



Regular Meeting OF THE BOARD OF DIRECTORS

Thursday, May 21, 2026 - 6:00 PM
 Oakdale Middle School Room 230
 815 S. Oakdale Ave.
 Medford, OR 97501

AGENDA

- 1. **Call to Order / Pledge of Allegiance / Roll Call**
- 2. **Agenda Adjustments and Approval**
- 3. **Recognitions** 3
 - a. Associate Degree
 - b. Valedictorians
 - c. Oregon State Seal of Biliteracy Awards
- 4. **Recess**
- 5. **Consent Agenda**
 - a. Staff Assignment Report 6
 - b. Minutes from previous meetings 8
- 6. **Citizen Comments**

a. School Board meetings are meetings of the School Board held in public, not meetings with the public. As a general rule, the Board will not engage in discussion with the public during this portion of the meeting. Please rest assured that all comments are carefully considered and will help guide future Board action. When your name is called, come forward to the table and state your name, if you reside in the district, and identify the organization, if any, that you represent. Keep your remarks brief and respect the three-minute time limit. Complaints about staff members cannot be discussed in open session and must be handled through a complaint procedure.
- 7. **Items for Information & Discussion**
 - a. Medford Education Association (MEA) Report 16
 - b. Superintendent Report: Strategic Planning Update
 - c. Board Priority: Financial Stewardship 17
- 8. **Recess**
- 9. **Board Action Items**
 - a. Board Operating Agreement Approval 24
 - b. Board Retreat Date Discussion & Approval 31
- 10. **Announcements**
 - a. May 26 - Grad Walk - Jackson St./Medford Center at 10:15 - 10:45 AM
 - b. May 27 - Innovation Academy Graduation - Spiegelberg Stadium at 7:00 PM
 - c. May 28 - SMHS Graduation - Spiegelberg Stadium at 7:00 PM
 - d. May 29 - NMHS Graduation - Spiegelberg Stadium at 7:00 PM
 - e. June 11 - Work Session - Oakdale Middle School at 6:00 PM
- 11. **Adjournment**

We welcome all attendees and are here to help accommodate requests for participation. Requests for interpretation, translation services, an interpreter for the hearing impaired, or other accommodations can be made in advance (48 hours) by emailing the [Superintendent's office](#) or by phone at 541-842-3621.



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Recognitions
Item Type:	Board Recognitions
Administrator:	Jeanne Grazioli, Marisa Poling
Objective:	Recognition of Students who earned an Associate Degree, Valedictorians and Oregon State Seal of Biliteracy Awards

Background: There are many outstanding students and staff in the Medford School District, and the Medford School District Board of Directors takes time to celebrate many of them at their Board meetings.

Tonight, we celebrate our amazing students graduating with an associate degree, valedictorians graduating from their respective high schools, and recognize students who earned the Oregon State Seal of Biliteracy Awards.

Associate Degree

The Medford School District and Rogue Community College have partnered to provide students with a path toward an AAOT or other Associate's program while the student is in high school. The students listed below completed their associate degree through a combination of dual credit courses taken at their high school and courses taken online or on an RCC-campus.

North Medford High School

Chase Correa

Margaret Clasen

Valedictorians

A high school valedictorian is the student who graduates with the highest academic ranking in their graduating class. Traditionally, the valedictorian is chosen based on the highest cumulative GPA (grade point average), though some schools also consider weighted coursework, honors/AP classes, or other academic criteria.

Being “first in class” means the student is ranked #1 academically among all students in that graduating class.

A salutatorian is the student who graduates with the second-highest academic ranking in a high school graduating class.

Innovation Academy

Valedictorian: Sophia Quintero

Salutatorian: Jayden Carpenter

North Medford High School

Gold Valedictorian:

Lily Wiltrout- First in Class

Silver Valedictorian:

Lonnie Lee Haywood IV- Second in Class

Bronze Valedictorians:

Ava Markiewicz

Aylin Paulina Moreno Leon

Brycelin Endrikat

Bronze Valedictorians (continued):

Dallin Spence

Jeb Ramirez

Jocelyn Loretta Marie Scull

Joel Tanner

Matthew Biermann

Max Stephen Barnard

Paige Wilkinson

Rylee Jennings

Samuel C. Nichol

South Medford High School

First in Class

Valedictorians:

Jacob Von Strahl

Kayla Mancia

Valedictorians:

Addie B. Gebhardt

Adeline R. Koehler

Alexander A. Gurov

Ariana T. Osberg

Bryce Sullivan

Camden G. Allen

Carlos Tomas Miranda

Valedictorians (continued):

Courtney R. Terry

Deryk J. Reiss

Easton H. Douglas

Elizabeth Atkinson

Gianna G. Jacob

Hadassah J. Pannell

Isaiah J. Thomas

Jaeden B. Thonstad

Jack A. Barber

Joseph T. Clevenger

Julia A. Slaughter

Kaitlin Rose Andreason

Valedictorians (continued):

Keegan J. Thonstad

Keegan Koid

Lilah B. Harms

Luke E. Gibson

Lyndi Belle Black

Mia Kalina

Norah Doyle

Paige A. Carpenter

Quinn Riley

Rachel Violet Stillman

Stacy Lopez

Violet Grace Southmayd

Oregon State Seal of Biliteracy Awards

The State School Board created the Oregon State Seal of Biliteracy (OSSB) to recognize and value the native language/s students speak and bring to their English academic studies, to value language programs in schools, and to encourage students in the study of languages. This award recognizes student literacy in reading, writing, listening, and speaking in one or more World Languages, in addition to English.

By design, the Oregon State Seal of Biliteracy not only validates the student's primary language, but also recognizes that through the study and high level of proficiency in more than one language, students become citizens ready for a multilingual society.

North Medford High School

Biliteracy Awards:

Ariana Moreno - Spanish/English
Aylin Moreno Leon - Spanish/English
Belen Gallegos - Spanish/English
Brayan Hernandez - Spanish/English
Gabriel Santillan - Spanish/English
Jaquelin Valdez - Spanish/English
Jasmine Saenz - Spanish/English

Biliteracy Awards *(continued):*

Marely Constanza - Spanish/English
Norma Melchor - Spanish/English
Raysa Rose Alfonso - Filipino (Tagalog)/English
Shaylin Aguilar - Spanish/English
Sophia Ixchop - Spanish/English
Yareli Lopez - Spanish/English

South Medford High School

Biliteracy Awards:

Adeline R. Koehler - French/English
Alejandro Herrera - Spanish/English
Alex Cortes - Spanish/English
Ashley Aguilar-Diaz - Spanish/English
Berenice Garcia - Spanish/English
Briseyda Saucedo - Spanish/English
Brooklyn Eubank - Spanish/English
Courtney Terry - Spanish/English
Darren Andrews - Spanish/English
Eduardo S. Banuelos - Spanish/English
Francisco Serrano - Spanish/English
Gabriel Joshua Knotz-Markovic - French/English
Genesis Zamudio - Spanish/English
Hadassah Pannell - Spanish/English
Henry Vidal-Lopez - Spanish/English
Ita Rodriguez - Spanish/English
Jacob Torres - Spanish/English
Jacob Von Strahl - Spanish/English
Jaeden B. Thonstad - Spanish/English
Jaqueline González Chaparro - Spanish/English
Jasper Choi - Spanish/English
Jennifer Medina-Gonzalez - Spanish/English

Biliteracy Awards *(continued):*

Jocelyn G. Wynes - Spanish/English
John Estrada - Spanish/English
Julissa Saldana Montelongo - Spanish/English
Katherine A. Escobedo Roman - Spanish/English
Kayla Mancía - Spanish/English
Keegan J. Thonstad - Spanish/English
Leslie Ailin Aguilar Contreras - Spanish/English
Lezly Saucedo - Spanish/English
Lily Williams - Spanish/English
Melina Fabian Jacuinde Medina - Spanish/English
Omar Serrano - Spanish/English
Pedro Alvarado Garcia - Spanish/English
Rebekah Salamanca-Silva - Spanish/English
Riley Cornilsen - Spanish/English
Said Arturo Nunez Galvan - Spanish/English
Stacy Lopez - Spanish/English
Stefani Centeno-Romero - Spanish/English
Uriel Munoz-Haro - Spanish/English
Valeria Elizabeth Palacio Rios - Spanish/English
Yailin Aguilar - Spanish/English
Yareli Ramirez Nava - Spanish/English
Zitlali L. Vazquez - Spanish/English



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Staff Assignment Report
Item Type:	Report
Administrator:	Michael Campbell
Objective:	Approve new licensed and administrative staff

Background: Under current Board policy, one responsibility of the Board is to approve the hiring of licensed and administrative staff. The Staff Assignment Report includes that information, as well as any retirements or resignations.

Additional Materials: Staff Assignment Report

Recommendation: Administration recommends approval of the new hires.

Suggested Motion: A formal motion is not required if approved with the consent agenda.

**Medford School District Staff Assignment
School Board Meeting, May 21, 2026**

Recommendation for election to the position of Administrator for the 2026-27 school year:

Employee Name	School/Location	Position
Soter, Kelly	Federal Programs	Director
Stillwell, Megan	Roosevelt Elementary	Assistant Principal

Recommendation for election to the position of Temporary Teacher for the 2025-26 school year:

Employee Name	School/Location	Position
Knape, Jordan	South Medford HS	TEMP ELA Teacher

Recommendation for election to the position of Teacher for the 2026-27 school year:

Employee Name	School/Location	Position
Bangar, Ginny	McLoughlin Middle School	Math Teacher
Bengard-Frison, Rachel	Curriculum Department	District Media Specialist
Bishop, Mary	McLoughlin Middle School	Special Education Teacher-Self Contained
Calhoun, Kaila	North Medford High School	Special Education Teacher - Resource
Cordon, Abigail	Special Education	School Psychologist Intern
Doherty, Gregory	South Medford HS	Math Teacher
Elsdon, Samuel	Hedrick Middle School	Secondary School Counselor
Gaskell, Kristy	Special Education	School Psychologist
Gottula, Scott	McLoughlin Middle School	SPED Teacher - Self Contained
Hopkins, Nina	McLoughlin Middle School	Special Education Teacher - Resource
Knapp, Jonathan	South Medford HS	Social Studies Teacher
Olsen, Haley	Oakdale Middle School	ELA Teacher
Padilla, Lynnette	Special Education	Speech Language Pathologist
Van Vooren, Sarah	Oakdale Middle School	Science Teacher
Walling, Dylan	North Medford High School	Science Teacher

Resignations:

Employee Name	School/Location	Position	Effective Date
Addison, Rebecca	Kennedy Elementary	Special Education Teacher	6/5/2026
Buyaskas, Michael	Innovation Academy	Science Teacher	6/5/2026
Dickerson, Schyler	Kennedy Elementary	Social Emotional Learning Advocate	6/5/2026
Empol, Meredith	Jacksonville Elementary	Special Education Teacher	4/30/2026
Murray, Kathleen	Innovation Academy	Special Education Teacher	6/8/2026
Neal, Kevin	South Medford HS	Social Studies Teacher	6/5/2026
Partsafas, Andrea	Federal Programs	Executive Director of Federal Programs	6/30/2026
Perezlopez, Jose	Lone Pine	SPED Teacher - Self Contained	6/8/2026
Suetos, Nicole	Oakdale MS	Social Studies Teacher	6/5/2026
Tejada, Mike (John)	South Medford HS	Science Teacher	6/5/2026
Toews, Julia	Special Education	School Psychologist	6/8/2026

Retirements:

Employee Name	School/Location	Position	Effective Date
Hopkins, Debra	Washington/Jefferson Elem	ELL Teacher	6/5/2026
Jaime, Andrea	North Medford High School	Social Studies Teacher	6/5/2026

Declined Contract:

Employee Name	School/Location	Position	Effective Date
Spring, Shannon	Ruch	Music Teacher	6/5/2026



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Consideration for approval of minutes from previous meetings
Item Type:	Minutes
Administrator:	Jeanne Grazioli, Jodi Fahy
Objective:	Approve meeting minutes

Background: School Board policies BDDG and BDDC indicate the Board shall provide for the taking of written minutes of all its meetings, and that the minutes shall be available to the public after approval by the Board.

Additional Materials: Draft minutes for the April 23 Board meeting, April 30 and May 6 Special Board meetings

Recommendation: Approve the minutes included with the consent agenda.

Suggested Motion: A formal motion is not required if approved with the consent agenda.



Regular Meeting of the Board of Education

Thursday, April 23, 2026 6:45 PM

Oakdale Middle School Room 230
815 S. Oakdale Ave.
Medford, OR 97501

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, and Angela Zbikowski
Board members absent: Sandra LaNier McHenry, Sunny Spicer, and Michael Williams

A video recording of the Board meeting can be found on the district website at [this link](#). The slide presentation can be viewed by clicking on Extras listed next to the meeting at [this link](#).

1. Call to Order / Pledge of Allegiance / Roll Call

Board Chair Kendell Ferguson called the meeting to order at 6:47 PM, led the Pledge of Allegiance, and confirmed a quorum through roll call. She welcomed attendees and read the district's vision statement.

2. Agenda Adjustments and Approval

No objections were raised. The agenda was approved by unanimous consent.

3. Recognitions

3.a. Teacher Appreciation

Superintendent Jeanne Grazioli recognized Teacher Appreciation Week as an opportunity to honor teachers for their dedication, relationship-building, and daily support of students. Appreciation was expressed on behalf of the district for the important role teachers' play in the success of students and the community. Teachers will be recognized through school-level celebrations and the presentation of milestone pins honoring significant years of service.

MEA President Jessica Fitzsimmons, acknowledged teachers' professionalism, devotion, and commitment to students despite challenging working conditions. She offered special recognition to special education teachers and expressed appreciation for the dedication and resilience demonstrated by all teachers.

Board Directors expressed their gratitude to teachers for their dedication and

commitment to students. Several members shared appreciation for the work of special education teachers and acknowledged the meaningful impact teachers have on students' lives.

4. Consent Agenda

The following items were presented on the consent agenda: Staff Assignment Report and Minutes from Previous Meeting.

No objections were raised. The consent agenda was approved by unanimous consent.

5. Citizen Comments

Chair Ferguson read citizen comment guidelines.

Taryne Saunders, a parent, shared her disappointment regarding what she described as a lack of engagement by certain Board members in schools and in matters she believes are important to supporting students.

Rob Schlapfer, a resident, spoke in opposition to specific social science instructional materials, citing concerns related to selection bias and partisan influence.

Margaret Anna Alice, a resident, also spoke in opposition to specific social science instructional materials recommended for adoption, citing concerns about groupthink in the selection process.

Cheyln Breedlove, a parent, expressed appreciation for the support of agriculture and for the recognition of the Jackson County Farm Bureau.

Chair Ferguson acknowledged the Board received written comments from Jennifer Mock, Tom Clunie, Chaim Ward, and Mark Hutto. She thanked everyone for sharing their thoughts.

6. Items for Information & Discussion

6.a. Superintendent Report: South Medford High School Hybrid High

South Medford High School Principal Jonathon Lyons provided an update on the SMHS Hybrid High program. The presentation outlined program components, including credit recovery, original credit, hybrid learning through Engage, and traditional in-person instruction. He also reviewed the program's philosophy and priorities, hybrid scheduling options, staffing, intake and tracking processes, student credit opportunities, key metrics, and overall takeaways.

Board Directors asked questions and shared comments regarding student participation in extracurricular activities, the impact of the program on student attendance, and how hybrid learning prepares students for future online college

coursework and real-world learning environments. Directors also commented on the value of offering alternative pathways for students and inquired about current challenges and ways the Board could provide support.

6.b. Board/District Priority: Foster Inclusive School Communities & MSD Relationships — YouthTruth Report

Director of Community Engagement - Communications & Partnerships Marisa Poling presented insights from the February 2026 YouthTruth survey. The presentation included an overview of key YouthTruth themes aligned to district priorities, survey participation rates, and results from middle school and high school students, as well as family responses. Highlighted strengths included improved perceptions of school safety across all levels, high school college and career readiness reaching a multi-year high, and continued strong family-teacher relationships.

Board Directors asked questions and shared comments regarding community connectedness, next steps for using the survey data to inform planning, and ways the Board can support ongoing improvement efforts.

6.c. Board/District Priority: Financial Stewardship - Update on Fiscal Sustainability Study Group

Assistant Superintendent of Operations Brad Earl presented an overview of the March financial statements and highlighted a proposed budget amendment that will establish the baseline for next year's budgeting process without impacting the ending fund balance.

He also provided an update on the Fiscal Sustainability Study group, noting that the five meetings focused on Oregon school funding, district budgeting processes, and the effects of declining enrollment driven by lower birth rates and shifts in market share. The presentation included a 30-year overview of district enrollment trends, an explanation of district revenue sources, and a review of approximately \$10 million in unfunded special education costs.

Board Directors expressed appreciation for the comprehensive discussions and the willingness to address challenging topics, including potential school closures. Directors also inquired about next steps and ways the Board can support future planning efforts.

7. Recess

The Board took a short recess.

8. Board Action Items

8.a. Budget Amendment #2-2025-26

A motion was made by Caballero and seconded by Johnsen to approve Budget Amendment #2-2025-26 as presented.

**Roll call vote: Caballero: Yea, Johnsen: Yea, Zbikowski: Yea, Ferguson: Yea, LaNier McHenry: Absent, Spicer: Absent, Williams: Absent
Result: Motion passed (Yea: 4, Nay: 0, Absent: 3)**

8.b. K-5 Science Instructional Materials Adoption

A motion was made by Johnsen and seconded by Caballero to approve the adoption of the science instructional materials for grades K-5 as recommended.

Discussion: A Board Director inquired whether the district had received any concerning feedback regarding the proposed instructional materials. Board members also expressed appreciation for the time, dedication, and professionalism demonstrated by teachers in objectively reviewing and selecting the materials.

**Roll call vote: Johnsen: Yea, Caballero: Yea, Zbikowski: Yea, Ferguson: Yea, LaNier McHenry: Absent, Spicer: Absent, Williams: Absent
Result: Motion passed (Yea: 4, Nay: 0, Absent: 3)**

8.c. Social Science Instructional Materials Adoption

A motion was made by Johnsen and seconded by Caballero to approve the adoption of the social science instructional materials for grades K-12 as recommended.

Discussion: Board members referenced citizen comments on the social science instructional materials, noting concerns about bias and appropriateness. They acknowledged teacher expertise, confirmed staff followed policy and state guidelines, and recognized adoption is required for use this fall. Written citizen comments were considered, and the Board affirmed moving forward with the curriculum while remaining open to future dialogue.

**Roll call vote: Zbikowski: Yea, Caballero: Yea, Johnsen: Yea, Ferguson: Yea, LaNier McHenry: Absent, Spicer: Absent, Williams: Absent
Result: Motion passed (Yea: 4, Nay: 0, Absent: 3)**

9. Announcements

Chair Ferguson announced the Budget Committee meeting scheduled for April 30 at Oakdale Middle School.

10. Adjournment

With no further business before the Board, the meeting was adjourned at 8:36 PM.



Special Meeting of the Board of Education

Thursday, April 30, 2026 6:15 PM

Oakdale Middle School Room 230
815 S. Oakdale Ave.
Medford, OR 97501

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sunny Spicer, Michael Williams, and Angela Zbikowski

Board member absent: Sandra LaNier McHenry

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Roll Call

Chair Kendell Ferguson called the meeting to order at 6:37 PM and acknowledged a quorum through roll call.

2. Board Action Items

2.a. Decision on Complaint Appeal

A motion was made by Caballero and seconded by Spicer that the Board affirm the Superintendent's decision on the complaint heard in executive session and authorize the Board Chair to draft a response to the complainant stating the same.

Roll call vote: Spicer: Yea, Williams: Nay, Caballero: Yea, Johnsen: Yea, Zbikowski: Yea, Ferguson: Yea, LaNier McHenry: Absent

Result: Motion passed (Yea: 5, Nay: 1, Absent: 1)

3. Adjournment

The meeting was adjourned at 6:39 PM.



Special Board Meeting of the Board of Education

Wednesday, May 6, 2026 12:00 PM

This meeting took place virtually.

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Roll Call

Chair Kendell Ferguson called the meeting to order and confirmed a quorum through roll call.

2. Board Action Item

2.a. Superintendent Contract Approval

Chair Ferguson recapped the superintendent search process, which began in September, included interviews in February, and concluded with the appointment of Superintendent Jeanne Grazioli in early March. Since then, Board leadership, legal counsel, Grazioli, and her consultant have worked collaboratively to finalize a mutually agreed-upon contract. Although the contract has been complete for several weeks, the Board had not yet convened with all seven members present.

Chair Ferguson went on to share that to avoid delaying action until the May 21 regular meeting and to ensure timely completion of the process initiated last September, the Board scheduled this special meeting to allow full participation and formally conclude the hiring process. She thanked Grazioli for her patience and opened the floor for a motion to approve the contract.

A motion was presented by Caballero and seconded by LaNier McHenry to approve the Superintendent Contract.

Discussion: Board Directors discussed the superintendent compensation package and the need to clearly communicate how the salary was determined. Directors noted the proposal was based on statewide compensation data, comparisons with similarly sized districts, and information provided by the Board's legal representative and Grazioli's consultant.

The consultant explained that superintendent compensation is typically tied to district size and stated that the proposed salary places Superintendent Grazioli near the lower end of comparable Oregon districts, despite Medford being one of the state's largest districts.

Several Board Directors expressed strong support for Superintendent Grazioli, emphasizing the demands of leading a large district and stating the compensation was fair and necessary to attract and retain strong leadership. Other Directors acknowledged their support while also expressing concern about public perception, budget challenges, declining enrollment, potential school closures, and the Board's responsibility to be good stewards of taxpayer resources.

Board Directors concluded by reaffirming their confidence in Superintendent Grazioli's leadership and emphasizing the importance of accountability, transparency, and continued progress for the district and community.

**Roll call vote: Johnsen: Yea, Caballero: Yea, LaNier McHenry: Yea, Spicer: Yea, Williams: Nay, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed: (Yea: 6, Nay: 1)**

3. Adjournment

The meeting was adjourned at 12:21 PM.



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Medford Education Association (MEA) Report
Item Type:	Informational
Administrator:	Jeanne Grazioli
Objective:	To share employee association perspectives on progress, priorities, and Board support.

Background:

As part of our ongoing commitment to collaboration and open communication, leaders from our employee associations will provide updates to the Board. These short presentations are an opportunity to highlight what's working well, share priorities and progress, and suggest ways the Board can continue to offer meaningful support. This month, representatives from the Medford Education Association (MEA), the teachers' union, will share their perspectives.

Additional Materials: N/A

Recommendation: N/A

Suggested Motion: N/A



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Board Priority: Financial Stewardship
Item Type:	Report
Administrator:	Brad Earl
Objective:	Provide a Financial Update Report on the District

Background:

At the Board Retreat on September 5, 2025, the Board requested monthly financial updates.

The April Financial Report is included in the board packet. Brad Earl will provide a brief update on the progress of the Medford School District budget committee and he will outline the next steps necessary to adopt the 2026-27 budget.

Additional Materials: [April Financial Report](#)

Recommendation: N/A

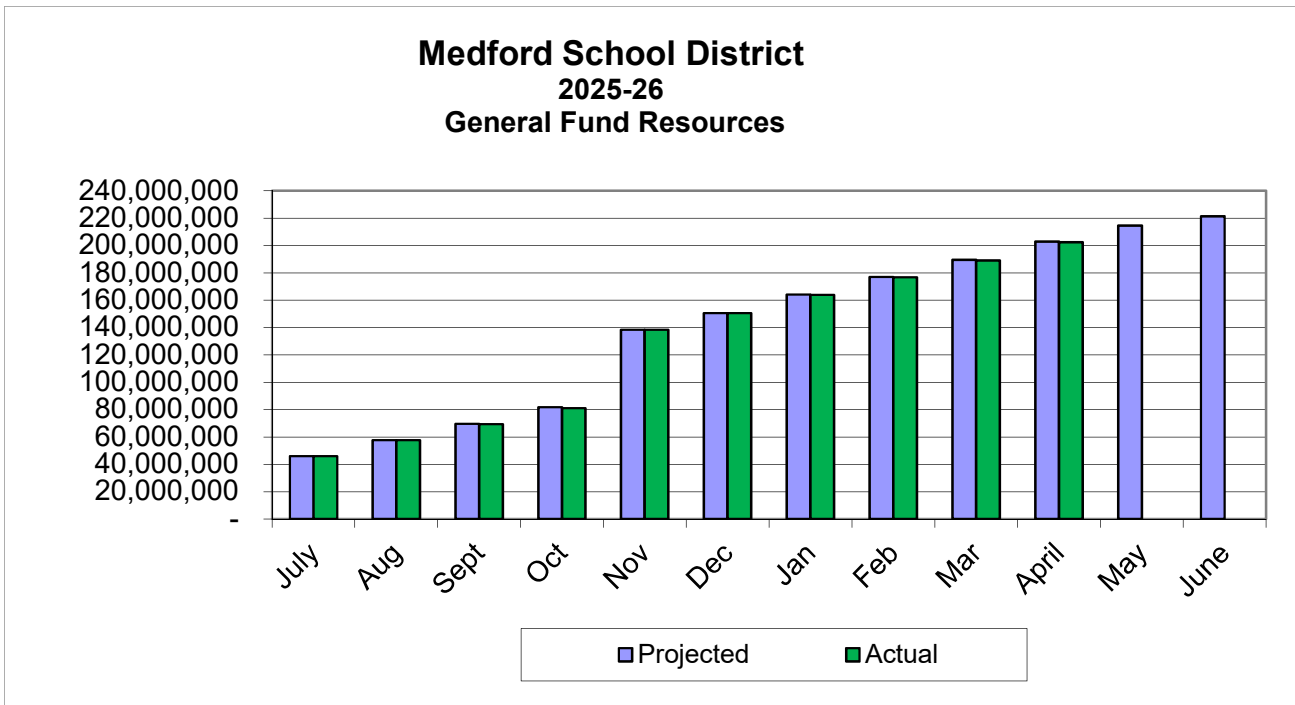
Suggested Motion: N/A

Medford School District 549C
General Fund
Statement of Resources
4/30/2026

<u>Resources</u>	Year-to-Date			Over/(under) Projection
	Adopted Budget FY 2025-26	Projected *	Actual 4/30/2026	
	Local Sources	\$ 55,388,533	\$ 52,554,633	\$ 52,565,766
Intermediate Sources	\$ 3,400,000	1,509,500	1,397,241	(112,259)
State Sources	\$ 137,576,880	125,685,000	124,617,757	(817,243)
Federal Sources	\$ 130,000	130,000	216,991	86,991
Transfers In	\$ 550,000	550,000	550,000	0
Total Revenue	\$ 197,045,413	180,429,133	179,347,754	(831,378)
Other Income/Expense GASB 87 & 96	\$ 1,900,000	-	4,795	4,795
Beginning Balance	\$ 23,058,686	23,058,686	23,058,686	0
Total Resources	\$ 222,004,099	\$ 203,487,819	\$ 202,411,236	(826,583)

* Forecast Projection of budget by month is based on historical average in most cases with some adjustment for recent trends

Revenue is under budget \$0.83 million or 0.46% . Local, Intermediate and State Revenue are all trending under budget. The 2024-25 true up for high cost sped was unexpectedly negative \$0.37 million primarily due to reimbursement rate dropping from 38.9% to 25.0%. The 2024-25 true up for SSF also came in low in part to the overall changes made by 190+ school districts and MSD unfavorable change to teacher experience. Our best estimate is that revenue will be under \$1.0-\$1.5 million for GF for fiscal year 2025-26.



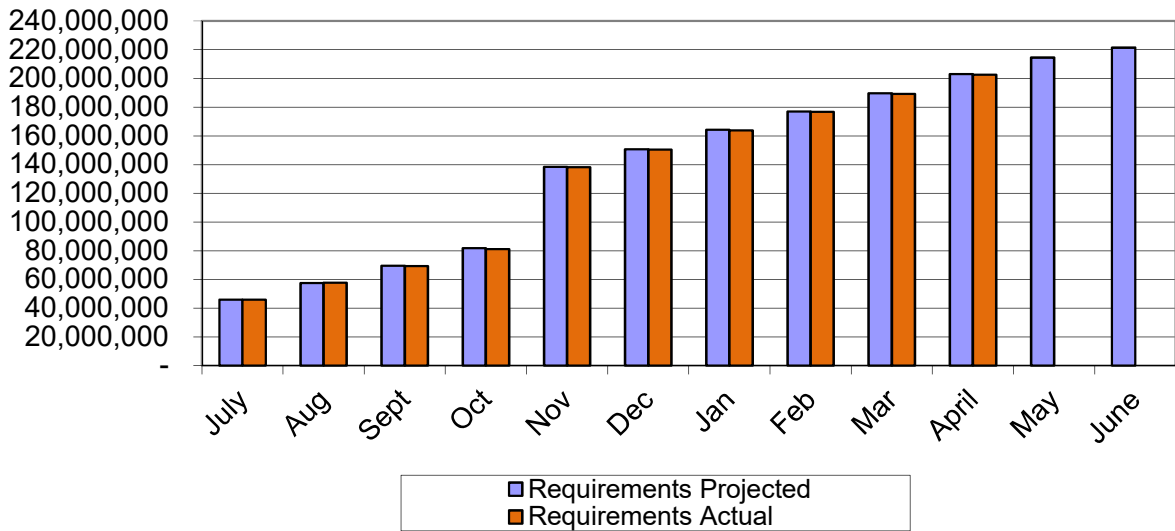
**Medford School District 549C
General Fund
Statement of Requirements/Reserves
4/30/2026**

	Year-to-Date			Over/(under) Projection
	Amended Budget FY 2025-26	Projected *	Actual 4/30/2026	
	Requirements			
Salaries	\$ 85,304,967	\$ 60,647,178	\$ 59,574,031	(1,073,147)
Associated Payroll Costs	\$ 51,696,744	\$ 36,069,168	35,334,527	(734,641)
Purchased Services	\$ 43,193,664	\$ 37,550,000	37,628,937	78,937
Supplies & Materials	\$ 7,281,330	\$ 5,918,807	5,716,006	(202,800)
Capital Outlay/GASB 87 & 96	\$ 2,275,000	\$ 225,000	177,442	(47,557)
Dues & Fees & NPV GASB 87 and 96	\$ 2,003,707	\$ 1,923,852	1,961,378	37,526
Transfers Out	\$ 11,948,000	\$ 11,948,000	11,948,000	0
Total Expenditures	\$ 203,703,413	\$ 154,282,004	152,340,321	(1,941,682)
Contingency/Reserves	\$ 18,300,686	\$ 49,205,815	50,070,914	865,099
Total Requirements/Reserves	\$ 222,004,099	\$ 203,487,819	\$ 202,411,236	(1,076,583)

* Forecast Projection of budget by month is based on a historical averages in most cases with some adjustment for recent trends

Spending is under forecast \$1.94 million or 0.95%. Primarily because of staffing vacancies, and if staffing vacancies in total remain constant, the District is trending to underspend approximately \$2.0-\$3.0 million in the General Fund for the full fiscal year.

**Medford School District
2025-26
General Fund Requirements**



Medford School District 549C
General Fund Statement of Resources and Requirements
4/30/2026

Resources by Source	Full Year Amended Budget 2025-26	FYTD Actual @ 4/30/2026	% of 26 Budget	Prior Year FYTD Actual @ 4/30/2025	% of '25 Actual
State School Fund Formula					
State School Fund	\$ 135,083,731	\$ 123,114,525	91.1%	\$ 115,569,885	94.8%
Property Taxes, Penalties & Interest	50,435,000	48,406,561	96.0%	46,207,795	101.4%
Common School Fund	1,967,879	960,886	48.8%	926,268	51.4%
Federal Forest Fees	100,000	123,034	123.0%	-	0.0%
Other State Grants	-	143,194	-	211,626	739.8%
Intermediate -					
SOESD/COUNTY	3,400,000	1,397,241	41.1%	1,451,782	39.3%
Interest on Investments	2,634,533	2,193,274	83.3%	2,553,953	70.9%
Juvenile Detention	495,270	396,216	81.7%	284,233	86.4%
Fees Charged to Grants	1,140,000	931,719	81.7%	969,876	80.3%
Rentals	100,000	58,351	58.4%	33,070	86.8%
Teen Parent Funding	30,000	2,937	9.8%	14,940	97.1%
Transfers In	550,000	550,000	100.0%	550,000	100.0%
Other Federal Funding	30,000	93,956	313.2%	62,920	393.6%
Miscellaneous	1,079,000	975,861	90.4%	847,192	90.1%
Subtotal Revenue	\$ 197,045,413	\$ 179,347,754	91.0%	\$ 169,683,540	94.3%
Other Income GASB 87/96	1,900,000	4,795		-	
Beginning Fund Balance	23,058,686	23,058,686		21,279,184	88.2%
Total Resources	\$ 222,004,099	\$ 202,411,236	91.2%	\$ 190,962,725	92.2%
Uses by Object					
Wages	\$ 85,304,967	\$ 59,574,031	69.8%	\$ 55,044,345	70.5%
Associated Payroll Costs	51,696,744	35,334,527	68.3%	33,725,619	72.4%
Purchased Services	43,193,664	37,628,937	87.1%	36,251,818	87.5%
Supplies & Materials	7,281,330	5,716,006	78.5%	5,162,591	105.9%
Capital Outlay Including GASB 87/96 NPV	375,000	177,442	47.3%	288,061	77.7%
Other Objects	2,003,707	1,961,378	97.9%	1,496,326	42.9%
Transfers Out	11,948,000	11,948,000	100.0%	11,498,650	100.0%
Other Financing Uses	\$ 1,900,000	-		-	
Subtotal Expenditures	\$ 203,703,413	\$ 152,340,321	74.8%	\$ 143,467,411	76.3%
Contingency & Unappropriated Fund Balance	\$ 18,300,686	50,070,914		47,495,314	206.0%
Total Uses	\$ 222,004,099	\$ 202,411,236	91.2%	\$ 190,962,725	90.5%
Beginning Fund Balance	\$ 23,058,686	23,058,686		21,279,184	100.0%
Plus Total Revenue/Other Income	\$ 198,945,413	\$ 179,352,550		\$ 169,683,540	89.4%
Less Total Expenditures ex. Contingencies	\$ 203,703,413	152,340,321		143,467,411	76.3%
Ending Fund Balance Ex. Contingency	\$ 18,300,686	\$ 50,070,914		\$ 47,495,314	
Net Change in Fund Balance	\$ (4,758,000)	\$ 27,012,229		\$ 26,216,130	

Medford School District 549C
General Fund Resources by Object
4/30/2026

Acct	Description	Amended Budget			
		2025-26	Month Actual	YTD Actual	YTD % of Budget
1111	Current Yr. Taxes	49,551,280	\$ 173,264	\$ 47,871,916	96.6%
1112	Prior Yr. Taxes	848,720	41,761	941,804	111.0%
1114	Payments in lieu of Property Tax	-	-	(447,125)	-
1190	Interest & Penalties on taxes	35,000	263	39,965	114.2%
1312	Tuition	-	-	-	-
1510	Interest on Investments	2,634,533	229,348	2,193,274	83.3%
1800	Pre-School	50,000	8,698	75,641	151.3%
1910	Rentals	100,000	7,609	58,351	58.4%
1920	Local Donations	-	30	34	-
1943	Services To Other Districts	40,000	5,116	27,352	68.4%
1960	Recovery of Expenditures	5,000	-	-	0.0%
1970	Services to Other Funds	50,000	12,301	101,573	203.1%
1980	Fees Charged to Grants	1,140,000	888,295	931,719	81.7%
1990	Miscellaneous revenue	150,000	27,459	171,670	114.4%
1991	Payroll reimbursement	35,000	5,720	1,715	4.9%
1992	Field Trip reimbursement	15,000	-	31,272	208.5%
1994	P-Card Rebate	85,000	-	40,793	48.0%
1995	Music Inst. Rental	13,000	150	14,020	107.8%
1997	Self Pay Health reimb.	533,000	32,959	379,369	71.2%
1999	E-Rate	103,000	28,429	132,422	128.6%
Subtotal Local Revenue		55,388,533	\$ 1,461,402	\$ 52,565,766	94.9%
2102	SOESD	3,400,000	\$ -	\$ 1,353,463	39.8%
2199	Other Intermediate Revenue	-	17,254	43,777.27	-
Subtotal Intermediate Revenue		3,400,000	\$ 17,254	\$ 1,397,241	41.1%
3101	State School Fund	135,083,731	\$ 10,987,082	\$ 123,114,525	91.1%
3103	Common School Fund	1,967,879	-	960,886	48.8%
3199	State Grants	-	-	-	-
3294	JUV Detention	495,270	99,054	396,216	80.0%
3296	Teen Parent	30,000	1,266	2,937	9.8%
3299	Other Grants	-	1,000	143,194	-
Subtotal State Revenue		137,576,880	\$ 11,088,402	\$ 124,617,757	90.6%
4202	Medicaid Billing	-	42,932	\$ 42,932	-
4500	Federal Revenue	-	-	26,760	-
4508	Foster Care Transportation	-	-	2,714	-
4512	Child Care Block Grant	30,000	4,085	21,550	71.8%
4801	Federal Forest Fees	100,000	123,034	123,034	123.0%
Subtotal Federal Revenue		130,000	\$ 170,051	\$ 216,991	166.9%
5201	Transfers In	550,000	\$ 550,000	\$ 550,000	100.0%
Total Transfers/Other		550,000	\$ 550,000	\$ 550,000	100.0%
Total Revenue		197,045,413	\$ 13,287,109	\$ 179,347,754	91.0%
Other Income/Expense GASB 87/96		1,900,000		\$ 4,795	0.3%
5401	Beginning Fund Balance	23,058,686	23,058,686	23,058,686	100.0%
Total Resources		222,004,099	\$ 36,345,795	\$ 202,411,236	91.2%

*Medford School District 549C
Expenses By Object
April 30, 2026*

Obj	Description	Budget 2025-26	Month Actual	YTD Actual	YTD Exp % of Budget
111	Certified salaries	\$ 47,154,936	\$ 3,989,996	\$ 32,119,597	68.1%
112	Classified salaries	24,277,826	1,704,856	17,217,698	70.9%
113	Admin salaries	7,395,161	627,822	5,580,422	75.5%
114	Classified Managers	1,490,275	112,520	1,152,793	77.4%
116	Early Retirement	621,484	-	219,500	35.3%
121	Certified subs	23,690	-	-	0.0%
122	Classified subs	146,650	8,954	103,353	70.5%
123	Temp - Certified	691,716	23,373	338,755	49.0%
124	Temp - Classified	469,584	5,386	124,548	26.5%
130	Additional Salary	90,000	10,722	113,327	125.9%
140	Overtime - Classified	432,875	32,286	393,725	91.0%
141	X-Comp	1,792,425	141,676	1,397,940	78.0%
142	Home Instruction	160,611	3,842	24,114	15.0%
144	Insurance Opt Out	557,734	90,321	788,257	141.3%
	Total Salaries	\$ 85,304,967	\$ 6,751,755	\$ 59,574,031	69.8%
210	PERS	25,752,244	2,074,830	17,766,054	69.0%
220	Social Security	5,429,616	406,925	3,607,514	66.4%
221	Medicare	1,269,658	95,168	845,604	66.6%
231	Worker's Comp	400,319	88,073	341,124	85.2%
232	Unemployment Insurance	409,522	6,752	59,841	14.6%
234	Oregon Paid Leave	325,169	27,007	238,804	73.4%
241	Health Insurance	15,269,906	1,273,017	10,403,456	68.1%
242	Life Insurance	115,378	(55,199)	75,822	65.7%
243	403b ER Contribution	1,216,501	56,229	905,466	74.4%
244	Long Term Disability	117,323	72,860	72,860	62.1%
245	FSA Match/HSA Match/HC Opt out	680,600	3,800	383,364	56.3%
246	403B Match	217,397	19,275	248,218	114.2%
270	Retiree Medical	493,112	33,628	386,400	78.4%
	Total Benefits	\$ 51,696,744	\$ 4,102,364	\$ 35,334,527	68.3%
312	Program Improvement	-	-	-	
313	Student Services	-	50	2,664	
315	Management Service	80,000	2,808	51,624	64.5%
318	Professional Growth	178,220	509	160,430	90.0%
319	Prof/Tech Service - Instr.	1,967,528	125,648	1,409,686	71.6%
321	Cleaning Service	5,800	962	2,898	50.0%
322	Repair and Maintenance	2,424,508	289,693	1,995,364	82.3%
324	Rental	880,000	58,089	736,820	83.7%
325	Electricity	2,063,000	146,595	1,443,039	69.9%
326	Natural Gas/Heating Fuel	467,000	39,497	355,169	76.1%
327	Water/Sewer	784,280	33,591	487,213	62.1%
328	Garbage	316,200	27,969	247,436	78.3%
329	Other Property Service	70,000	612	23,787	34.0%
331	Pupil Transportation	7,037,065	929,156	5,988,479	85.1%
332	Pupil Trans - Other	109,725	12,241	110,458	100.7%
341	Travel - In District	29,639	1,486	15,143	51.1%
342	Travel - Out of District	166,621	5,474	145,120	87.1%
344	Training - In District	-	-	-	
345	Training - Out of District	-	-	-	
351	Telephone	350,000	23,160	330,995	94.6%
353	Postage	47,437	78	21,539	45.4%
354	Advertising	56,300	132	5,885	10.5%
355	Printing	5,000	-	-	0.0%
360	Charter School	21,020,994	1,707,074	19,316,981	91.9%
371	Tuition Payments	52,600	-	5,359	10.2%
374	Other Tuition Payments	-	-	-	
381	Audit	60,000	24,000	58,100	96.8%
382	Legal	155,000	2,243	69,518	44.9%
383	Arch/Eng. Svcs	80,000	1,900	19,325	24.2%
384	Negotiations	45,000	12,646	12,774	28.4%
388	Elections	20,000	-	-	0.0%
389	Prof/Tech Service	1,778,664	246,812	1,576,338	88.6%
390	Other General/Prof/Tech Svc	-	-	-	
391	Licensed Substitutes	2,240,473	247,074	2,089,272	93.3%
392	Classified Substitutes	702,611	100,503	947,521	134.9%
	Total Purchased Services	\$ 43,193,664	\$ 4,040,003	\$ 37,628,937	87.1%

*Medford School District 549C
Expenses By Object
April 30, 2026*

Obj	Description	Budget 2025-26	Month Actual	YTD Actual	YTD Exp % of Budget
410	Supplies/Materials	2,617,386	171,369	1,644,853	62.8%
412	Student Rewards	-	-	-	
420	Textbooks	267,800	1,724	261,093	97.5%
430	Library Books	141,350	8,938	51,000	36.1%
440	Periodicals	6,784	-	5,652	83.3%
450	Food	-	5,454	94,147	
451	Travel Meals	-	851	8,567	
460	Non-Consumable	708,233	112,265	902,735	127.5%
470	Computer Software	2,642,041	34,114	2,430,095	92.0%
471	Accelerated Reader Software	2,165	-	-	0.0%
480	Hardware less than 5K	895,572	19,779	317,864	35.5%
	Total Supplies and Materials	\$ 7,281,330	\$ 354,493	\$ 5,716,006	78.5%
520	Bldgs. Acquisition	-	-	-	
530	Site Improvement	-	-	367	
541	Equipment over 5K	210,000	-	29,653	14.1%
542	Replacement Equipment	165,000	-	147,423	89.3%
550	Technology over 5K	-	-	-	
555	SBITA (GASB 96)	1,300,000	-	-	0.0%
556	Lease (GASB 87)	600,000	-	-	0.0%
	Total Capital Outlay	\$ 2,275,000	\$ -	\$ 177,442	7.8%
613	Redemption of Principal GASB 87/96	-	-	-	
614	Interest GASB 87/96	-	-	-	
640	Dues/Fees/Memberships	316,746	15,053	278,260	87.8%
651	Liability Insurance	842,130	-	842,130	100.0%
653	Property Insurance	829,831	-	831,376	100.2%
655	Judgements and Settlements	10,000	-	9,186	91.9%
690	Indirect Charges	5,000	-	-	0.0%
	Total Other Objects	\$ 2,003,707	\$ 15,138	\$ 1,961,378	97.9%
790	Interfund Transfers	11,948,000	-	11,948,000	100.0%
	Total Transfers	\$ 11,948,000	\$ -	\$ 11,948,000	100.0%
	Subtotal Expenditures and Transfers	\$ 203,703,413	\$ 15,263,754	\$ 152,340,321	74.8%
810	Contingency & Unappropriated Fund Balance	18,300,686	(1,976,644)	50,070,914	273.6%
	Total General Fund Requirements/Reserves	\$ 222,004,099	\$ 13,287,109	\$ 202,411,236	91.2%
	SPECIAL REVENUE FUND	58,418,635	4,902,630	34,344,611	58.8%
	DEBT SERVICE FUND	20,428,100	750	10,077,192	49.3%
	CAPITAL PROJECTS FUND	467,099	-	8,033	1.7%
	TRUST FUND	726,595	-	182,897	25.2%
	TOTAL USES EXCLUDING STUDENT BODY FUND	\$ 302,044,528	\$ 18,190,489	\$ 247,023,969	81.8%



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Board Operating Agreement Approval
Item Type:	Action
Administrator:	Board Chair Kendell Ferguson
Objective:	Review and adopt the proposed revisions to the Board Operating Agreement

Background: At the Board meeting on September 18, 2025, the Board Operating Agreement (BOA) was revised. During the discussion, it was proposed that Board members revisit the agreement after a six-month trial period for the time limit specified in the school visit section. At the April 9 Work Session the Board revisited the BOA and proposed revisions to be adopted at this meeting.

Additional Materials: [Revised BOA](#); [Final-draft BOA](#)

Recommendation: Review and adopt the proposed revisions to the BOA.

Suggested Motion: *“I move to adopt the Board Operating Agreement as presented.”*

How we work together

No surprises: We agree to ask the Board Chair or the Superintendent to place an item on an upcoming agenda to allow board members and staff to engage with the topic. The Board commits to only amending a meeting agenda, during a meeting, to add items where district operations necessitate a board decision.

Follow the chain of command: When a member receives an informal complaint, direct the person to solve the problem at the lowest level, which for policy issues is the Board. While members support constituents in the complaint process, they will be mindful to avoid hearing the substance of the issue and will refer complainants to district [Policy KL](#) when appropriate. Members will keep the Superintendent informed of potential formal complaints.

Own the collective decision-making process: The Board is committed to hearing all points of view, but once the Board makes a majority decision, all members should respect the decision.

Exemplify the governance role: The Board governs through regularly reviewed policies prioritizing student needs, complying with the law, and involving the affected parties in development and revisions. We will consistently maintain and apply District policies while being aware of and recognizing any situation's potential uniqueness.

Vision Directed Leadership: The Board will set clear goals for themselves and the Superintendent. The Board and Superintendent will set clear goals for the District.

Assessment and Evaluation: Objectively evaluate the Superintendent's performance and provide constructive feedback. Regularly conduct a board self-assessment/evaluation of the Board's performance. Annually establish professional development goals for the Board. Commit to participate in Board professional development.

How we meet

Utilize input: The Superintendent should make recommendations, proposals, or suggestions on matters before the Board.

The Board acts only as a body: Individual Board members do not have authority. Only the Board as a whole has authority.

Respectful meetings: We agree to avoid words and actions that negatively impact an individual, the Board, or the District. We agree that we can disagree and will do so using common courtesy and respect for others, [not interrupt others, and not dominate meetings to allow all to have a voice](#). The Board will not react to impromptu complaints on the spot but will assure any individual(s) that the School District will follow up appropriately.

Be prepared: We agree to read all materials and seek clarification and information as needed before the Board meeting. Members will voice significant concerns about a proposal to the Superintendent or Board Chair in advance when possible.

Avoid marathon Board meetings: Members will make points as concisely as possible; speeches at Board meetings will be minimal. If a Board member does not have enough information to decide based on the information provided in the meeting agenda and attachments, the member should notify the Superintendent or Board Chair before the meeting. We agree to move to the question when the discussion is repetitive.

Executive/closed sessions: These will be held only for legally appropriate subjects. Board members will uphold confidentiality on all matters arising from the Board meeting in executive session.

Agenda Development: The Board Chair, Vice Chair, and one rotating member will meet at least one week before the Board meeting to prepare the agenda for the next meeting, work session, and executive session if applicable. The Board Secretary will email the draft agenda to the Board members following the agenda planning meeting. If the agenda is changed following the email, the Superintendent will communicate the change(s) via a follow-up email. Board members should contact the Chair to place an item on the agenda. Meeting materials will be available (email, hard copy, etc.) to the members approximately a week prior to the Board meeting. The consent agenda will include routine items all members agree to approve, such as personnel actions and annual appointments.

Work Study Session Topics: Work study sessions are intended to present background or in-depth information. The Board will meet annually to determine topics of interest aligned to District priorities. Additional required district reporting may also take place during work study sessions. The Board secretary will prepare and maintain the Board Presentations Calendar, which is updated monthly and emailed to members.

How we communicate

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Communication between Board and District patrons: To ensure that Board conversations and deliberations do not occur by email, the Board Chair should respond on behalf of the whole Board, with all Board members included in responses. The Board Chair may consult with the Superintendent and Vice Chair before responding. Responding to individual emails without copying the full Board is acceptable as

long as the Board member clarifies the opinions are their own.

In certain situations, and after consultation with the Superintendent, the Chair may prefer to delegate the response to the Communications Director or the District's attorney. Responses to community communications should occur within 72 hours of receipt. The chair will delegate if they are unable to meet this deadline. Use good judgment when replying to individual emails; confer with the Board Chair when in doubt.

Communication between Board and legal counsel: Legal counsel is responsible to the whole Board. The Board Chair or Superintendent will refer questions to legal counsel as necessary. Any legal opinion sought involving the Superintendent's employment or performance must be made to the Board Chair, with notice provided to other members. A Board member may request a legal opinion on different matters after consultation with the Board Chair.

Communication between Board and the media: While all members of the Board have the right to speak with the media, members must speak with a unified voice and after consultation with the Board Chair or Superintendent. When discussing Board decisions, policies, or individual views, Board members may speak in their individual capacity, provided they make it clear they are not speaking on behalf of the entire Board. Issues of a controversial nature should be referred to the Superintendent and the District Communications Director. In problems involving personnel matters, appeals, or other issues involving legal counsel, members will refer the media directly to the Superintendent, who may then consult with the District counsel.

School visits: Official school visits by Board members shall be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Board members will coordinate with the Board secretary 24 hours in advance and provide the estimated amount of time expected for the visit (not to exceed 1.5 hours), as well as the purpose. The Board secretary will notify the principal as soon as possible, prior to school visits. The Board secretary will inform the other Board members of the request and attempt to coordinate the requested visit so that two to three Board members are able to attend the requested visit, ~~if possible. If no other Board members are able to attend, then the Board secretary, superintendent, and/or school principal shall arrange for a second person of their choosing to attend the visit.~~ This does not include officially scheduled Board events organized by the superintendent.

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Adopted: September 19, 2024
Revised/Readopted: September 18, 2025
Revised/Readopted: xx/xx/xx



EXECUTIVE SUMMARY

Meeting Date:	May 21, 2026
Agenda Item:	Board Retreat Date Discussion & Approval
Item Type:	Action
Administrator:	Board Chair Kendell Ferguson
Objective:	Discuss calendar availability and schedule the summer Board Retreat date

Background: At this meeting the Board will review calendars and establish a date that is available to all Board members to meet for the annual Board Retreat.

Additional Materials: Dates for consideration: June 20, July 25, September 4

Recommendation: N/A

Suggested Motion: *“I move that the Board schedule the Board Retreat on _____ (date).”*