97838

Donor Telephone Number: 541-567-5519

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: 5 helmets were donated as part of the Bikes for Books Reading Program.

Approximate Value: \$100

Purpose of gift/donation: Bikes for Books Reading Program.

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: 06/01/26

Recommendation of Business Manager [Signature] Date: 6/9/2026

Recommendation of Superintendent [Signature] Date: 6-29-26

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

Secretary to the Board of Education _____ Date: _____



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APPLICATION FOR ACCEPTANCE OF GIFT

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

Name of Donor: Ryan Dutli

Donor Address: 1730 NW Couch St. Apt 401 Portland, OR 97209-2127

Donor Telephone Number: _____

Description of gift(s)/donation(s) including Serial #, purchase date, original purchase price and current cash value: Check #206 \$834.00

Purpose of gift/donation: Donation for Generation College Scholarship Fund

Signature of Donor: N/A

Date: 06/23/2026

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 Katie I. Saul Date: 06/23/2026

Recommendation of Business Manager Katie I. Saul Date: 06/23/2026

Recommendation of Superintendent TJ Mooney Date: 7.6.26

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

Secretary to the Board of Education _____ Date: _____

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

8.3 CONSENT: Superintendent's Office

8.3.17 TOPIC: Designation of 403(b) Annuity Companies and 457 Deferred
 Compensation Plan

It is recommended.

RECOMMENDATION:

. that the Board of Education approves the attached list of 403(b) Annuity Companies for Hermiston School District #8R for the fiscal year 2026-27 and the Oregon Savings Growth Plan as the District's 2026-27 457 Deferred Compensation Plan.

...List of Approved 403(b) Annuity companies attached...

**HERMISTON SCHOOL DISTRICT 8R
APPROVED 403(b) ANNUITY COMPANIES**

AMERICAN FIDELITY ASSURANCE COMPANY

2000 CLASSEN CNTR
OKLAHOMA CITY, OK 73106

NATIONAL LIFE GROUP

1 NATIONAL LIFE DRIVE
MONTPELIER, VT 05604

AMERICAN FUND CAPITAL BANK & TRUST

PO BOX 6007
INDIANAPOLIS, IN 46206-6007

PENSELECT/FORESTERS FINANCIAL

9400 SW BEAVERTON HILLSDALE HWY, SUITE
250
BEAVERTON, OR 97005-3302

FRANKLIN TEMPLETON BANK & TRUST, F.S.B

PO BOX 997153
SACRAMENTO, CA 95899-7153

**PUTNAM INVESTMENTS *(Employee Cont.
only)**

PO BOX 219697
KANSAS CITY, MO 64121-9697

HORACE MANN INSURANCE CO

PO BOX 4657
SPRINGFIELD, IL 62708-4657

T ROWE PRICE

PO BOX 17479
BALTIMORE, MD 21297-1479

KANSAS CITY LIFE

PO BOX 219139
KANSAS CITY, MO 64121-9139

***APPROVED 457 PLAN**

OREGON SAVINGS GROWTH PLAN – VOYA FINANCIAL

TO ENROLL CALL: 1-800-365-8494 or VISIT ONLINE: osgp.voya.com

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

July 13, 2026

SUPERINTENDENT'S RECOMMENDATION

9.0. ACTION ITEM

9.2. TOPIC: Exchange Student

It is recommended.

RECOMMENDATION:

It is recommended that the board of education approve a one-time exception to the age requirement for admission of a Foreign Exchange Student on J-1 visa to allow enrollment of the Rotary sponsored student who will turn 16 in December.

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

July 13, 2026

ASSISTANT SUPERINTENDENT'S RECOMMENDATION

9.0. ACTION ITEM

9.3. TOPIC: Retire/Rehire

It is recommended.

RECOMMENDATION:

It is recommended that the board of education approve the August 31, 2026, retirement and September 1, 2026, rehire of Dr. Tricia Mooney as Superintendent.

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

July 13, 2026

EXECUTIVE SESSION

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

	Statutory Citation	Subject	Media Permitted?
	ORS 192.660(2)(a)	To consider the employment of a public officer, employee, staff member or individual agent.	Yes
	ORS 192.660(2)(b)	To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing.	Yes
X	ORS 192.660(2)(d)	To conduct deliberations with persons designated by the governing body to carry on labor negotiations.	No
	ORS 192.660(2)(e)	To conduct deliberations with persons designated by the governing body to negotiate real property transactions.	Yes
	ORS 192.660(2)(f)	To consider information or records that are exempt by law from public inspection.	Yes
	ORS 192.660(2)(h)	To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.	No
	ORS 192.660(2)(i)	To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee, or staff member who does not request an open hearing.	Yes
	ORS 192.660(2)(k)	To consider matters relating to school safety or a plan that responds to safety threats made toward a school.	Yes
	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>