



2025-26 Board of Directors

Board Chair: Mackenzie Strawn **Board Vice-Chair:** Alisha Oliver
Board Members: Erin Cramer, Mike Wagner, Mark Henderson, Coral Ford, & Brunk Conley
Student Representatives to the Board, Rylie Worcester & Amalia Bell
Superintendent, Lee W. Loving
Director of Business & Fiscal Services, Rhonda Allen
Director of Human Resources, Danielle Blackwell
Director of Teaching & Learning, Nicole Duncan
Interim Director of Special Programs, Melissa Glover
Director of Nutrition Services, John Barnes
Director of Facilities, Dave Parsons
Superintendent/School Board Executive Assistant, Tonia Whisman

Regular Session

Thursday, September 18, 2025 ~ 6:00 PM

NSSD District Office/Santiam Room

1155 N 3rd Ave

Stayton, OR 97383

<https://youtube.com/live/n1qiFR45JOI?feature=share>

1. CALL REGULAR SESSION TO ORDER

(times for agenda items are estimated)

2. AGENDA APPROVAL

Changes to the agenda after posting on September 12, 2025 will be acknowledged:

Added Attachments-

*8.0 - 9.2025 Board Report Facilities

*20. - Sept 2025 Est. Enrollment Totals

RECOMMENDED MOTION-AGENDA APPROVAL

I move that the Board approve the agenda as modified.

3. CONSENT AGENDA

3.1. Action: Approval of Meeting Minutes

08.21.25 minutes-DRAFT

6

6

3.2. Action: Approval of New Hires

11

New Hires (Board Action Required)

Lucas Vinson: SMS/LRC
Hailey Counes: SUB/LA (start date 10/20/2025)
Bradley Mendenhall: SHS/English

Resignations (Informational Only)

Rebecca Boyd: SHS/English
Sept 2025 Licensed Staff Report

11

3.3. Action: Approval of Consent Agenda

RECOMMENDED MOTION-CONSENT AGENDA

I move that the Board approve the Consent Agenda as [presented] [modified].

4. STUDENT BUSINESS:

6:05

4.1. Oath of Office

Rylie Worcester will take her oath of office for the 2025-26 school year.

"I, Rylie Worcester, will support the Constitution and the laws of the United States, the state of Oregon and the laws thereof, and the policies of the North Santiam School District, and will discharge the duties of Student Representative to the NSSD Board to the best of my ability".

4.2. ASB Activities Report: Rylie Worcester/Amalia Bell

Sept ASB School Board Presentation 2025-2026

12

12

5. CITY COUNCIL LIAISON REPORTS:

6:15

This standing agenda item is for reports from the Stayton, Sublimity and Lyons City Council Liaisons:

Stayton: David Patty - not present

Sublimity: Tass Morrison

Lyons: Mike Wagner

6. TEACHING & LEARNING REPORT: Nicole Duncan

6:25

29

After receiving the Director of Teaching & Learning's report, the Board will consider the request for postponement of Health and Social Studies Instructional Materials adoptions.

POSSIBLE MOTION- HEALTH CURRICULUM ADOPTION POSTPONEMENT

I move that the Board approve the district's request to postpone the adoption of Health instructional materials for implementation in the 2026-2027 school year.

POSSIBLE MOTION- SOCIAL STUDIES CURRICULUM ADOPTION POSTPONEMENT

I move that the Board approve the district's request to postpone the adoption of Social Studies instructional materials for implementation in the 2026-2027 school year.

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<u>7. 2024-25 EXIT INTERVIEW SUMMARY: Danielle Blackwell</u>	<u>32</u>
6:35	
2024-25 Exit Interview Board Report	32
<u>8. FACILITIES REPORT: Dave Parsons</u>	<u>34</u>
6:45	
09_2025_Board Report_Facilities	34
<u>9. BUSINESS & FISCAL SERVICES REPORT: Rhonda Allen</u>	<u>57</u>
6:55	
Financial Board Report Aug2025	57
Financial Board Report PPT- August 2025	69
<u>10. SUPERINTENDENT'S REPORT: Lee W. Loving</u>	
7:05	
<u>11. LICENSED/CLASSIFIED UNION REPORTS: Union Reps.</u>	
7:15	
<u>12. PUBLIC COMMENT</u>	
7:20	
<u>13. OSBA ELECTIONS</u>	
7:40	
<u>14. POLICY UPDATES/FIRST READING</u>	<u>76</u>
7:50	
BCF - Advisory Committees to the Board	
CEA - Educational Belonging Advisory Committee (proposed new)	
IGBHD- Program Exemptions	
JOA - Directory Information	
IKF - Graduation Requirements (attachment not included)	
BCF -Advisory Committees to the Board 09.18.25	76
CEA -Educational Belonging Advisory Committee 09.18.25	78
IGBHD -Program Exemptions 09.18.25	80
JOA -Directory Information 09.18.25	81

<u>15. BOARD GOALS: Alisha Oliver</u>	<u>83</u>
8:30	
Proposed 2025-2026 Board Goals	83
<u>16. BOARD OPERATING PROTOCOL: Erin Cramer</u>	<u>84</u>
8:35	
Proposed Board Operating Protocol	84
<u>17. SUPERINTENDENT EVALUATION: Erin Cramer</u>	<u>85</u>
8:40	
<i>The Board will review the proposed changes to the Superintendent Evaluation document and process as prepared by Erin Cramer & Brunk Conley based on discussions from the August 28, 2025 board work session.</i>	
Proposed New NSSD Supt Evaluation Tool	85
<u>18. BOARD REFLECTIONS/ANNOUNCEMENTS</u>	
8:45	
<u>19. FUTURE AGENDA ITEMS</u>	<u>94</u>
8:55	
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<u>20. INFORMATION ONLY</u>	
9:00	
20.1. Field Trip Report:	101
Sept 2025 Field Trip Report	101
20.2. Student Enrollment:	103
The estimated enrollment for the start of the 2025-26 school year is listed below. Refer to the attachment for a breakdown by grade at each location and totals from previous months in the school year.	
Mari-Linn: 174	
Sublimity: 401	

Stayton Elementary: 320
Stayton Intermediate/Middle: 461
Stayton High: 638
Locust Street Academy: 38
Stayton Virtual Academy: 55
Total: 2087 + 31 PreK = 2118
Sept 2025 Estimated Enrollment Totals

103

20.3. Upcoming Board Events & Activities:

October 1, 2025: OSBA Fall Regional Meeting
5:30 dinner/6:00 meeting ~ WESD, 2611 Pringle Rd SE, Salem

October 6, 2025: Soup with the Supt
6:30-7:30 pm ~ SHS Library

October 16, 2025: Regular Session Board Meeting
6:00 pm ~ District Office/Santiam Room

21. ADJOURN

9:05 (estimated)

EQUAL OPPORTUNITY EMPLOYER

The North Santiam School District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, national origin, gender identity (including gender expression), sexual orientation, disability, marital status or age or because of the race, color, religion, sex, national origin, disability, marital status or age of any other persons with whom the individual associates. This meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours prior to the meeting. If you require special accommodations, please contact Tonia Whisman at the North Santiam School District Office at 503-769-4928.



North Santiam School District
1155 N 3rd Ave - Stayton, OR 97383
www.nssd29j.org

2025-26 Board of Directors

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*Access to the agenda and meeting materials can be located on the District website at
www.nssd29j.org > [Board of Directors](#) > [Agendas/Meeting Minutes](#)*

Thursday, August 21, 2025 Regular Session
NSSD District Office/Santiam Room, 1155 N 3rd Ave, Stayton, OR 97383 ~ 6:00 PM
<https://youtube.com/live/Qo7wi8nvYeY?feature=share>

MINUTES - DRAFT

1. CALL REGULAR SESSION TO ORDER

The Board Chair called the meeting to order at 6:00 pm with all board members present except Mark Henderson who was expected to join virtually. He noted that Student Rep. Amalia Bell was present and Rylie Worcester was absent with prior notice. He then led everyone in the Pledge of Allegiance.

2. AGENDA APPROVAL

Changes to the agenda after posting on August 15, 2025 were acknowledged:

Added Attachments-

***9.0 - Financial Board Report July2025**

***13 - JFCEB & JFCEB-AR1-Personal Electronic Devices**

***14 - KL-AR1- Public Complaint Procedure**

Revised Attachment

***3.2 - Aug 2025 Licensed Staff Report2**

MOTION-AGENDA APPROVAL

Motion that the Board approve the agenda as modified.

Motion Made By: Alisha Oliver

Vote: 6-0, motion passed

3. CONSENT AGENDA

3.1. Action: Approval of Meeting Minutes

07.17.25 Minutes-DRAFT

3.2. Action: Approval of New Hires

NEW HIRES-BOARD ACTION REQUIRED

Tobias Winningham: SMS/Math

Jordan Jones: SUB/4th grade

Tanner Ramsden: SHS/Counselor

EXISTING STAFF/NEW POSITIONS-BOARD ACTION REQUIRED

Jessica Roth: SIMS/Interim Asst. Principal

Thomas Smith: SIMS/Interim Dean of Students

EXISTING STAFF/NEW APPOINTMENTS-BOARD ACTION REQUIRED

Michael Proctor: SHS/Asst. Principal

Matthew Olson: SIMS/Interim Principal

INFORMATIONAL ONLY-RESIGNATIONS

Elijah Neves: SHS/ELD

[Aug 2025 Licensed Staff Report2](#)

3.3. Action: Approval of Consent Agenda

MOTION-CONSENT AGENDA

Motion that the Board approve the Consent Agenda as presented.

Motion Made By: Alisha Oliver

Vote: 6-0, motion passed

4. BOARD RECOGNITIONS

4.1. Laura Wipper

The Board Chair asked for a motion to present the NSSD Golden Eagle award to Laura Wipper for her 20 years of service as an NSSD board member. Board members, NSSD staff and invited guests expressed their appreciation for her dedication and commitment while serving.

MOTION-GOLDEN EAGLE AWARD

Motion that the Board present Laura Wipper with the Golden Eagle award for her 20 years of board service.

Motion Made By: Brunk Conley

Vote: 6-0, motion passed

Mark Henderson logged into the meeting virtually during this agenda item

4.2. Erin Cramer - Board Chair service

The Board honored Erin Cramer for his service as Board Chair during the 2023-24 and 2024-25 school years.

5. **RECESS**

The Board Chair called for a recess from 6:20-6:30 pm.

6. **STUDENT BUSINESS**

Amalia Bell, 2025-26 Student Rep. to the School Board, took the following oath of office:

"I will support the Constitution and the laws of the United States, the state of Oregon and the laws thereof, and the policies of the North Santiam School District, and will discharge the duties of Student Representative to the NSSD Board to the best of my ability".

7. **CITY COUNCIL LIAISON REPORTS:**

This standing agenda item is for reports from the Stayton, Sublimity and Lyons City Council Liaisons:

Stayton: not present

Sublimity: no report

Lyons: Mike Wagner reported on progress of the road construction in front of Mari-Linn School as part of the Safe Routes to Schools grant.

8. **TEACHING & LEARNING REPORT: Nicole Duncan**

This month's report included information regarding the district's assessments and utilizing diagnostic data for instructional practices. The report can be viewed at the link below.

[Teaching & Learning Board Report August 2025.docx](#)

9. **BUSINESS & FISCAL SERVICES REPORT:**

Rhonda Allen was not present during the meeting. Supt Loving presented the financial report which can be viewed at the link below.

The General Fund statements included the actual revenues and expenditures from July 1, 2025, through July 31, 2025, and projections through June 30, 2026. The estimated General Fund Ending Fund Balance was \$4,925,293. Contingency and Unappropriated Ending Fund Balance equal \$1,420,716 of the Fund Balance total. The projected beginning fund balance is based on unaudited Numbers.

[Financial Board Report July2025](#)

10. **SUPERINTENDENT'S REPORT: Lee W. Loving**

Key points included:

- Acknowledgement of new building and union leadership
 - Jamie McCarty - SHS Principal
 - Matt Olson - SIMS Principal
 - Jessica Roth - SIMS VP/AD
 - Corrie Boock - Licensed Union President
- SummerFest event recap
- Appreciation for Canyon Baptist Fellowship Church, Santiam Chapel and the Lyons community for the work they did the previous weekend on the grounds of Mari-Linn School
- Review of professional development and staff trainings that have occurred over the summer
- Introduction of the new district communication tool called *ParentSquare*. It will deliver messages, newsletters, and announcements to families and offer opportunities for them to stay connected with everything that is happening around the district.

- Brief overview of Oregon SD 141 (2025 Education Accountability Act) and the district’s anticipated response.

11. LICENSED/CLASSIFIED UNION REPORTS: Union Reps.

Coorie Boock was present to introduce herself as the new Licensed Union President. She shared the names of the VP (Nicole Shaffer), Treasurer (Chris Schielvert) and Secretary (Mandy Garibaldi) as well as the building representatives.

12. PUBLIC COMMENT

Three Salem/Keizer School District board members spoke individually regarding their desire to serve on the OSBA Board of Directors and Legislative Policy Committee. They were present to seek a nomination from the NSSD Board in order to be placed on the ballot for the next OSBA election as indicated below:

- Satya Chandragiri - OSBA Board of Directors, Marion Region
- Jennifer Parker - Legislative Policy Committee
- Krissy Hudson - Legislative Policy Committee

The Board Chair called for a recess from 7:08-7:15

13. POLICY UPDATE: JFCEB-Personal Electronic Devices

Supt. Loving introduced the district’s recommended changes to the following policy and accompanying AR that school districts will be required to adopt by October 2025 as a result of Governor Kotek’s Executive Order to restrict personal electronic devices at all times during the school day. It was noted the district will not enforce the policy during off-campus lunch for high school students or during bus rides to and from school. The policies can be viewed at the links below.

The Board discussed the policies and after a slight word change, agreed to approve the policy during the first reading so that it can be implemented on the first day of school. They approved the policy with the caveat that it must be reviewed January 2026 for effectiveness and operability.

MOTION-POLICY UPDATE

Motion to approve the replacement of policy JFCEB with a wording change to the first sentence of the second paragraph to exchange the use of “and” with “or”.

Motion Made By: Erin Cramer

AMENDED MOTION

Motion to approve the replacement of policy JFCEB with the suggested wording change and with the addition of the requirement that it be reassessed in January 2026.

Motion Made By: Brunk Conley

Vote: 7-0, motion passed

[JFCEB-replacement Personal Electronic Devices 08.21.25](#)

[JFCEB-AR1-Req for Personal Electronic Devices Exception-replacement 8.21.25](#)

14. ADMINISTRATIVE REGULATION UPDATE: KL-AR1- Public Complaint Procedure

Sup. Loving reviewed the suggested edits to KL-AR1 that will include language to allow the complaint process to be instigated electronically.

15. BOARD REFLECTIONS/ANNOUNCEMENTS

Highlights included:

- Appreciation that the Salem/Keizer Board Directors came in person to present their requests for nominations
- Mixed emotions about the manner in which the new electronic device policy is being implemented across the state but optimism regarding potential benefits for staff and students.
- Plans for onboarding the student representatives during a meeting the following week with Supt. Loving, the Board Chair and Vice-Chair the Supt/School Board Administrative Assistant
- Agreement to hold the 8/29/25 Board Work Session at the district office to avoid causing extra staff for building staff

16. INFORMATION ONLY

16.1. Future Agenda Items:

[Agenda Items Annual Calendar rev 04.24](#)

*request for more information regarding potential OSBA candidates

16.2. Upcoming Board Events & Activities:

Included in the meeting materials.

17. ADJOURN

The Board Chair adjourned the meeting at 7:59 pm.

EQUAL OPPORTUNITY EMPLOYER

ACTION REQUIRED			
NEW HIRES		SCHOOL	NOTE
Lucas Vinson		SMS	Start date 10/16/2025
Hailey Counes		SUB	Start date 10/20/2025
Bradley Mendenhall		SHS	English
EXISTING STAFF/NEW POSITIONS		SCHOOL	NOTE
EXISTING STAFF/NEW APPOINTMENT		SCHOOL	NOTE
FYI			
TRANSFERS			
Bryan King		SMS	LRC to Social Studies
NEW HIRES	DOH	SCHOOL	NOTE
RESIGNATIONS	DOT	SCHOOL	NOTE
Rebecca Boyd	10/18/2025	SHS	
RETIREMENTS	DOR	SCHOOL	NOTE
LEAVE OF ABSENCE	DOL	SCHOOL	NOTE



North Santiam School District

September 2025 Licensed Staff Board Report



SHS Student Representative
September 18th 2025 Report

Starting off the Year!

08/19 & 08/20: Link Trainings

09/02: Link Day!

09/05: First Assembly



Homecoming Week! 8/15-8/19!

So far:

- **9/17** Male Volleyball @SHS Main Gym
Seniors won!!!
- **9/18** Boys soccer game @Home 6pm with a bonfire after!

Coming up:

- **9/19** Hoco Assembly,
 - Hoco Parade @1:45 pm
 - Hoco game Vs. St Helens @7 pm + halftime show w/ Hoco court & fireworks!!!
- **9/20** Homecoming dance @7 in the SHS field house

PARADE SCHEDULE

Period 1	8:00-8:32
Period 2	8:37-9:09
ASSEMBLY	9:14-9:49
Period 3	9:54-10:26
Period 4	10:31-11:03
Period 5	11:08-11:40
OPEN CAMPUS LUNCH	11:40-12:20
Period 6	12:25-12:57
Period 7	1:02-1:34

Parade Starts at 1:45

Homecoming Week Spirit Days!

Spirit Day Themes!

- Monday (9/15): Tropical
- Tuesday (9/16): Camo
- Wednesday (9/17): Class Colors
- Thursday (9/18): USA
- Friday (9/19): Blue and Gold



Fall Sports are Back!

- Sports practices have been happening throughout the summer but official practice for fall sports started **9/2**
- Football had their first home game **8/29** against Philomath
- Cheer has started to practice, w/ 25 cheerleaders on their sideline team and they will have 12 cheerleaders on their competitive team!
- There will be a dance team but they're only recruiting people and building the team this year because it is too late to do competitions.
- XC had a home meet last Sat. next meet is this Sat. (optional)
- Volleyball had their first home game, **9/2** against Cottage Grove
- Girls Soccer had their first home game **9/2** against Cottage Grove
- Boys soccer kicked off the season with their first home game on **9/9** against seaside

Clubs

FFA!

- Chapter meeting is **9/24** with a back to school BBQ for members and parents!
- All Officers and some members will be attending the district leadership camp with Oregon FFA officers and capital district officers
- FFA was at the Harvest Festival and served the sponsor dinner!

Skills USA

- Skills USA had their first meeting last week with food to introduce themselves and the program!

Science Club

- New to the High School!
- First meeting **Sep. 22**

FBLA

- FBLA Is holding their first meeting **9/17**

Jesus Club

- First meeting **9/7** they meet every Monday!

Clubs

Book Club!

- Book Club has started up!
- Students select books as a group and read over one month
- Students meet every Wednesday during lunch in Mrs. Shafer's room!

Staff Book Club

- The staff have established who wants to go, and have selected their 1st book!
- Their first meeting is 10/6 and they meet after school!

Gaming Club

- Gaming club is getting started and is trying to bring in new members and brainstorm fundraising!
- They meet every **Tuesday** and **Thursday**

Cyberdyne


- Cyberdyne is planning an all night gaming event, w/ the gaming club!

Misc:

- Rotary Student applications have been handed out to nominated individuals!
- Drama Club will hold a meeting on **9/24** in Mr. A's room, and to kick off the 2025-2026 season, the first round of rehearsals will take place from **9/15 to 9/19** and all rehearsals are from **3:30-5:30 pm**
- Band has started practicing and they will be performing at the homecoming football game on Friday!
-

Thank you!





SHS Student Representative
October 16th 2025 Report



North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

Teaching and Learning Board Report September 2025

Items for Board Approval:

Request for Postponement of Health and Social Studies Instructional Materials Adoption

According to Oregon Administrative Rule (OAR) 581-022-2355, a school district may postpone the implementation of state-adopted instructional materials. To do so, the district must submit a formal application to the Oregon Department of Education, approved by the local school board.

The Department of Teaching and Learning requests postponements for two subject areas:

Health Instructional Materials:

Following the state's 2024 adoption of Health instructional materials for implementation in Fall 2025, the Board approved an initial one-year postponement. The Department of Teaching and Learning is now requesting an additional one-year postponement, which would schedule the adoption of these materials during the 2026-2027 school year for classroom implementation by Fall 2027. This revised timeline complies with the maximum two-year postponement window allowed under OAR 581-022-2355.

Action Requested: Will the Board approve the district's request to postpone the adoption of Health instructional materials for implementation in the 2026-2027 school year?

Social Studies Instructional Materials

The state adoption for Social Studies instructional materials is scheduled for 2025, with an original implementation date of Fall 2026. The Department of Teaching and Learning is requesting a one-year postponement for this adoption, which would move the implementation of new classroom materials to Fall 2027. This proposed timeline is within the allowable postponement period under state rules.

Action Requested: Will the Board approve the district's request to postpone the adoption of Social Studies instructional materials for implementation in the 2026-2027 school year?

Updates:

Welcoming New Staff

The beginning of the 2025-2026 school year included a comprehensive and highly effective orientation week for our 15 new staff members from August 18-22. The sessions were designed to ensure that all new personnel are well-prepared, fully integrated, and ready to contribute to our district's success from their first day.

To immerse new staff in our district's culture and values, the orientation dedicated eight hours to Teaching and Learning. These sessions focused on our district's mission and vision, The Four Habits of Teaching and Learning, and the neuroscience of how the brain learns. This foundational training was supplemented with in-depth work on core instructional models and

best practices. It included six additional hours of specialized AVID training on school-wide student engagement strategies facilitated by Vicky Storey.

The schedule was crafted to balance district-level training with building-specific preparation. Twelve hours were allocated for staff to work in their buildings, including building tours with administrators, classroom setup, and collaborative professional learning planning with mentors or district specialists.

Finally, the orientation covered the essential "nuts and bolts" of the district, with four hours dedicated to Human Resources policies and procedures. Sessions also provided hands-on training with key digital platforms like Clever, Google Classroom, and the Synergy SIS, familiarizing staff with curriculum resources and assessment schedules to ensure they are fully equipped for a productive school year.

Feedback from the new staff orientation was overwhelmingly positive. A post-orientation survey indicated that 100% of attendees felt the presenters modeled the 4 Habits of Powerful Teaching and Learning. When asked to share "three new a-has," responses highlighted significant shifts in perspective. One new teacher shared, "I lived in my amygdala for the last two years of my teaching... I understand that the amygdala... has to be managed in order for learning to occur... I'm doing a lot of great things in my teaching already, but never realized they are aligned with brain research!" Another key takeaway was to "Get students talking!" and "Being on the left of the rubric doesn't mean you're a bad teacher, it means you have room to grow!" The overall sentiment was best summarized by a participant who stated, "This has been a phenomenal training and I am SO excited to be a part of a district that is student-centered and teaches in ways that make learning meaningful and based on brain research!" We are thrilled to have these new staff members fully integrated into our district and serving our students.

August In-Service Week All Staff

Following the new staff orientation, the district held its annual August In-service to prepare all staff for the new school year. The week started with a "Welcome Back to School" rally before staff returned to their buildings for targeted professional development and collaborative work time.

A key focus of the in-service was K-3 Early Literacy, where we welcomed our new literacy consultant, Kari Tunstill. Her session aimed to deepen teachers' understanding of the Active View of Reading and emphasized foundational skills. It also highlighted our new phonics program, UFLI, which will be a great addition to our early reading programs.

Other professional development sessions included a full-day training for our secondary math teachers with consultant Shannon McCaw. This session focused on refining each course's first two unit plans to include built-in, documented student engagement and discourse structures. Additional sessions covered the Wayfinder curriculum, Renaissance, and required training for SpEd/504s/TAG and medical procedures. The schedule also prioritized time for Professional Learning Communities (PLCs), collaboration between classified staff and teachers, and for all staff to prepare their classrooms and buildings for the start of the school year.

The August In-service was a successful and energizing start to the year for our entire team, helping all staff become aligned and prepared for the students' return.

Strategic Themes and Focus Area Alignment:
Quality Staff
Teaching and Learning

Future Reports:

Division 22
Math and Literacy Professional Learning and Training
Integrated Guidance



2024-25 EXIT INTERVIEW DATA

Overview:

At the beginning of the 2024-25 school year, the District employed 293 staff members. During the year, 35 staff members exited the District. Of the thirty-five (35) employees who left the District from September 2024 through August 2025, eighteen (13) were certified, twenty (20) were classified, and two (2) were Director or administrator. This number does not include those who were temporarily assigned or transferred to other positions.

- Overall Retention Rate: 88%
- Voluntary Turnover: 25 staff (8.5%)
- Involuntary Turnover: (funding cuts + retirements): 10 staff (3.4%)

Demographics of Staff Who Exited: (September 2024-August 2025)

Breakdown by Job Category:

- Licensed: 13
- Director & Administrator: 2
- Classified: 20

Longevity of Service:

Years of Service	Number of Staff
Fewer than 3 years	13
3-5 years	11
6-10 years	4
10-15 years	2
More than 15 years	5

Overall Experience with the District: (25 responses)

- Excellent(12): 48%
- Good(9): 36%
- Poor(4): 16%

Would recommend District: (25 responses)

- Yes (20): 80%
- Unsure (4): 20%

Primary Motivations for Leaving:

(25 responses)

- Retirement (7)
- Personal reasons not related to my experience in this position (5)
- Dissatisfaction with position or the specific school or location where I work (3)
- Advancement in career/position change within education (5)
- Lack of adequate childcare, taking position closer to family, or seeking higher salary/benefits (5)

Plans for the Future:

(25 responses)

- Work for another Oregon School District (6)
- Retiring (5)
- Taking a position outside education (5)
- Not decided (3)
- Substitute teach, volunteer, or take a half-time position (3)
- Staying at home (3)

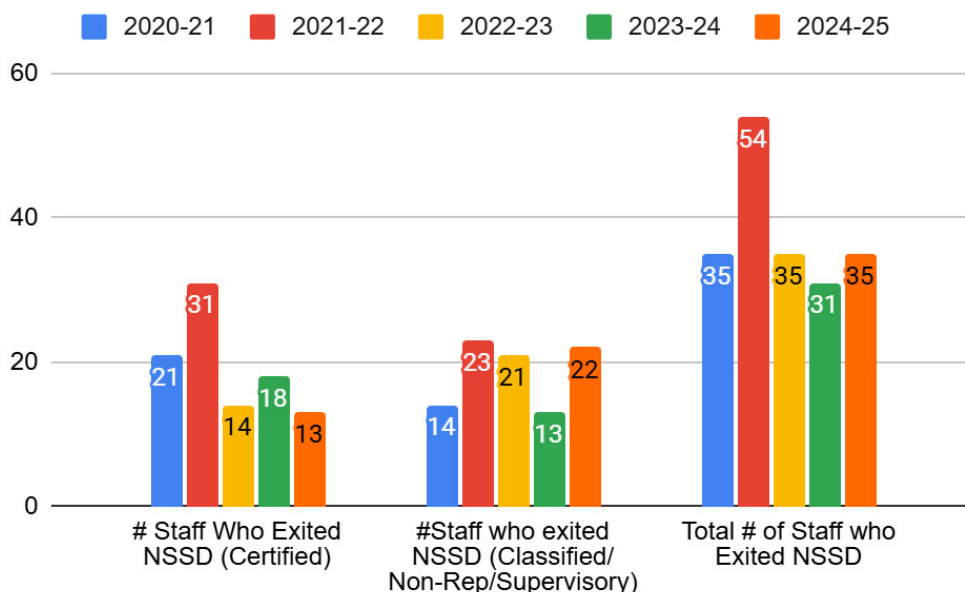
Positive Trends:

Staff highlighted strong student relationships, supportive peers, and positive school culture as meaningful aspects of their time with the district.

Suggestions for Improvement:

Themes included the need for more competitive pay and benefits, greater support in behavior management, stronger mentorship for new staff, and childcare/flexibility options.

Five-Year Data:



Board Report

NSSD Facilities Department
Director: Dave Parsons



Summer Projects

- LED Lighting Upgrade - ML and SUB
- Carpet Replacement - (1) Room @ ML, SIS, (2) @ SES
- Ramp - SUB
- Roof Repair -ML
- Parking lot Striping - SHS and SIMS
- Room Pass Through - SES
- Home Ec sink - SHS
- ³⁵ Gym Floor Refinishing - SIMS, SUB, SHS Field house
- General Deep Cleaning - District Wide



LED Lighting Upgrade



LED Lighting Upgrade



LED Lighting Upgrade



LED Lighting Upgrade

- Contracted Labor and Materials -----\$50,273
- District Purchased Light Fixtures -----\$24,898
- Miscellaneous Materials -----\$234
- Equipment Rental -----\$1,481

- Total -----\$76,886



Carpet Replacement



40



Carpet Replacement

- Materials -----\$7,250
- Equipment Rental -----\$358
- Tools-----\$219

- Total-----\$7,827



Sublimity Ramp

No Image
Available



Sublimity Ramp

- Contracted Ramp Installation-----\$5,163



Mari-Linn Roof



44



Mari-Linn Roof

Warranty work, no cost other than a lot of time sending emails to the roofing company.



Parking Lot Striping



Parking Lot Striping

- Contracted Lot Painting SHS -----\$5,281
- Contracted Lot Painting SMS-----\$4,617

- Total -----\$9,898



Stayton Elementary Pass Through



48



Stayton Elementary Pass Through

- District Maintenance
- Materials -----\$206



High School Home Ec Sink



High School Home Ec Sink

- Contracted Labor-----\$765
- Asbestos Abatement -----\$1953

- Total -----\$2718



Gym Floor Refinishing



Gym Floor Refinishing

- Three custodial staff, four gyms, one week.
- Materials-----\$7,046

- Average per gym-----\$1762



Upcoming Projects

- Varsity Softball Concession Stand -Permit
- SUB Safety Fence - Currently Evaluating



Custodial/Maintenance Staffing

- District - 2.5 Maint., 1.5 Grounds, .5 Cust.
- SHS - 1 Head Cust., 3.5 Evening Cust.
- SIMS - .5 Head Cust., 2 Evening Cust.
- SES - 1 Day Cust., 1 Evening Cust.
- SUB - 1 Day Cust., 1 Evening Cust.
- ML - 1 Day Cust., .5 Evening Cust



Questions

Thank you for your support of our students and staff.

Are there any questions?





North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

MEMORANDUM

TO: North Santiam SD Board of Directors

FROM: Rhonda Allen, Director of Business and Fiscal Services

DATE: September 10, 2025

SUBJECT: August 31, 2025, Financial Statements

Attached for your review are the financial statements for the 2025-26 fiscal year, covering the period through August 31, 2025.

Key Highlights:

- **General Fund:** The statements include both actual revenues and expenditures from July 1, 2025, to August 31, 2025, and projections through June 30, 2026.
 - The projected General Fund Ending Fund Balance is \$3,306,760.
 - Contingency and Unappropriated Ending Fund Balance equal \$1,420,716.
 - Please note that the projected beginning fund balance is based on unaudited figures.
- **Investments:** The district's investments, held in the Local Government Investment Pool, total \$17,220,045 and yielded a return of 4.60% through August 31, 2025.
- **Cash Flow:** The district's cash flow projection for all funds through June 30, 2026 is \$10,605,779.
- **Oregon's First Quarter Economic Forecast:**

The latest economic forecast reveals a projected decline in Oregon's financial outlook for the 2025-27 biennium, driven by federal tax changes and a rise in the state's unemployment rate.

 - **Budget & Revenue:**
 - **Reduced Resources:** General Fund and Lottery resources for the 2025-27 biennium are forecasted to be down by \$954.7 million.
 - **Federal Tax Impact:** Reductions in federal taxes are expected to lower Oregon's taxable income, which will consequently reduce state tax collections.
 - **Student Success Act:** Despite a slight dip in projected revenue from the Corporate Activity Tax, funding for the Student Success Act is noted as stable.
 - **Economic Indicators:**
 - **Unemployment:** Oregon's unemployment rate has reached 5%, its highest level since 2021.



North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

○ **State Reserves:**

- Strong Reserves: The state's reserve accounts remain robust, totaling \$3.419 billion.
- Education Stability Fund: This fund holds \$1.26 billion.
- Rainy-Day Fund: This fund contains \$2.15 billion.

The financial packet includes the following statements:

- General Fund Statement of Revenues Budget vs. Actual
- General Fund Statement of Expenditures Budget vs. Actual
- Food Service Statement of Revenue and Expenditures Budget vs. Actual
- Total Appropriations for the Fiscal Year
- Grant Funds and Special Revenue Funds
- Cash Flow

Please let me know if you have any questions or concerns regarding these statements.

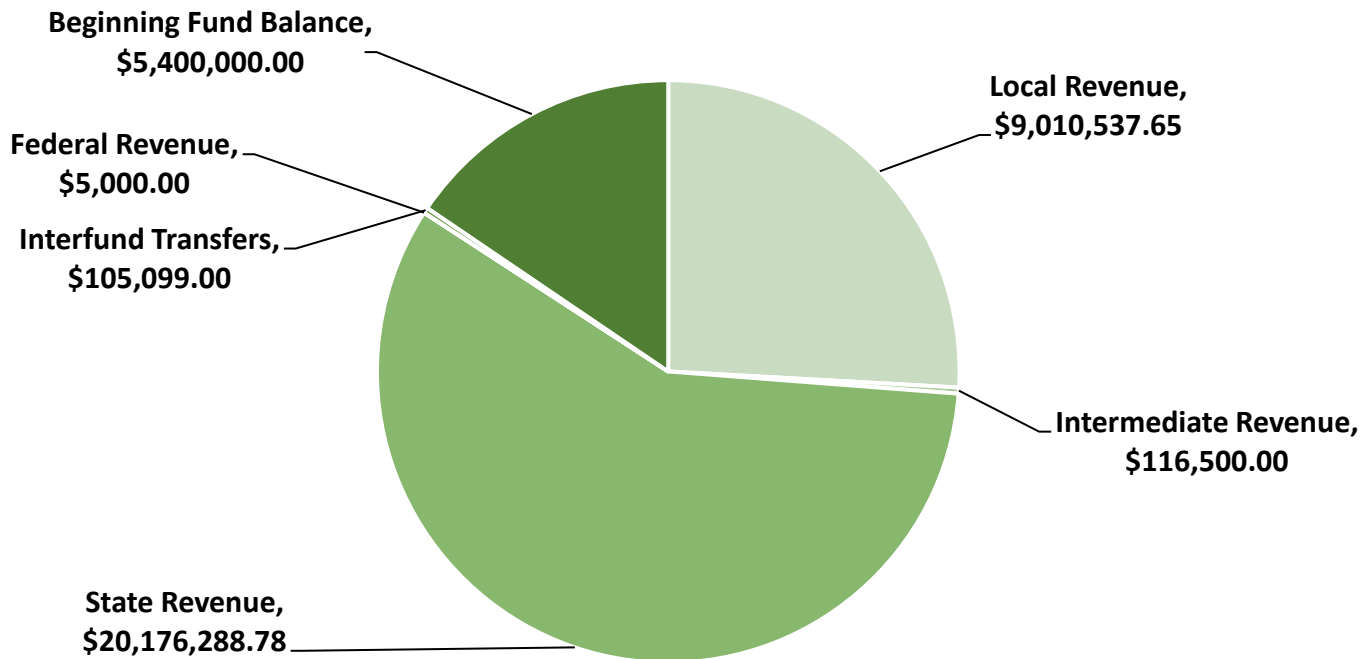
GENERAL FUND
 STATEMENT OF BUDGET REVENUE VS. ACTUAL

	2025-26 Budget	Actual YTD Rev. 8/31/2025	Projected Revenue 6/30/2026	Total Estimated 2025-26
1000 Revenue From Local Sources				
1111 Current Year's Taxes	7,908,600	-	8,066,772	8,066,772
1112 Prior Year's Taxes	141,225	-	138,401	138,401
1114 Payments in Lieu of Property Taxes	20,175	-	-	-
1510 Interest on Investments	500,000	122,420	502,580	625,000
1700 Fees	23,500	1,213	21,113	22,325
1910 Rentals	8,000	-	8,000	8,000
1960 Recovery of Prior Year Funds	-	40	-	40
1980 Fees Charged to Grants	140,000	-	140,000	140,000
1990 Miscellaneous	5,000	4,455	5,545	10,000
Total Revenue From Local Sources	\$ 8,746,500	128,128	8,882,410	9,010,538
2000 Revenue from Intermediate Sources				
2101 County School Funds	19,500	-	19,500	19,500
2102 General Education Service District Funds	97,000	-	97,000	97,000
Total Revenue from Intermediate Sources	\$ 116,500	-	116,500	116,500
3000 Revenue From State Sources				
3101 State School Fund—General Support	19,555,653	4,903,025	14,709,072	19,612,097
3103 Common School Fund	290,645	-	289,192	289,192
3104 State Managed County Timber	100,000	-	100,000	100,000
3107 State School Fund High Cost Disability	175,000	-	175,000	175,000
Total Revenue From State Sources	\$ 20,121,298	4,903,025	15,273,264	20,176,289
4000 Revenue From Federal Sources				
4801 Federal Forest Fees	5,000	-	5,000	5,000
Total Revenue From Federal Sources	\$ 5,000	-	5,000	5,000
5000 Revenue From Other Sources				
5200 Interfund Transfers	105,099	-	105,099	105,099
5400 Beginning Fund Balance**	4,800,000	-	5,400,000	5,400,000
Total Revenue From Other Sources	\$ 4,905,099	-	5,505,099	5,505,099
Total Resources	\$ 33,894,397	\$ 5,031,153	\$ 29,782,272	34,813,425.43
Unaudited Numbers**				
			Less Estimated Requirements	\$ 30,085,950
			Estimated Ending Fund Balance	\$ 4,727,476
			Less Contingency & UEFB	\$ 1,420,716
			Estimated Ending Fund Balance	\$ 3,306,760

GENERAL FUND
REVENUE PROJECTIONS

Funding Source	Budget	Actuals	Projected	Total Estimated
Local Revenue	\$8,746,500.00	\$128,128.11	\$8,882,409.54	\$9,010,537.65
Intermediate Revenue	\$116,500.00	\$0.00	\$116,500.00	\$116,500.00
State Revenue	\$20,121,298.00	\$4,903,025.00	\$15,273,263.78	\$20,176,288.78
Federal Revenue	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
Interfund Transfers	\$105,099.00	\$0.00	\$105,099.00	\$105,099.00
Beginning Fund Balance	\$4,800,000.00	\$0.00	\$5,400,000.00	\$5,400,000.00

GENERAL FUND REVENUE
PROJECTED



GENERAL FUND
STATEMENT OF BUDGET EXPENDITURES VS. ACTUAL

Expenditure Functions	2025-26 Budget	Actual YTD EXP 8/31/2025	Projected Expenditures 6/30/2025	Total Estimated 2025-26	(Over)/ Under Budget
1000 Instruction					
1111 Elementary, K-5 or K-6	5,909,356	8,479	5,230,461	5,238,940	670,416
1120 AVID Instruction	5,900	-	2,726	2,726	3,174
1121 Middle/Junior High Programs	3,074,165	12,429	2,796,273	2,808,702	265,463
1122 Middle/Junior High School Extracurricular	171,715	-	179,219	179,219	(7,504)
1131 High School Programs	3,500,371	3,945	3,149,368	3,153,313	347,058
1132 High School Extracurricular	798,147	30,500	727,522	758,022	40,125
1220 Restrictive Pgms for Students w/Disabilities	2,291,917	900	2,110,724	2,111,625	180,292
1223 Transitions	500	-	500	500	
1250 Programs for Students w/Severe Disabilities	1,271,860	697	1,378,853	1,379,550	(107,690)
1271 Remediation	604,205	-	592,121	592,121	12,084
1272 Title I-A	104,547	-	109,774	109,774	(5,227)
1281 Alternative Education High School	124,000	839	127,591	128,430	(4,430)
1285 District Options Academy	535,089	733	534,356	535,089	-
1291 English Second Language Programs	766,430	5,056	611,712	616,768	149,662
1292 Teen Parent Program	6,100	-	-	-	6,100
1460 Summer School, Middle/Jr High	800	-	-	-	800
Total Instruction	\$ 19,165,102	\$ 63,578	\$ 17,551,201	\$ 17,614,779	\$ 1,550,323
2000 Support Services					
2115 Student Safety	109,807	8,426	73,930	82,356	27,451
2120 Guidance Services	222,291	6,995	201,502	208,497	13,794
2134 Nurse Services	229,112	41,474	208,262	249,736	(20,624)
2139 Other Health Services	4,800	-	4,013	4,013	787
2142 Psychological Testing Services	3,000	936	2,064	3,000	-
2143 Behavior Specialists	-	-	84,732	84,732	
2152 Speech Pathology Services	134,852	-	134,674	134,674	178
2190 Service Direction, Student Support Services	352,021	56,521	339,745	396,266	(44,245)
2211 Teaching and Learning Service Area Direction	305,219	78,167	421,899	500,066	(194,847)
2213 Curriculum Development	132,150	10,896	27,476	38,372	93,778
2219 Other Improvement of Instruction Svcs	139,746	695	72,019	72,714	67,032
2220 Educational Media Services	315,092	12,411	305,949	318,359	(3,267)
2240 Instructional Staff Development	50,045	1,179	36,344	37,523	12,522
2310 Board of Education Services	130,575	16,206	98,600	114,807	15,768
2320 Executive Administration Services	575,400	73,506	521,095	594,601	(19,201)
2410 Office of the Principal Services	3,188,190	346,634	2,581,543	2,928,178	260,012
2510 Direction of Business Support Services	232,284	38,018	186,276	224,293	7,991
2520 Fiscal Services	427,127	76,636	343,087	419,723	7,404
2528 Risk Management Services	394,178	460,683	4,792	465,475	(71,297)
2541 Maintenance & Facilities Service Area Direction	278,399	46,542	237,175	283,716	(5,317)
2542 Care and Upkeep of Buildings Services	2,781,655	384,855	1,961,764	2,346,619	435,036
2543 Care and Upkeep of Grounds Services	171,414	24,820	115,741	140,560	30,854
2549 Other Operation and Maintenance Services	11,168	795	10,608	11,403	(235)
2550 Student Transportation Services	1,405,777	-	1,217,151	1,217,151	188,626

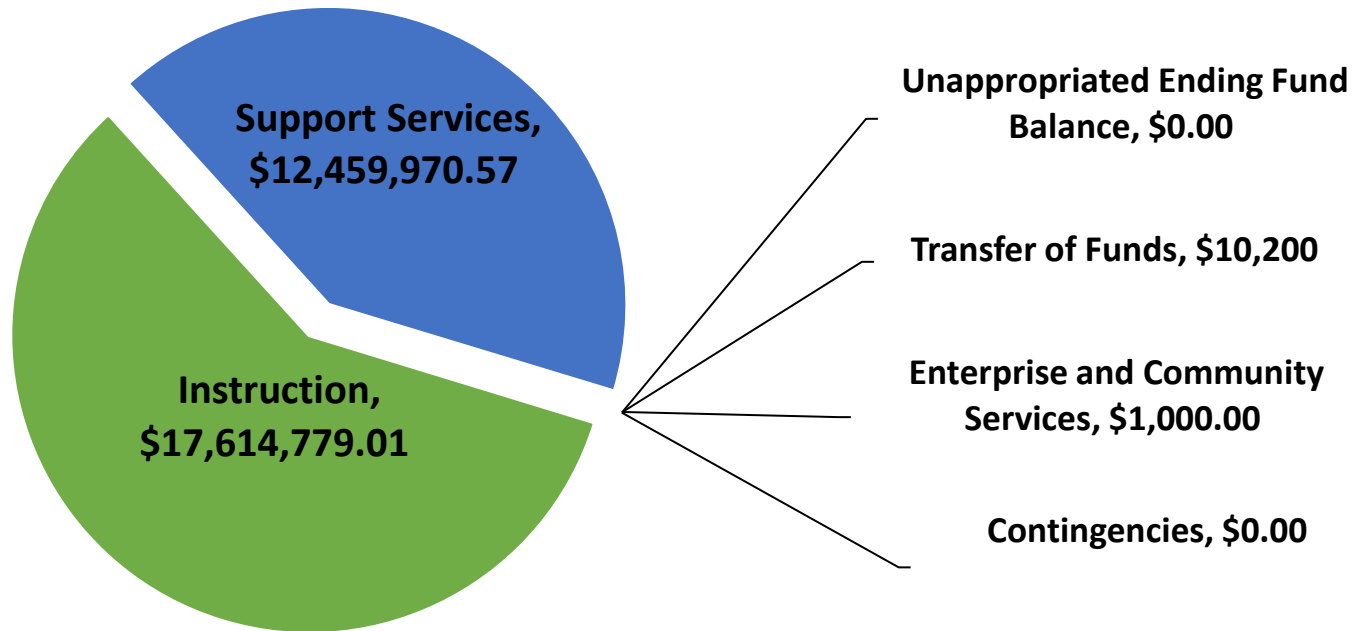
GENERAL FUND
 STATEMENT OF BUDGET EXPENDITURES VS. ACTUAL

Expenditure Functions	2025-26 Budget	Actual YTD EXP 8/31/2025	Projected Expenditures 6/30/2025	Total Estimated 2025-26	(Over)/ Under Budget
2558 Special Education Transportation Services	250,000	-	384,467	384,467	(134,467)
2630 Information Services	79,381	6,710	75,195	81,905	(2,524)
2640 Staff Services	261,032	40,304	208,361	248,665	12,367
2641 Human Resources Service Area Direction	234,436	41,526	196,594	238,121	(3,685)
2660 Technology Services	878,228	190,606	439,373	629,979	248,249
Total Support Services	\$ 13,297,379	\$ 1,965,540	\$ 10,494,431	\$ 12,459,971	\$ 922,140
3000 Enterprise and Community Services					
3360 Welfare Activities Services	1,000	1,000	-	1,000	-
Total Enterprise and Community Services	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	\$ -
5000 Other Uses					
5110 Long Term Debt Service	-	-	-	-	-
5200 Transfers of Funds	10,200	-	10,200	10,200	-
Total Other Uses	\$ 10,200	\$ -	\$ 10,200	\$ 10,200	\$ -
6000 Contingencies					
6110 Operating Contingency	490,716	-	-	-	490,716
Total Contingencies	\$ 490,716	\$ -	\$ -	\$ -	\$ 490,716
7000 Unappropriated Ending Fund Balance					
7000 Unappropriated Ending Fund Balance	930,000	-	-	-	930,000
Total Unappropriated Ending Fund Balance	\$ 930,000	\$ -	\$ -	\$ -	\$ 930,000
GENERAL FUND EXPENDITURES GRAND TOTAL	\$ 33,894,397	\$ 2,030,118	\$ 28,055,832	\$ 30,085,950	\$ 3,893,179

GENERAL FUND
EXPENDITURE PROJECTIONS

Expenditure Program	Budget	Actuals	Projected	Total Estimated
Instruction	\$19,165,102.00	\$63,578.28	\$17,551,200.73	\$17,614,779.01
Support Services	\$13,297,379.00	\$1,965,539.58	\$10,494,430.99	\$12,459,970.57
Enterprise and Community Services	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00
Transfer of Funds	\$10,200.00	\$0.00	\$10,200.00	\$10,200.00
Contingencies	\$490,716.00	\$0.00	\$0.00	\$0.00
Unappropriated Ending Fund Balance	\$930,000.00	\$0.00	\$0.00	\$0.00

GENERAL FUND EXPENDITURES
PROJECTED



FOOD SERVICE
 STATEMENT OF BUDGET REVENUE AND EXPENDITURES VS. ACTUAL

	2025-26 Budget	Actual as of 8/31/2025	Encumbered as of 8/31/2025	Total Estimated 2025-26	(Over)/Under Budget
REVENUE					
1610/1620 Daily Sales	70,350	1,526	40,831	42,357	27,993
1940 Services Provided Other LEA's	5,000	-	12,141	12,141	(7,141)
1990 Miscellaneous Revenue	1,000	-	260	260	740
3299 State Breakfast/Lunch SSA	243,150	-	243,150	243,150	-
4513 NSLP Breakfast	330,000	-	330,000	330,000	-
4515 NSLP Lunch	770,000	-	770,000	770,000	-
4519 Farm to School	15,000	-	-	-	15,000
4526 Summer Food	10,000	7,072	-	7,072	2,928
4910 USDA Commodities	90,000	-	90,977	90,977	(977)
5200 Interfund Transfers	10,200	-	10,200	10,200	-
5400 Beginning Fund Balance	270,000	-	36,045	36,045	233,955
TOTAL REVENUE	\$ 1,814,700	\$ 8,598	\$ 1,533,604	\$ 1,542,202	\$ 272,498
EXPENDITURES					
Enterprise and Community Services					
3100-100 Salaries	449,998	23,882	430,113	453,995	(3,997)
3100-200 Payroll Costs	422,457	12,326	328,588	340,914	81,543
3100-300 Contracted Services	21,500	1,544	675	2,219	19,281
3100-410 Supplies and Materials	78,500	3,564	44,248	47,812	30,688
3100-411 Fuel	1,000	49	951	1,000	-
3100-415 USDA Commodities	90,000	-	90,000	90,000	-
3100-450 Food	693,310	28,347	503,128	531,476	161,834
3100-460 Non-Consumable	30,240	1,409	4,556	5,966	24,274
3100-470 Computer Software	8,365	8,030	-	8,030	335
3100-480 Computer Hardware	1,500	-	-	-	1,500
3100-540 Equipment Replacement	12,000	-	-	-	12,000
3100-640 Dues and Fees	5,830	4,170	-	4,170	1,660
TOTAL EXPENDITURES	1,814,700	\$ 83,322	\$ 1,402,259	\$ 1,485,581	\$ 329,119

FOOD SERVICE EST EFB \$ 56,621

APPROPRIATIONS
BUDGET VS. ACTUAL

	Appropriations	YTD	Encumbrances	Totals	Resolutions	(Over)/Under Budget
General Fund (100)						
1000 Instruction	19,165,102	63,578	16,202,918	16,266,496		2,898,606
2000 Support Services	13,297,379	1,965,540	9,724,284	11,689,824		1,607,555
3000 Community Services	1,000	1,000	-	1,000		-
5200 Transfers	10,200	-	-	-		10,200
6000 Contingency	490,716	-	-	-		490,716
Sub Total	\$ 32,964,397	\$ 2,030,118	\$ 25,927,202	\$ 27,957,320	\$ -	\$ 5,007,077
Special Revenue Funds (200)						
1000 Instruction	2,970,708	74,408	1,724,575	1,798,983		1,171,725
2000 Support Services	3,897,957	214,644	1,502,131	1,716,775		2,181,182
3000 Community Services	129,399	3,222	68,064	71,287		58,112
4000 Facilities Acquisition	200,000	-	-	-		200,000
5200 Transfers	294,542	-	-	-		294,542
6000 Contingency	2,183,142	-	-	-		2,183,142
Sub Total	\$ 9,675,748	\$ 292,275	\$ 3,294,770	\$ 3,587,045	\$ -	\$ 6,088,703
Food Service Funds (299)						
3000 Community Services	1,814,700	83,322	1,312,259	1,395,581	-	419,119
Sub Total	\$ 1,814,700	\$ 83,322	\$ 1,312,259	\$ 1,395,581	\$ -	\$ 419,119
PERS Bond Debt Service (310.321.375)						
5100 Debt Service	5,401,000	-	5,374,537	5,374,537	-	26,463
6000 Contingency	1,261,754	-	-	-	-	1,261,754
Sub Total	\$ 6,662,754	\$ -	\$ 5,374,537	\$ 5,374,537	\$ -	\$ 1,288,217
Facilities (400,401,420,425,426,430,448)						
1000 Instruction Services	60,000	-	2,464	2,464		57,536
2000 Support Services	473,461	26,480	-	26,480		446,981
4000 Facilities Acquisition	2,510,579	7,925	148,143	156,068		2,354,511
5110 Debt Service	40,800	20,266	20,126	40,391		409
6000 Contingency	965,298	-	-	-		965,298
Sub Total	\$ 4,050,138	\$ 54,671	\$ 170,732	\$ 225,403	\$ -	\$ 3,824,735
Internal Service Funds (600)						
2000 Support Services	351,200	6,294	630	6,924		344,276
6000 Contingency	773,886	-	-	-		773,886
Sub Total	\$ 1,125,086	\$ 6,294	\$ 630	\$ 6,924	\$ -	\$ 1,118,162
Trust and Agency Fund (700)						
2000 Support Services	9,848	2,500	312	2,812	-	7,036
6000 Contingency	37,050	-	-	-	-	37,050
Sub Total	\$ 46,898	\$ 2,500	\$ 312	\$ 2,812	\$ -	\$ 44,086
Total Appropriations	56,339,721	2,469,180	36,080,443	38,549,623	-	17,790,098
Total Unappropriated	930,000	-	-	-	-	930,000
APPROPRIATION TOTAL	\$ 57,269,721	\$ 2,469,179.78	\$ 36,080,442.83	\$ 38,549,622.61	\$ -	\$ 18,720,098

NORTH SANTIAM SCHOOL DISTRICT 29J
FISCAL YEAR 2025-26, AS OF 8/31/2025

SPECIAL REVENUE FUNDS

Special Revenue Funds: MISC	Allocation	Beginning Fund Bal	YTD Revenue	YTD Exp/Enc	Fund Balance
201: Board Reserve	\$ -	\$ 1,791	\$ -	\$ -	\$ 1,791
202: Textbook Reserve	\$ -	\$ 1,006,350	\$ -	\$ -	\$ 1,006,350
205: CTE Construction House	\$ -	\$ 3,436	\$ -	\$ 2,100	\$ 1,336
230: Technology Services	\$ -	\$ 21,266	\$ 230	\$ -	\$ 21,496
240: E-Rate Category 1	\$ -	\$ 81,098	\$ -	\$ -	\$ 81,098
244: E-Rate Category 2	\$ -	\$ 11,895	\$ -	\$ -	\$ 11,895
249: SB 1149	\$ -	\$ 33,834	\$ 7,079	\$ -	\$ 40,913
278: Communication/Community Engagement	\$ -	\$ 39,081	\$ -	\$ -	\$ 39,081
281: PERS Increase Reserve	\$ -	\$ 1,775,000	\$ 12,775	\$ -	\$ 1,787,775
284: SHS Athletic Improvement Fund	\$ -	\$ 12,917	\$ 496	\$ -	\$ 13,413
TOTALS	\$ -	\$ 2,986,668	\$ 20,580	\$ 2,100	\$ 3,005,148

Special Revenue Funds: GRANTS	Allocation	Beginning Fund Bal	YTD Revenue	YTD Exp/Enc	Grant Balance
215: Title IV	\$ 42,418	\$ -	\$ -	\$ 1,379	\$ 41,039
219: Title III	\$ 13,895	\$ -	\$ -	\$ 200	\$ 13,695
221: IDEA 611	\$ 805,596	\$ -	\$ -	\$ 635,262	\$ 170,335
222: Carl Perkins CTE	\$ -	\$ -	\$ -	\$ -	\$ -
227: Title I-A	\$ 557,499	\$ -	\$ -	\$ 524,877	\$ 32,622
228: Title II-A	\$ 130,384	\$ -	\$ -	\$ 4,150	\$ 126,234
232: Outdoor School	\$ 68,841	\$ -	\$ -	\$ 46,749	\$ 22,092
247: IDEA 619	\$ 4,219	\$ -	\$ -	\$ -	\$ 4,219
251: Student Investment Act	\$ 2,173,538	\$ -	\$ -	\$ 1,260,370	\$ 913,168
252: High School Success	\$ 638,820	\$ -	\$ -	\$ 323,483	\$ 315,337
255: Preschool Promise	\$ 504,800	\$ -	\$ -	\$ 401,283	\$ 103,517
259: Career Pathways Program	\$ -	\$ -	\$ -	\$ -	\$ -
274: SIA - EIS	\$ 6,139	\$ -	\$ -	\$ -	\$ 6,139
275: Oregon Community Foundation	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000
276: OSU Grant	\$ -	\$ -	\$ -	\$ -	\$ -
279: Early Literacy Grant	\$ 142,395	\$ -	\$ -	\$ 92,453	\$ 49,942
283: PEEK Grant	\$ 65,000	\$ -	\$ -	\$ -	\$ 65,000
TOTALS	\$ 5,154,544	\$ -	\$ 1,000	\$ 3,290,205	\$ 1,864,339

FY25/26 REVENUE	July Actual	August Actual	September Estimated	October Estimated	November Estimated	December Estimated	January Estimated	February Estimated	March Estimated	April Estimated	May Estimated	June Estimated
General Fund Revenue												
Local Sources	\$57,631.85	\$66,482.05	\$97,181.62	\$102,425.43	\$6,932,578.81	\$489,924.22	\$242,792.69	\$129,608.84	\$277,900.32	\$120,894.12	\$115,707.17	\$469,921.94
Intermediate Sources	\$0.00	\$0.00	\$406.96	\$0.00	(\$898.82)	\$29,121.90	\$0.00	\$28,581.88	\$5,882.37	\$30,346.70	\$0.00	\$28,898.38
State Sources	\$3,269,337.00	\$1,633,688.00	\$1,624,346.53	\$1,622,955.10	\$1,622,955.10	\$1,622,955.10	\$1,775,255.17	\$1,622,955.10	\$1,655,732.88	\$1,470,436.97	\$1,808,291.88	\$152,930.32
Federal Sources	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Transfers	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$105,099.00
Other Sources	\$5,405,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total GF Cash In	\$8,732,468.85	\$1,700,170.05	\$1,721,935.11	\$1,725,380.53	\$8,554,635.10	\$2,142,001.23	\$2,018,047.86	\$1,781,145.82	\$1,939,515.57	\$1,621,677.78	\$1,923,999.05	\$756,849.64
Other Revenue												
Special Revenue Funds/BFB	\$3,410,953.91	\$65,323.39	\$40,530.51	\$499,525.22	\$309,822.55	\$387,155.54	\$332,713.72	\$2,301,020.28	\$550,615.50	\$283,182.74	\$1,517,711.01	\$955,503.29
Debt Service Funds/BFB	\$2,358,370.08	\$68,876.55	\$208,365.87	\$200,141.43	\$2,027,851.37	\$359,173.55	\$231,007.28	\$204,323.50	\$241,969.88	\$207,470.79	\$209,238.18	\$551,492.78
Capital Project Funds/BFB	\$3,799,930.92	\$554.00	\$5,824.64	\$20,602.20	\$115.83	\$172,480.95	\$1,401.54	\$1,401.54	\$15,992.18	\$7,708.30	\$0.00	\$90,891.73
Internal Service Funds/BFB	\$877,500.36	\$10,986.37	(\$27.18)	(\$26.18)	(\$40,907.42)	\$126,544.46	\$47,083.75	\$41,790.53	\$41,415.76	\$72,842.10	\$41,104.23	\$104,066.28
Trust and Agency Funds/BFB	\$54,708.79	\$0.00	\$0.00	\$0.00	\$0.00	\$10,212.33	\$0.00	\$0.00	\$0.00	\$0.00	\$2,188.36	\$0.00
Total Other Funds Cash In	\$10,501,464.06	\$145,740.31	\$254,693.85	\$720,242.67	\$2,296,882.33	\$1,055,566.82	\$612,206.30	\$2,548,535.85	\$849,993.32	\$571,203.93	\$1,770,241.78	\$1,701,954.09
Total Cash In	\$19,233,932.91	\$1,845,910.36	\$1,976,628.96	\$2,445,623.20	\$10,851,517.43	\$3,197,568.05	\$2,630,254.16	\$4,329,681.67	\$2,789,508.89	\$2,192,881.72	\$3,694,240.84	\$2,458,803.73
EXPENDITURES												
General Fund Expenditures												
Salaries	\$300,922.00	\$336,995.00	\$1,284,162.57	\$1,289,525.95	\$1,311,391.97	\$1,269,322.87	\$1,263,796.02	\$1,255,080.29	\$1,273,866.06	\$1,251,627.11	\$1,251,151.10	\$2,646,331.70
Associated Payroll Costs	\$160,632.00	\$215,145.00	\$790,857.20	\$843,513.55	\$795,286.66	\$869,547.73	\$818,138.95	\$800,552.80	\$805,040.21	\$804,456.50	\$806,210.06	\$1,512,702.69
Purchased Services	\$93,895.00	\$126,976.00	\$199,856.23	\$346,829.56	\$157,423.75	\$438,041.50	\$456,006.67	\$319,335.60	\$307,099.00	\$422,940.01	\$487,849.94	\$512,525.96
Supplies and Materials	\$79,737.00	\$65,512.00	\$59,605.31	\$97,112.99	\$41,818.23	\$33,717.94	\$73,283.56	\$21,805.73	\$31,095.34	\$46,728.96	\$52,242.38	\$23,683.66
Capital Outlay	\$41,841.00	\$4,576.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other Objects	\$348,917.00	\$5,554.00	\$8,803.48	\$4,058.38	\$13,171.87	\$2,992.02	\$2,764.04	\$1,895.17	\$5,117.90	\$7,172.22	\$2,626.22	\$1,002.20
Transfers	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,246.87	\$8,953.13
Reserves	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total GF Cash Out	\$1,025,944.00	\$754,758.00	\$2,343,284.79	\$2,581,040.42	\$2,319,092.49	\$2,613,622.06	\$2,613,989.24	\$2,398,669.60	\$2,422,218.51	\$2,532,924.80	\$2,601,326.55	\$4,705,199.34
Other Expenditures												
Special Revenue Funds	\$102,011.55	\$177,929.07	\$1,275,551.85	\$700,775.14	\$688,004.60	\$981,074.41	\$798,704.58	\$2,144,996.89	\$782,379.20	\$759,869.44	\$500,000.00	\$500,000.00
Debt Service Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$582,268.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,792,269.00
Capital Project Funds	\$51,168.75	\$1,445.00	\$1,010,812.62	\$217,605.02	\$147,221.44	\$11,748.35	\$326,201.16	\$16,623.92	\$13,249.53	\$15,664.47	\$324,619.96	(\$102,269.65)
Internal Service Funds	\$6,294.42	\$0.00	\$0.00	\$971,988.81	\$0.00	\$0.00	\$2,373.83	\$205,976.91	\$0.00	\$73,408.18	\$0.00	(\$232,155.65)
Trust and Agency Funds	\$2,000.00	\$500.00	\$0.00	\$7,340.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,642.02	\$14,681.13
Total Other Funds Cash Out	\$161,474.72	\$179,874.07	\$2,286,364.47	\$1,897,709.54	\$835,226.04	\$1,575,090.76	\$1,127,279.57	\$2,367,597.72	\$795,628.73	\$848,942.08	\$837,261.98	\$4,972,524.83
Total Cash Out	\$1,187,418.72	\$934,632.07	\$4,629,649.25	\$4,478,749.96	\$3,154,318.53	\$4,188,712.82	\$3,741,268.81	\$4,766,267.31	\$3,217,847.24	\$3,381,866.89	\$3,438,588.53	\$9,677,724.17
Total Additon/Deficit	\$18,046,514.19	\$911,278.29	(\$2,653,020.29)	(\$2,033,126.76)	\$7,697,198.89	(\$991,144.76)	(\$1,111,014.65)	(\$436,585.64)	(\$428,338.35)	(\$1,188,985.17)	\$255,652.30	(\$7,218,920.44)

	July	August	September	October	November	December	January	February	March	April	May	June
PROJECTED ENDING FUND BALANCE	\$18,046,514.19	\$18,957,792.48	\$16,304,772.19	\$14,271,645.43	\$21,968,844.32	\$20,977,699.56	\$19,866,684.90	\$19,430,099.27	\$19,001,760.91	\$17,812,775.74	\$18,068,428.05	\$10,849,507.61
Fund 100	\$7,706,524.85	\$8,651,936.90	\$8,030,587.22	\$7,174,927.33	\$13,410,469.95	\$12,938,849.11	\$12,342,907.73	\$11,725,383.96	\$11,242,681.02	\$10,331,434.00	\$9,654,106.50	\$5,705,756.80
Fund 200	\$3,308,942.36	\$3,196,336.68	\$1,961,315.34	\$1,760,065.42	\$1,381,883.37	\$787,964.50	\$321,973.64	\$477,997.03	\$246,233.33	(\$230,453.37)	\$787,257.64	\$1,242,760.94
Fund 300	\$2,358,370.08	\$2,427,246.63	\$2,635,612.50	\$2,835,753.93	\$4,863,605.30	\$4,640,510.85	\$4,871,518.13	\$5,075,841.63	\$5,317,811.51	\$5,525,282.30	\$5,734,520.48	\$1,493,744.26
Fund 400	\$3,748,762.17	\$3,747,871.17	\$2,742,883.19	\$2,545,880.37	\$2,398,774.76	\$2,559,507.35	\$2,234,707.74	\$2,219,485.37	\$2,222,228.02	\$2,214,271.85	\$1,889,651.89	\$2,082,813.27
Fund 600	\$871,205.94	\$882,192.31	\$882,165.13	(\$89,849.86)	(\$130,757.28)	(\$4,212.81)	\$40,497.11	(\$123,689.27)	(\$82,273.51)	(\$82,839.59)	(\$41,735.36)	\$294,486.58
Fund 700	\$52,708.79	\$52,208.79	\$52,208.79	\$44,868.22	\$44,868.22	\$55,080.55	\$55,080.55	\$55,080.55	\$55,080.55	\$55,080.55	\$44,626.88	\$29,945.75
CASH REPORT												
Monthly Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June
General Checking	\$2,680,027.97	\$1,179,642.38										
LGIP Main	\$14,040,849.00	\$16,959,749.90										
LGIP PERS UAL	\$61,688.95	\$385,818.21										
US Bank 2021 Bond	\$654,377.00	\$149,054.34										
Scholarship Checking	\$44,049.00	\$39,799.11										
	\$17,480,991.92	\$18,714,063.94	\$18,714,063.94	\$16,061,043.65	\$14,027,916.89	\$21,725,115.78	\$20,733,971.02	\$19,622,956.36	\$19,186,370.73	\$18,758,032.37	\$17,569,047.20	\$17,824,699.51
Monthly Ending Balance	July	August	September	October	November	December	January	February	March	April	May	June
General Checking	\$1,179,642.38	\$269,885.88										
LGIP Main	\$16,959,749.90	\$18,351,833.30										
LGIP PERS UAL	\$385,818.21	\$578,517.29										
US Bank 2021 Bond	\$149,054.34	\$225,072.63										
Scholarship Checking	\$39,799.11	\$39,299.11										
PROJECTED ENDING CASH BALANCE	\$18,714,063.94	\$19,464,608.21	\$16,061,043.65	\$14,027,916.89	\$21,725,115.78	\$20,733,971.02	\$19,622,956.36	\$19,186,370.73	\$18,758,032.37	\$17,569,047.20	\$17,824,699.51	\$10,605,779.07

Financial Report

Period Ending August 31, 2025

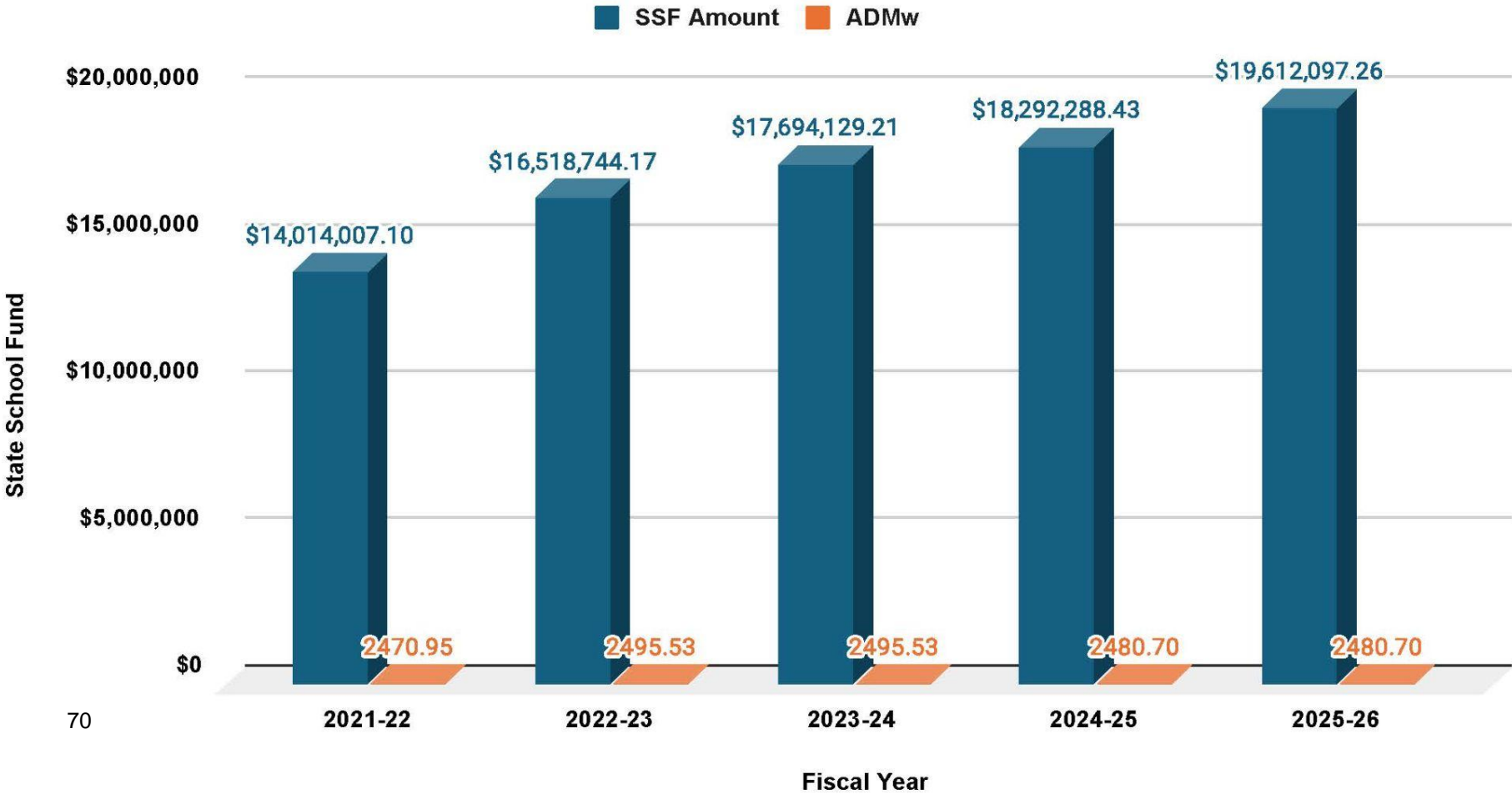
- Summary of the General Fund through 8-31-2025
- Historical Breakdown of SSF and ADM_w
- General Fund Revenue and Expenditure Breakdown
- 25-26 Beginning Fund Balance



Financial Report

Period Ending August 31, 2025

STATE SCHOOL FUND HISTORICAL DATA



Financial Report

Period Ending August 31, 2025

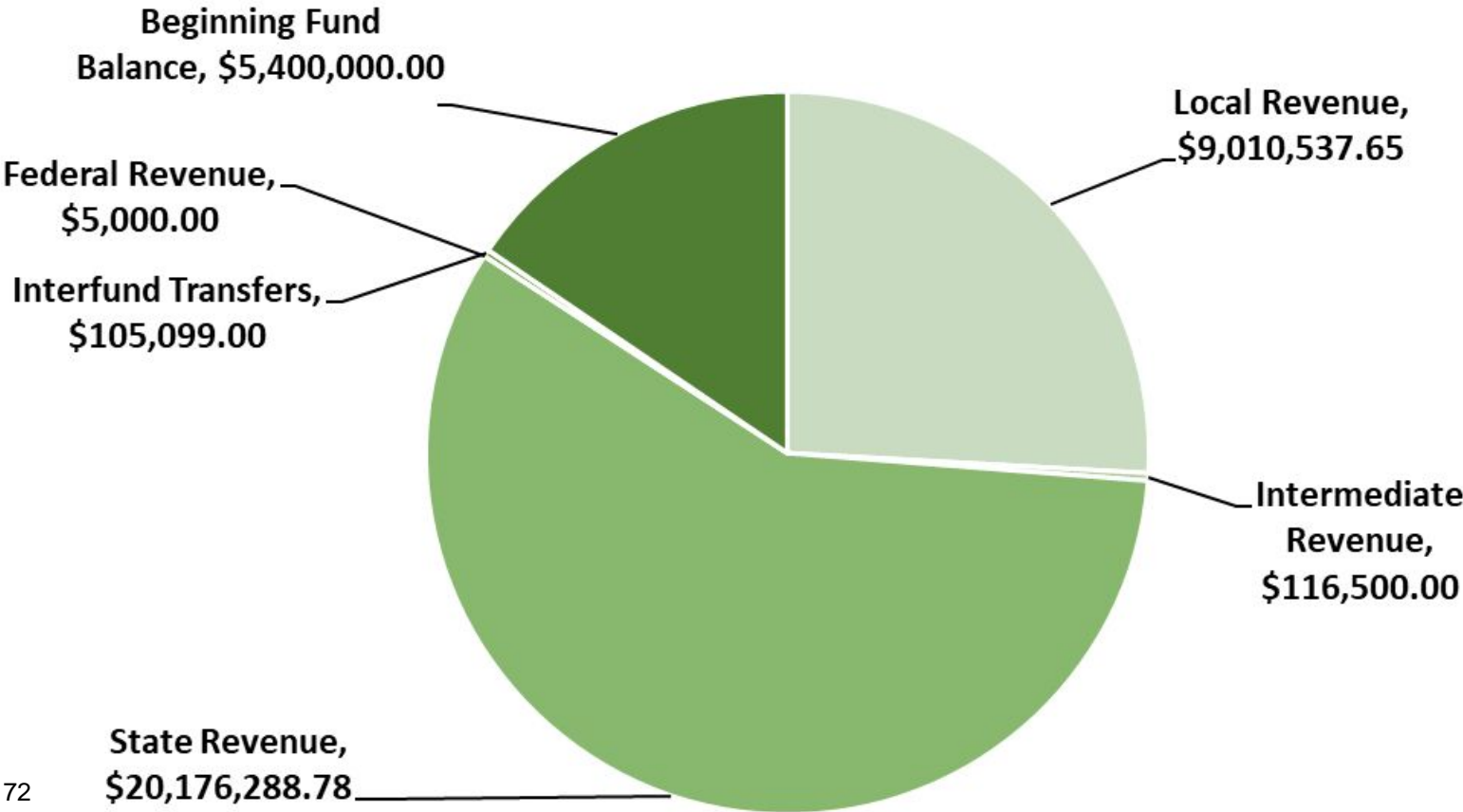
<u>Revenue Source</u>	<u>Actual YTD</u>	<u>Projected</u>	<u>Total Estimated</u>	<u>Budget to Actual</u>
Local Revenue	\$128,128	\$8,882,410	\$9,010,538	(\$264,038)
Intermediate Revenue	\$0	\$116,500	\$116,500	\$0
State Revenue	\$4,903,025	\$15,273,264	\$20,176,289	(\$54,991)
Federal Revenue/Other	\$0	\$110,099	\$110,099	\$0
Fund Balance	\$0	\$5,400,000	\$5,400,000	(\$600,000)
TOTAL REVENUE	\$5,031,153	\$29,782,272	\$34,813,425	(\$919,028)



Financial Report

Period Ending August 31, 2025

GENERAL FUND REVENUE PROJECTED



Financial Report

Period Ending August 31, 2025

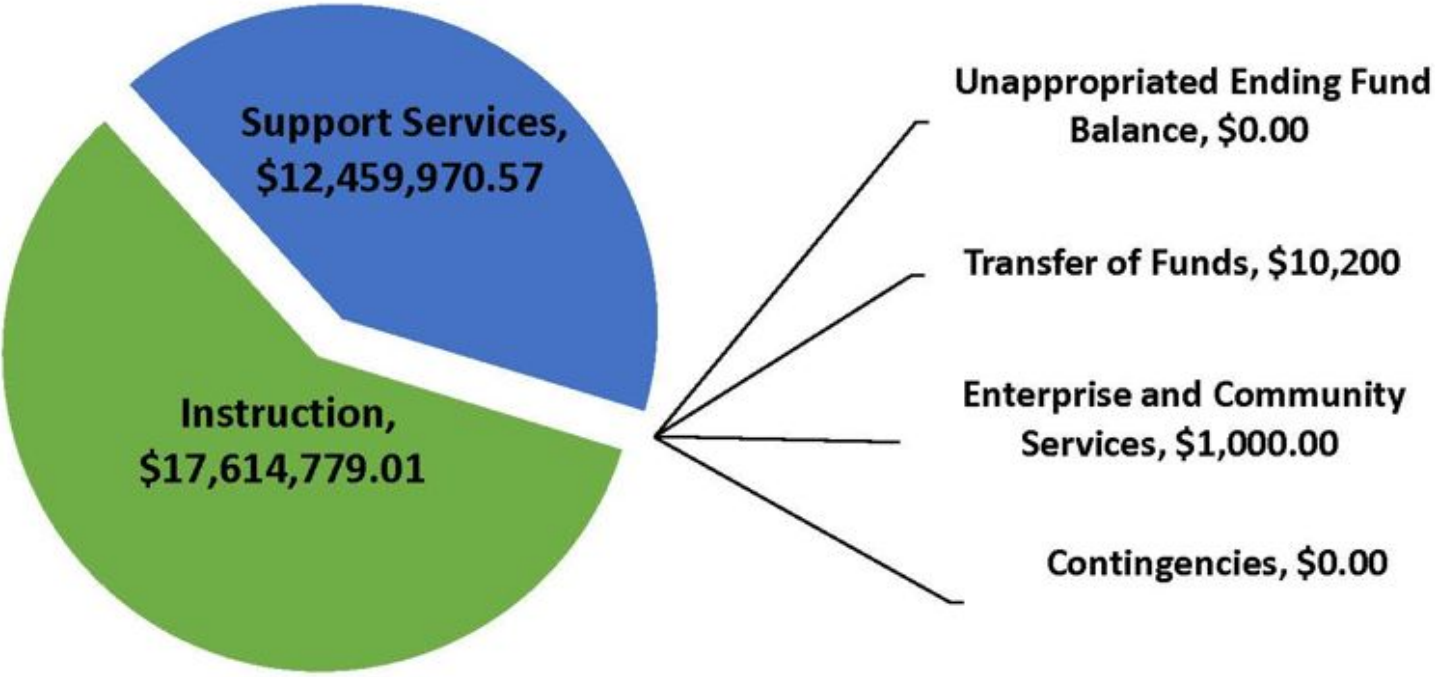
<u>Expenditure Activity</u>	<u>Actual YTD</u>	<u>Projected</u>	<u>Total Estimated</u>	<u>Budget to Actual</u>
Instruction	\$63,578	\$17,551,201	\$17,614,779	\$1,550,323
Support Services	\$1,965,540	\$10,494,431	\$12,459,971	\$922,140
Community Services	\$1,000	\$0	\$1,000	\$0
Transfer of Funds	\$0	\$10,200	\$10,200	\$0
Contingencies	\$0	\$0	\$0	\$490,716
Unappropriated	\$0	\$0	\$0	\$930,000
⁷³ TOTAL EXPENDITURES	\$2,030,118	\$28,055,832	\$30,085,950	\$3,893,179



Financial Report

Period Ending August 31, 2025

GENERAL FUND EXPENDITURES PROJECTED



Financial Report

Period Ending August 31, 2025

25-26 Budgeted Beginning Fund Balance

→ \$4,800,000

25-26 Estimated Beginning Fund Balance

→ \$5,400,000

Variance: \$600,000

→ Increase in salaries due to CBA

→ Options Academy/Stayton Virtual curriculum

→ ADM

→ Contingency



Summary

In 2021, the Oregon Legislature passed SB 731, requiring school districts to create educational equity advisory committees (EEAC). This requirement went into effect in 2021 for districts with more than 10,000 students and was delayed until September 15, 2025 for districts with fewer than 10,000 students. Based on the experience of larger districts, the Oregon Legislature passed HB 2453 (2025), which removes some of the requirements of the EEAC, allowing them to function as a superintendent committee instead of a board committee.

OSBA has created a new optional policy, CEA –Educational Equity Advisory Committee for districts that want policy language outlining EEAC requirements. Additionally, one member of the EEAC will serve on the district’s budget committee. This does not create a new position on the budget committee, rather, a member of the EEAC will fill a vacancy on the budget committee when it becomes available.

North Santiam School District

Code: BCF
Adopted: 7/01/96
Readopted: 8/21/97; 6/15/17
Orig. Code: BCF

Advisory Committees to the Board

In an ongoing effort to increase communication with the public and to provide for ~~community~~ **citizen** involvement, the Board may appoint advisory committees which include community members to consider matters of districtwide importance. ~~Such committees will not be appointed on a permanent basis, but will be appointed to assist in a particular area of activity.~~

Recommendations of such committees will be given careful consideration by the Board, but such recommendations will not relieve the Board of its legal responsibility to make final decisions about such matters.

All meetings of advisory committees shall follow the Public Meetings Law. The press may attend and report proceedings. Visitors shall sit apart from the committee members and shall speak only when invited to do so by the committee chair.

The composition of advisory committees to the Board will be broadly representative and will take into consideration the specific tasks assigned to the committee. The process for the appointment ~~Appointment~~ of community members to an advisory committee will be ~~determined~~ **made** by the Board. When requested and approved by the Board, ~~Appointment~~ **Appointment** of staff members, when appropriate, will be made by the superintendent.

The Board will adopt guidelines for each committee as appropriate, which will include, but not be limited to, the following:

1. The committee’s ~~written charge which shall include, but not be limited to, setting forth the service the Board wishes the committee to, a statement of purpose, and responsibility, the extent and limitations of its responsibilities;~~

2. The resources the Board will provide;
3. The length of time the committee is asked to serve and the approximate date(s) on which the Board wishes to receive the ~~committee~~ committee's report(s).

Except as specifically provided by the Board, ~~citizen~~ advisory committees will cease to function when their reports have been received by the Board or when the purposes for which they were established have been accomplished, ~~or cease to be relevant.~~ ¶

The Board may be represented on lay and professional committees that serve the Board in an advisory capacity, with specific Board members appointed by the chair, but normally such Board members will function as ex-officio members of the committees. ~~The Board's responsibility cannot be delegated or surrendered to others; therefore, all recommendations of an advisory committee must be submitted to the Board for action and must be recognized as advisory in nature.~~ ¶

¶
END OF POLICY

Legal Reference(s):

[ORS 192.610](#)
[ORS 192.630](#)

[ORS 294.414](#)
[ORS 329.704](#)

[ORS 332.107](#)

OR. DEP'T OF JUSTICE, OR. ATT'Y GENERAL'S MODEL PUBLIC CONTRACT RULES MANUAL.

Summary

In 2021, the Oregon Legislature passed SB 731, requiring school districts to create educational equity advisory committees (EEAC). This requirement went into effect in 2021 for districts with more than 10,000 students and was delayed until September 15, 2025 for districts with fewer than 10,000 students. Based on the experience of larger districts, the Oregon Legislature passed HB 2453 (2025), which removes some of the requirements of the EEAC, allowing them to function as a superintendent committee instead of a board committee.

OSBA has created this new optional policy for districts that want policy language outlining EEAC requirements. Additionally, one member of the EEAC will serve on the district’s budget committee. This does not create a new position on the budget committee, rather, a member of the EEAC will fill a vacancy on the budget committee when it becomes available.

PROPOSED NEW POLICY

Code: CEA

Adopted:

Educational Belonging Advisory Committee

The duties of the district’s educational belonging advisory committee^{1} shall include:

- 1. Advising the superintendent about the educational equity impacts of policy decisions; and
- 2. Informing the superintendent when a situation arises in a district school that negatively impacts underrepresented students and advising the superintendent on how best to handle that situation.

The superintendent may act within the superintendent’s authority on any recommendations of the educational equity advisory committee without approval from the Board. The superintendent does not have the authority to adopt or amend policy.

The educational equity advisory committee may prepare an annual report that:

- 1. Contains the following information:
 - a. The successes and challenges the district has experienced in meeting the educational equity needs of students in the district;
 - b. Recommendations the committee made to the superintendent, and the actions that were taken in response to those recommendation; and
 - c. Any other information required by the State Board of Education.
- 2. Is shared with the Board:
 - a. By the superintendent; and
 - b. If requested by the Board, by the committee as a presentation by the committee at a Board meeting.

¹ {The district can name this committee something else. If the district chooses to do so, use consistent language throughout.}

3. Is made available by being:
 - a. Distributed to the parents of district students;
 - b. Posted on the district’s website; and
 - c. Sent to the State Board of Education.

The educational equity advisory committee shall be selected and appointed by the superintendent and must be composed of parents, employees, students and community members from the district. For the purposes of selecting members, the superintendent:

1. Shall solicit names of possible members from the community;
2. Must ensure that membership is primarily representative of underserved student groups;
3. May not exclude or deny members based on language, immigration status or protected class, including age, disability, national origin, race, color, marital status, religion, sex, sexual orientation, or gender identity;
4. May not appoint a voting member of the Board or the superintendent to the educational equity advisory committee; and
5. Must ensure that the composition of an educational equity advisory committee elevates underrepresented parent, employee, student, and community member voices.

The district will provide sufficient support to educational equity advisory committee members to participate in meetings, including, but not limited to access to district-managed emails, translation and interpretation services, and relevant trainings.

A member of the educational equity advisory committee will also serve on the school district budget committee.²

END OF POLICY

Legal Reference(s):

[ORS 328.542](#)

[ORS 329.711](#)

[ORS 332.107](#)

[OAR 199-050-0010](#)

[OAR 581-022-2307](#)

House Bill 2453 (2025)

² The district is not required to add an educational equity advisory committee member to the budget committee until there is a non-board member vacancy on the budget committee.

Summary

Districts are prohibited from discriminating against students, staff, and community members on the basis of religion and other protected classes. OSBA has also updated policy IGBHD - Program Exemptions to more closely match the legal requirements for requesting an exemption from school activities.

North Santiam School District

Code: IGBHD
Adopted: 8/21/03
Readopted: 10/19/17
Orig. Code: IGBHD

Program Exemptions

The district Board may excuse students from a state-required program or learning activity for reasons of religion, disability¹ disabilities or other reasons deemed appropriate by the district. Requests for excusal or accommodation must be in writing and must include the reasons for the request and a proposed, reasonable alternative for an individualized learning activity that substitutes for the period of time exempt from the program and meets the goals of the learning activity or course being exempted. Requests may be filed by the student's parent or guardian, or by a student who is 18 years of age or older or who is an emancipated minor. Requests must be submitted to the principal.

~~The district will determine if credit will be granted for any An alternative activity program for credit may be provided. ¶~~

~~¶ Public request procedures for an alternative education programs or alternative credits shall be developed by the superintendent.~~

END OF POLICY

Legal Reference(s):

ORS 336.035(2)	OAR 581-002-0035
ORS 336.465	OAR 581-021-0009
ORS 336.615	OAR 581-021-0071
ORS 336.625	OAR 581-022-2050
ORS 336.635	OAR 581-022-2110
	OAR 581-022-2505

Cross Reference(s):

IGACA - Recognition of Religious Beliefs and Customs
IGAI - Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education
JED - Student Absences and Excuses

¹ If the district receives a request for a disability accommodation, the district should consider its obligations under the Individuals with Disabilities in Education Act and Section 504 of the Rehabilitation Act.

Summary

The State Board of Education recently made changes to the rules regarding directory information and student permanent records (OAR 581-021-0220). This update reflects these changes. OSBA will be doing a more comprehensive review of policies related to student records and releasing additional updates in the future.

North Santiam School District

Code: JOA
Adopted: 3/17/05
Revised/Readopted: 12/17/09; 12/19/13; 10/19/17;
3/01/18
Orig. Code: JOA

Directory Information**

“Directory information” means those items of personally identifiable information contained in a student education record, which is not generally considered harmful or an invasion of privacy if released.

Directory information may be released to the public through appropriate procedures and includes:

1. Student’s name;
2. Student’s address;
3. Student’s telephone listing;
4. Student’s photograph;
5. Major field of study and date and place of birth;
6. Participation in officially recognized sports and activities and sports;
7. Weight and height of members of athletic teams;
8. Dates of attendance; and
9. Degrees and awards;
10. Awards received.

Public Notice

The district will give annual public notice to parents of students in attendance and students 18 years of age or emancipated through the yearly parent/student handbook available electronically on the district website or in hard copy through the school office. The notice shall identify the types of information considered to be directory information, the district’s option to release such information and the requirement that the district must, by law upon request, release secondary students’ names, addresses and telephone numbers to military recruiters and/or institutions of higher education,

unless parents or eligible students request the district withhold this information. Such notice will be given prior to release of directory information.

Exclusions

Exclusions from any or all directory categories named as directory information or release of information to military recruiters and/or institutions of higher education must be submitted in writing to the principal by the parent, student 18 years of age or emancipated student within 15 days of annual public notice. A parent or student 18 years of age or an emancipated student, may not opt out of directory information to prevent the district from disclosing or requiring a student to disclose their names, identifier, institutional email address in a class in which the student is enrolled or from requiring a student to disclose a student ID card or badge that exhibits information that has been properly designated directory information by the district in this policy.

Directory information shall be released only with administrative direction.

Directory information considered by the district to be detrimental will not be released.

Information will not be given over the telephone except in health and safety emergencies.

At no point will a student's Social Security Number or student identification number be considered directory information. The district shall not, in accordance with state law, disclose personal information for the purpose of enforcement of federal immigration laws.

END OF POLICY

Legal Reference(s):

[ORS 30.864](#)
[ORS 107.154](#)
[ORS 180.805](#)

[ORS 326.565](#)
[ORS 326.575](#)
[ORS 336.187](#)

[OAR 581-021-0220 - 021-0430](#)
[OAR 581-022-2060](#)

Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §§ 1400-1419 (2024).
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2024); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2025).
Every Student Succeeds Act, 20 U.S.C. § 7908 (2024).

Cross Reference(s):

IGBAB/JO - Education Records/Records of Students with Disabilities
JO/IGBAB - Education Records/Records of Students with Disabilities



PROPOSED 2025-26 BOARD GOALS

Goal 1: Community Engagement

The Board of Directors will foster meaningful connections between the district and the broader community.

- Each board member will attend a minimum of one school-based event per month to engage with students, staff, and families.
- The Board will actively support and participate in engagement with civic, business, and community organizations to strengthen partnerships that enhance educational opportunities by **collectively** participating in at least **four** civic, business or community organization events or initiatives per year.

Goal 2: Superintendent Evaluation

The Board of Directors will revise the Superintendent Evaluation by October 31, 2025, ensuring alignment with the district's five-year strategic plan (Results 2030). The revised evaluation will clearly reflect district priorities and provide a transparent framework for accountability and continuous improvement.

Goal 3: Long-Term Learning Spaces Planning (“GO” Bond)

The Board of Directors will make a go/no-go decision regarding a potential general obligation bond measure by June 1, 2026, to ensure learning spaces (facilities) planning aligns with the district's educational priorities and community needs.



Proposed Board Operating Protocol

As members of this Board, we recognize that our service is both a privilege and a responsibility. We pledge to:

1. Act together, work as one team, make decisions together as one body, and honor the outcome of our votes so the community can trust our unity of purpose.
2. Follow the right process, respect the chain of command, and use proper channels so that all matters are handled fairly, consistently, and with integrity.
3. Communicate with care, engage openly, respectfully, and constructively with board members, staff, and the community, and practice a “no surprises” approach.
4. Balance openness and confidentiality, share information transparently and honestly, and safeguard matters that are confidential under the law to protect students, staff, and the district.
5. Debate with respect and care, approach disagreements thoughtfully, and maintain civility even when opinions differ.
6. Keep students first and center every discussion, decision, and action on what is best for all kids.

Mackenzie Strawn _____ Date: _____

Alisha Oliver _____ Date: _____

Erin Cramer _____ Date: _____

Mike Wagner _____ Date: _____

Coral Ford _____ Date: _____

Mark Henderson _____ Date: _____

Brunk Conley _____ Date: _____



Superintendent Evaluation Tool

This evaluation tool aligns the Superintendent’s performance with the Results 2030 Strategic Plan and the COSA/OSBA superintendent leadership standards. Each section includes scope notes (with reminders of what NOT to score), a rationale, outcomes/metrics or descriptors, suggested evidence, and a uniform 6-point scoring guide. Board members must supply a narrative justification for every score.

Part A focuses on Alignment with the Strategic Plan, and **outcomes** of efforts.

Part B focuses on **Leadership Behaviors** and the **processes rather than results**.

Uniform Scoring Guide (for every section)
6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others.
5 – Accomplished: Strong performance; often exceeds expectations with sustained, measurable improvement.
4 – Effective: Meets expectations; reliable leadership produces stable and improving outcomes.
3 – Developing: Partially meets expectations; progress inconsistent, systems need strengthening.
2 – Emerging: Below expectations; outcomes limited, leadership practices inconsistent or weak.
1 – Ineffective: Fails expectations; little progress, leadership misaligned or ineffective overall.

Part A: Strategic Plan Alignment - OUTCOMES (50%)

A1: Future-Ready Students

(Focus on outcomes: attendance, SEL, career pathways, athletics/activities.)

What NOT to score here: Do not rate classroom pedagogy or assessment systems here; see Teaching & Learning.

Why this matters

Students build toward being “future-ready” each year. Future-ready students pair academic readiness with social-emotional growth, career-connected learning, and activities that build teamwork and communication.

Representative outcomes & metrics

- Attendance (≥ 92% regular attenders; chronic absenteeism <15%)
- On-time arrival rates by grade
- Career Pathway completers; dual-credit participation rates
- Participation rates in athletics, clubs, student government

Superintendent leadership descriptors

- Implements systems to monitor readiness indicators
- Expands partnerships with families, employers, and colleges
- Balances technology access with responsible-use expectations

Suggested artifacts/evidence

- Attendance dashboards; tardiness reports
- CTE/dual-credit enrollment data
- Participation rosters for athletics/activities

Board Member Score (6–1): _____

Narrative (required):

A2: Teaching & Learning

(Focus on instructional systems, pedagogy, assessment leadership.)

What NOT to score here: Do not rate broad student participation or readiness outcomes here; see Future-Ready Students.

Why this matters

Teaching and learning are the core of district efforts. Effective instruction ensures rigor, competency, and responsible use of technology.

Representative outcomes & metrics

- Percent of students on-track by grade; graduation rates
- STAR/interim assessment participation >95%
- Growth rates in math and literacy benchmarks

Superintendent leadership descriptors

- Aligns curriculum/instruction/assessment to mission and goals
- Builds systems of coaching and PD for staff
- Implements assessment data use for continuous improvement

Suggested artifacts/evidence

- Curriculum audits; PD plans
- STAR dashboards; board presentations on student achievement

Board Member Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

- | |
|--|
| 6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others. |
| 5 – Accomplished: Strong performance; often exceeds expectations with sustained, measurable improvement. |
| 4 – Effective: Meets expectations; reliable leadership produces stable and improving outcomes. |
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| 1 – Ineffective: Fails expectations; little progress, leadership misaligned or ineffective overall. |

A3: Thriving Communities

(Focus on student belonging, civic engagement, and school–community partnerships.)

What NOT to score here: Do not rate superintendent communication systems; see Communication & Community Relations. Do not rate staff culture; see Inclusive District Culture.

Why this matters

Successful schools contribute to thriving communities. Students who feel belonging and engage in service and civic life strengthen both school climate and the broader community.

Representative outcomes & metrics

- Student survey results (≥80% reporting belonging)
- Student government election participation rates
- Total hours of student service annually

Superintendent leadership descriptors

- Builds partnerships with families, civic groups, local government
- Promotes student civic engagement and service learning
- Supports inclusive environments that foster belonging

Suggested artifacts/evidence

- Student survey results
- Community service records; student election records

Board Member Score (6–1): _____

Narrative (required):

A4: Quality Staff

(Focus on staffing outcomes: recruitment, retention, morale, renewal rates.)

What NOT to score here: Do not rate superintendent HR systems and labor management here; see Organizational Management.

Why this matters

High-quality staff drive student learning. Recruitment, retention, and support improve culture and stability.

Representative outcomes & metrics

- Staff retention rates >85%
- Renewal rates in first 3 years
- Staff survey: ≥80% satisfied with PD and supports

Superintendent leadership descriptors

- Implements equitable recruitment and retention strategies
- Aligns PD with staff needs and student outcomes
- Monitors and acts on staff climate indicators

Suggested artifacts/evidence

- HR renewal data; exit interview themes
- Staff survey reports; PD evaluations

Board Member Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

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A5: Fiscal Stewardship

(Focus on districtwide financial outcomes: balanced budgets, facilities, safety/security.)

What NOT to score here: Do not rate superintendent's technical budget preparation here; see Financial Management.

Why this matters

Fiscal stewardship ensures long-term sustainability and safety. Transparent budgets, safe facilities, and prudent facilities planning underpin student learning.

Representative outcomes & metrics

- Balanced annual budget
- Bond/community support for facilities planning
- Positive annual audit
- Safety/security upgrades completed

Superintendent leadership descriptors

- Aligns resources to strategic priorities
- Engages community in facilities planning
- Oversees safe, secure learning environments

Suggested artifacts/evidence

- Annual audit; budget reports
- Facilities plan; safety/security updates

Board Member Score (6–1): _____

Narrative (required):

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Uniform Scoring Guide (for every section)

6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others.
5 – Accomplished: Strong performance; often exceeds expectations with sustained, measurable improvement.
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Part B: Professional Standards – LEADERSHIP BEHAVIORS (50%)

B1: Visionary District Leadership

What NOT to score here: Do not rate specific outcome metrics here; see Strategic Plan themes.

Why this matters

Visionary leadership sets mission/vision, continuous improvement planning, and alignment of resources, creating coherence across initiatives.

Superintendent leadership descriptors

- Leads collaborative development/reaffirmation of mission/vision
- Implements CIP and reports progress
- Aligns resources and communicates results

Suggested artifacts/evidence

- Mission/vision documents
- Board-adopted CIP or SIA plans

Board Member Score (6–1): _____

Narrative (required):

B2: Ethics & Professional Norms

What NOT to score here: Do not rate fiscal or HR processes here; see those standards.

Why this matters

Ethical leadership builds trust, fairness, integrity, and transparency, setting norms for the organization.

Superintendent leadership descriptors

- Models equity, fairness, integrity in decisions
- Uses feedback and reflective practice

Suggested artifacts/evidence

- Board reports demonstrating transparency
- Equity plans

Board Member Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

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B3: Inclusive District Culture

(Focus on equity, inclusivity, culturally responsive practices for staff/students.)

What NOT to score here: Do not rate student civic engagement; see *Thriving Communities*.

Why this matters

Inclusive culture ensures staff and students feel safe and supported; equity closes gaps and improves outcomes.

Superintendent leadership descriptors

- Advocates for equitable access to safe, supportive schools
- Implements culturally responsive practices

Suggested artifacts/evidence

- Discipline data disaggregated
- Staff/student climate surveys

Board Member Score (6–1): _____

Narrative (required):

B4: Instructional Leadership & Improvement

What NOT to score here: Do not rate student outcome metrics here; see *Teaching & Learning*.

Why this matters

Instructional leadership ensures coherent curriculum, instruction, and assessment systems to raise student achievement and equity.

Superintendent leadership descriptors

- Implements aligned systems of instruction/assessment
- Builds PD systems tied to outcomes

Suggested artifacts/evidence

- Curriculum audits
- PD plans tied to student achievement

Board Member Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others.

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4 – Effective: Meets expectations; reliable leadership produces stable and improving outcomes.

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B5: Communication & Community Relations

(Focus on outreach systems, transparency, partnerships.)

What NOT to score here: Do not rate student engagement outcomes; see *Thriving Communities*.

Why this matters

Transparent communication and authentic partnerships build trust and expand student opportunities.

Superintendent leadership descriptors

- Implements communication systems that reach diverse stakeholders
- Cultivates business/civic/government partnerships

Suggested artifacts/evidence

- Communication plan
- Community forum/partnership agreements

Board Member Score (6–1): _____

Narrative (required):

B6: Organizational Management

(Focus on HR systems, labor relations, structures, PD capacity.)

What NOT to score here: Do not rate staff retention/morale outcomes; see *Quality Staff*.

Why this matters

Organizational systems enable recruitment, development, and retention of staff and maximize capacity for learning.

Superintendent leadership descriptors

- Implements equitable hiring/retention systems
- Manages labor relations

Suggested artifacts/evidence

- HR hiring/retention plans
- Labor agreements

Board Member Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others.

5 – Accomplished: Strong performance; often exceeds expectations with sustained, measurable improvement.

4 – Effective: Meets expectations; reliable leadership produces stable and improving outcomes.

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B7: Financial Management

(Focus on budget preparation, presentation, fiscal controls.)

What NOT to score here: Do not rate overall fiscal outcomes (balanced budgets, facilities); see Fiscal Stewardship.

Why this matters

Financial leadership ensures transparent, equitable, and effective use of resources aligned with board priorities.

- | | | |
|--|---|---|
| <ul style="list-style-type: none">• Prepares budgets aligned with goals• Budget books, audits | Superintendent leadership descriptors
Suggested artifacts/evidence | <ul style="list-style-type: none">• Provides transparent reports; maintains controls• Financial dashboards |
|--|---|---|

Board Member Score (6–1): _____

Narrative (required):

B8: Policy, Governance & Advocacy

What NOT to score here: Do not rate communication or advocacy outcomes that are student-specific; see other sections.

Why this matters

The superintendent partners with the board, ensures policy/legal compliance, and advocates for students at regional and state levels.

- | | | |
|---|---|--|
| <ul style="list-style-type: none">• Maintains effective board relationships• Policy compliance records | Superintendent leadership descriptors
Suggested artifacts/evidence | <ul style="list-style-type: none">• Implements policy and ensures compliance• Board protocols |
|---|---|--|

Board Member Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others.
5 – Accomplished: Strong performance; often exceeds expectations with sustained, measurable improvement.
4 – Effective: Meets expectations; reliable leadership produces stable and improving outcomes.
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Addendum: Superintendent Annual SMART Goals

Superintendent and board set 2–4 SMART goals each August, scored on 6-point scale with narrative justification.

Goal #1:

By June 30, 2026, the Superintendent will develop and introduce public-facing and internal-facing dashboards that track strategic plan progress and share regular progress updates with the community and district staff.

Board Score (6–1): _____

Narrative (required):

Goal #2:

By June 2026, 60% of students in grades K through 12 will meet or exceed grade-level standards in mathematics, as measured by the STAR assessment.

Board Score (6–1): _____

Narrative (required):

Goal #3:

By June 2026, the overall district average student regular attendance rate will increase by at least 5%, from 62.15% to at least 67.15%.

Board Score (6–1): _____

Narrative (required):

Uniform Scoring Guide (for every section)

6 – Exemplary: Outstanding performance; innovative leadership consistently surpasses expectations, inspires others.
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5 – Accomplished: Strong performance; often exceeds expectations with sustained, measurable improvement.

4 – Effective: Meets expectations; reliable leadership produces stable and improving outcomes.

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North Santiam School District
BOARD OF DIRECTORS

SCHOOL YEAR ANNUAL AGENDA ITEMS CALENDAR

Updated 4/2024

These agenda items typically occur every month so have not been repeated below:

1. Spotlight/Recognition/Awards (*may not occur every month*)
2. Reports:
 - ASB Report-ASB President or designee
 - Superintendent's Report
 - Business Director's Report
 - Teaching & Learning Report
 - Licensed Union Rep. Report
 - City Council Liaison Reports
 - Informational Reports including: field trips, enrollment & upcoming events
3. Consent Agenda: Approval of Meeting Minutes & Licensed Staff Changes
4. First and/or second readings of updates to NSSD board policies
5. Board Reflections/Announcements

These items will appear as needed but do not happen at the same time every year:

1. Long Range Facility Master Planning Committee/Bond Planning
2. OSBA (in-house) training or other group learning opportunities
3. Budget Appropriations/Funding Resolutions
4. Curriculum Adoptions

July

According to [ORS 255.335](#), each district board shall hold a regular organizational meeting following the regular district election and not later than the last day of July of that year.

According to [ORS 332.040](#), No later than at the next regular meeting following July 1, the district school board shall meet and organize by electing a chairperson and a vice chairperson from its members.

During election years when there are no newly elected board members, items 2-6 may be approved in June if the Board chooses to hold a work session in July (no business items) or skip the July meeting all together. During election years when new members are seated, the organizational meeting will occur in July. During non-election years, the meeting can occur in July or August (7/31 deadline does not apply so items don't need to be approved in June)

Traditional Location: Santiam Room

Annual Agenda Items:

1. Oath of office for newly elected members
2. Approve Board Goal Strategies for upcoming year (done annually)
3. (Next Applicable in 2023) Approve Board/District Goals – every three years
4. Supt. Evaluation Document Approval
5. Approval of Board Operating Protocol
6. Board members choose their “buddy school”
7. Annual Organizational Agenda Items (list copied from OSBA website)
(in an election year, the Annual Organizational Items must be approved before July 31)

- Elect chair and vice-chair (incumbent chair presides until a successor is elected). No member of the Board may serve as chair more than two years in succession unless the Board approves an extension of this period by a motion in June.
- Designate the following positions:
 - Chief administrative officer (the superintendent) as school district clerk or another individual, if there is no chief administrative officer. (ORS 332.515)
 - Business manager or deputy clerk, or both.
 - Custodian of funds who will sign checks or, if the school board so authorizes, utilize a facsimile signature for that purpose. (ORS 328.441, 328.445)
 - Budget officer, who shall prepare or supervise preparation of the budget document under the direction of the executive officer. (ORS 294.331)
 - Financial auditors for the school year, who may be contracted for through the administrative office of the county in which the administrative office of the school district is located. (ORS 328.465, 327.137, 297.405)
 - Legal counsel.
 - Civil Rights Coordinator
- Designate the fidelity-bond amounts for those authorized to handle district funds and ensure they are bonded by a surety company authorized in Oregon. (ORS 332.525)
- Designate the Board as the Local Public Contract Review Board as per policy DJC
- Approve contracts for payment (ORS 332.075(2-3) (e.g. transportation contract, contracts related to bond projects)
- Establish depository(ies) for school funds. (ORS 328.441, 294.805-294.895)
- Establish dates, time and place of regular monthly board meetings.
- Appoint members of standing committees
- Appoint board member to participate on the district negotiation team (as board representative)

Other annual reports or approvals as require by law or per NSSD policy/practice

- Receive English Learners In Oregon Annual Report (distributed by ODE in June)
- Approve list of low-impact pesticides for use according to the integrated pest management plan ORS 634.705 (5)
- Approve Excise Tax annual adjustment for the upcoming school year
- Approve list of third-party alternative education programs

Other Activities/Events

- SummerFest (last Saturday in July)

August

Traditional Location: Santiam Room

Regular Session Annual Agenda Items:

1. Projected Student Enrollment

2. Oaths of Office of newly re-elected members, including any student representatives (if not done in July)

Other Activities/Events

- Leadership Team Goal Workshop (2nd week in August)
- OSBA Annual Conference (Salem)
- Safe Schools Training on Mandatory Reporting (online)
- Lyons Fire Dept Car Show
- Welcome Back to School-Staff (last week in August)
- Back to School Open Houses (see school calendars for dates)

September

Traditional Location: Santiam Room

Annual Agenda Items:

1. Possible nominations for NSSD board member wishing to run for an OSBA board position
2. OSES (Oregon Statewide Educator Survey) Survey Results

Other Activities/Events

- Safe Schools Training on Mandatory Reporting-due to be completed this month
- **National School-Related/Staff Appreciation Days This Month-** I.T. Professionals Day, Arts in Education Week

October

Traditional Location: Santiam Room

Annual Agenda Items:

1. Stayton Booster Club Report (projects, membership, etc.) - Club President (may vary depending on status of current projects)
2. Division 22 Report- Director of Teaching & Learning
3. Professional Development Report – Director of Teaching & Learning or designee
4. Previous Stayton High school year data
 - a. Graduation/Completer rates
 - b. On-Track to Graduate rates for upcoming 10-12 graders
 - c. College Credits Earned
 - d. CTE Enrollment (demographics if possible)
 - e. Percentage of Students Involved in Co-Curricular Activities
 - f. Percentage of Students Involved in Activities/Clubs with Service

Other Activities

- State-Wide Licensed In-Service Day

- OSBA Regional Meetings
- **National School-Related/Staff Appreciation Days This Month**-Custodial Workers, School Bus Safety Week, Farm to School Month, Walk to School Day, Coaches Day, School Lunch Week, Red Ribbon Week, Bullying Prevention Month, School Principal Month

November

Traditional Location: Santiam Room

Annual Agenda Items:

1. Exit Interview Survey Results (Oct or Nov)- Director of Human Resources
2. OSBA Elections
3. Master Facilities Plan Review and Revisions—Director of Facilities
4. State/District Report Cards-Director of Teaching & Learning (Nov or Dec)
5. TAG Program Report
 - a. Number of Student Identified and the screening process
 - b. Supports/Programs offered

Other Activities/Events

- OSBA Annual Conference (Portland)
- **National School-Related/Staff Appreciation Days This Month**-School Psychologist Week, School Resource Officer Day, Education Support Professionals Day, Substitute Educators Day

December

Traditional Location: Santiam Room

Annual Agenda Items:

1. School Spotlight – Options Academy
2. District-wide AVID Report – District AVID Coordinator
3. Special Education Report - Director of Special Services
 - a. Must include the Abbreviated School Day Notice & Acknowledgement (see ISST)
4. Integrated Guidance Annual Report-Director of Teaching & Learning
5. Superintendent’s Goals/Evaluation Check-in (Exec. Session)

Board Secretary Tasks:

1. Distribute copies of NSSD audit report to board members so they can review before the January meeting.

Other Activities/Events

National School-Related/Staff Appreciation Days This Month- Special Education Day,

January

Traditional Location: Stayton Middle School

Annual Agenda Items:

1. Board Appreciation Month-Staff/Schools
2. School Spotlight-School Admin
3. WESD Local Service Plan Approval (every 2 years, next due 2025)-Superintendent
4. Audit Review- Director of Business & Fiscal Services (may be joined by rep. from auditing firm)
5. School Board Student Representative Recruitment Strategies
6. Annual report of all pesticide applications from the previous year-IPM Program Coord

Other Activities/Events

- Classified In-Service Day

Board Secretary Tasks:

- File notice of district board election, next due 2025 ([see Marion Co Calendar for deadline](#))
- Provide filing information to anyone seeking election/re-election (next due 2025)

February

Traditional Location: Stayton Elementary School

Annual Agenda Items:

1. School Spotlight-School Admin
2. Proclamation for Classified Appreciation Week (occurs in March)
3. Integrated Guidance Application Review
4. Approval of Budget Committee Members and Calendar- Director of Business & Fiscal Services
5. Superintendent's Goals/Evaluation Check-in

Other Activities/Events

- Board members complete annual superintendent evaluation forms
- Licensed In-Service Day
- Stayton Sublimity Chamber of Commerce Awards Banquet (schedule may vary)
- Booster Club Annual Auction
- **National School-Related/Staff Appreciation Days This Month**-School Bus Driver Appreciation Day

Board Secretary Tasks:

- Notify Budget Committee of approved meeting dates

March

***Prior to March meeting, the individual scores from the Supt Eval must be compiled so they can be reviewed during the meeting* - Board Volunteer or Board Secretary**

Meeting #1 Traditional Location: District Office/Santiam Room

Special Session: (first Thursday in March)

1. Renewal of Contracts (Licensed/Administrative)

Meeting #2 Traditional Location: Mari-Linn School

Regular Session Annual Agenda Items:

1. School Spotlight-School Admin
2. School Calendar Adoption
3. Review Consolidated Scores on the annual Superintendent Evaluation (Board only/Exec session)
4. Approve Board Chair & Vice-Chair (or designees) to negotiate contract extension on behalf of whole board.

Board Secretary Tasks:

- Provide Reminder of Board Elections Filing Due Date (if applicable)
- **National School-Related/Staff Appreciation Days This Month**-Music in our Schools Month and Classified School Employee's Week

After March Meeting

The Board Chair and Vice Chair (or designee) review Salary/Benefits comparisons with the Director of Human Resources. Then they review the compiled scores/comments from the evaluation with Superintendent and negotiate the extension of the contract prior to April meeting.

April

Traditional Location: Sublimity School

Annual Agenda Items:

1. School Spotlight-School Admin
2. Adopt resolution for Teacher Appreciation Week (first week of May)
3. Review Board Goal Strategies/Schedule work session (if needed) to revise in order to be adopted in July
4. (Next Applicable 2026) Review Board/District Goals and schedule work session (if needed) to revise in order to be adopted in July.
5. Review Supt. Evaluation as a group with the Superintendent (Board only/Exec Session)
6. Approve contract extension of Superintendent

Board Secretary Tasks

- Coordinate with current student board representative and SHS admin to announce the student representative position opening for the upcoming school year. Applications should be submitted to the principal by June 1st.
- **National School-Related/Staff Appreciation Days This Month-** School Library Month, Administrative Professional Day

May

NSSD Budget Committee traditionally meets in the second week of May

Traditional Location: Stayton High School

Annual Agenda Items:

1. School Spotlight-School Admin
2. Student awards @ SHS-Valedictorian, Salutatorian, Future First Citizen
3. Board Awards – Santiam, Jack Adams, Community Partner, Eagle Award (as recommended by the Community Engagement Committee)
4. WESD Local Service Plan List of Services Taken-Supt or Director of Business & Fiscal Services
5. Establish the number of student transfer requests into the District for coming year
6. Review results of annual parent survey (if available)

Board Secretary Tasks

- Coordinate with current student board representative and SHS admin to collect student representative applications for the upcoming school year. Applications should be submitted to the principal by June 1st.
- **National School-Related/Staff Appreciation Days This Month-**Teacher Appreciation Week, Principal’s Day, School Lunch Hero Day, School Nurse Day, Speech Pathologists Day

June

Traditional Location: Santiam Room

Special Session/Budget Hearing (prior to Regular Session):

Review of Budget Documents/Resolutions: Director of Business & Fiscal Services

Regular Session Annual Agenda Items:

1. Resolutions to adopt budget- Director of Business & Fiscal Services
2. Professional Development Report – Director of Teaching & Learning
3. Annual Restraint & Seclusion Report – Director of Special Programs
4. Acknowledge student reps. for service on the board
5. Select student representative to the school board for following year (June-Aug)

Sept 2025 Field Trip Report

Overnight & out-of-state trips are indicated in red. Trips added since last report are in yellow.

Trip ID/Name	Trip Destination	Building	Trip Date(s)	Depart & Return Times	Pupils	Adults	Educational Objectives	Status
255975 - Sublimity School 6th Grade Outdoor School	Coastal Discovery Center at Camp Gray- 3400 SW Abalone Street South Beach	Sublimity	Wed, Oct 22- Fri, Oct 24, 2025	10:00am & 2:00 pm	60	14	Build a strong classroom community, explore the unique ecosystems of the Oregon Coast, and engage students in meaningful, hands-on science experiences.	pending
255422 - SES Stayton Walking Field Trip	Stayton Post Office, Stayton Library, Star Cinema, Brown House, Police Station, Pioneer Park	Stayton Elementary	Fri, Oct 17, 2025	8:45am - 2:15pm	80	25	Students will be able to gain first-hand knowledge of the historical sites in their community and how they work to support the members of the community.	pending
255579 - SES kindergarten to Greens Bridge Pumpkin Patch	Greens Bridge Gardens 3730 Jefferson Scio Dr SE, Jefferson	Stayton Elementary	Mon, Oct 13, 2025	9:45am - 1:30pm	80	45	Observe and identify parts of a pumpkin plant (stem, leaves, seeds, etc.). Understand the basic life cycle of a pumpkin (seed to fruit). Explore the seasonal changes associated with fall and harvest time	pending
255994 - ML-K-2- Greensbridge Pumpkin Patch	Greens Bridge Gardens 3730 Jefferson Scio Dr SE, Jefferson	Mari-Linn	Wed, Oct 8, 2025	8:30am - 2:00pm	55	23	Use observations to describe patterns of what plants and animals (including humans) need to survive. Make observations to construct an evidence-based account that young plants and animals are like, but not exactly like, their parents	pending
255202 - SUB 3rd Grade EZ Orchards and Pan American Blueberry Farm	EZ Orchards: 5504 Hazelgreen Rd NE & Pan American Berry Growers: 6826 55th Ave NE, Salem	Sublimity	Wed, Oct 1, 2025	8:15am - 2:15pm	44	12	Students will deepen understanding of Oregon geography through exploring the EZ Orchards corn maze which is in the shape of Oregon with information about towns and cities in their relative positions. They will also learn some of Oregon's Ag industry with apples at EZ orchards and blueberries at Pan American.	pending
255334 - FFA District Leadership Camp	Aldersgate Camps 7790 Marion Rd SE, Turner	Stayton High	Sun, Sep 28 - Mon, Sep 29, 2025	9:00am & 2:00pm	10	1	Hands-on activities, competitions, and breakout sessions designed to strengthen their leadership skills and agricultural knowledge. The camp fosters connection, collaboration, and personal growth as students build relationships with FFA members from across the district.	pending
255887 - Redmond High School Welding Competition	Redmond High School Welding Competition 675 SW Rimrock Way Redmond	Stayton High	Sat, Sep 27, 2025	6:00am - 6:00pm	10	1	To increase the interest in the CTE trades through inter-school competitions.	pending

255873-875 & 255912 Outdoor School day trippers	Stayton Middle School	Stayton Middle	Mon, Sep 22- Fri, Sep 26, 2025	8:15am - 7:30pm	4	2	These trips are simply to transport 4 students who are unable to stay overnight back home daily.	approved
254363 - SMS Outdoor School students	Camp Tadmor 43943 McDowell Creek Drive, Lebanon	Stayton Middle	Mon, Sep 22- Fri, Sep 26, 2025	9:00am & 1:45pm	95	4	Provide a hands-on, immersive learning experience in the natural environment leading to improved school engagement, positive behaviors, and a deeper appreciation for the natural world.	approved
254366 - SMS Outdoor School Counselors	Camp Tadmor 43943 McDowell Creek Drive, Lebanon	Stayton High	Sun, Sep 21- Fri, Sep 26, 2025	9:00am & 2:15pm	20	2	HS counselors who are providing supervision for 6th graders	approved
252204 - Team Welding/Fabrication Competition	Yamhill County Fair Grounds- 2070 NE Lafayette Ave, McMinnville	Stayton High	Fri, Aug 1, 2025	7:00am - 4:00pm	3	1	Manufacturing and welding competition	approved

Sept Est. NSSD Enrollment Totals												
School Name	Grade	Jun '25	Sept '25	Oct '25	Nov '25	Dec '25	Jan '26	Feb '26	Mar '26	Apr '26	May '26	Jun '26
MARI-LINN	KG	15	23									
MARI-LINN	1	14	15									
MARI-LINN	2	18	16									
MARI-LINN	3	22	20									
MARI-LINN	4	16	23									
MARI-LINN	5	17	15									
MARI-LINN	6	19	20									
MARI-LINN	7	18	23									
MARI-LINN	8	17	19									
MARI-LINN	ALL	156	174	0	0	0	0	0	0	0	0	0
SUBLIMITY	KG	32	38									
SUBLIMITY	1	35	38									
SUBLIMITY	2	41	38									
SUBLIMITY	3	45	45									
SUBLIMITY	4	35	48									
SUBLIMITY	5	59	43									
SUBLIMITY	6	35	62									
SUBLIMITY	7	51	39									
SUBLIMITY	8	30	50									
SUBLIMITY	ALL	363	401	0	0	0	0	0	0	0	0	0
OA-VIRTUAL ACADEMY	KG	0	1									
OA-VIRTUAL ACADEMY	1	0	0									
OA-VIRTUAL ACADEMY	2	1	0									
OA-VIRTUAL ACADEMY	3	2	1									
OA-VIRTUAL ACADEMY	4	3	2									
OA-VIRTUAL ACADEMY	5	2	0									
OA-VIRTUAL ACADEMY	6	5	1									
OA-VIRTUAL ACADEMY	7	2	2									
OA-VIRTUAL ACADEMY	8	5	3									
OA-VIRTUAL ACADEMY	9	10	2									
OA-VIRTUAL ACADEMY	10	19	7									
OA-VIRTUAL ACADEMY	11	20	14									
OA-VIRTUAL ACADEMY	12	8	22									
OA-VIRTUAL ACADEMY	ALL	77	55	0	0	0	0	0	0	0	0	0

School Name	Grade	Jun '24	Sept '25	Oct '25	Nov '25	Dec '25	Jan '26	Feb '26	Mar '26	Apr '26	May '26	Jun '26
STAYTON ELEMENTARY	PreK	30	31									
STAYTON ELEMENTARY	KG	88	75									
STAYTON ELEMENTARY	1	78	90									
STAYTON ELEMENTARY	2	77	78									
STAYTON ELEMENTARY	3	87	77									
STAYTON ELEMENTARY	ALL	330	320	0	0	0	0	0	0	0	0	0
STAYTON INTERMEDIATE	4	88	81									
STAYTON INTERMEDIATE	5	84	89									
STAYTON MIDDLE	6	93	94									
STAYTON MIDDLE	7	100	98									
STAYTON MIDDLE	8	96	99									
SIS/SMS TOTAL	ALL	461	461	0	0	0	0	0	0	0	0	0
OA-LOCUST ST ACADEMY	9	0	0									
OA-LOCUST ST ACADEMY	10	0	0									
OA-LOCUST ST ACADEMY	11	15	7									
OA-LOCUST ST ACADEMY	12	10	22									
OA-GED		14	9									
OA-LSA & GED	ALL	39	38	0	0	0	0	0	0	0	0	0
STAYTON HIGH	9	150	162									
STAYTON HIGH	10	166	157									
STAYTON HIGH	11	153	162									
STAYTON HIGH	12	131	146									
Early College (off campus)		17	7									
Transitions (post-grad SPED)		4	4									
STAYTON HIGH	ALL	621	638	0	0	0	0	0	0	0	0	0
NSSD Total (w/o PreK)	TOTAL	2047	2087	0	0	0	0	0	0	0	0	0
NSSD Total (w/ PreK)		2077	2118									
# Registered w/ WESD to homeschool		98	91									
# Enrolled in Virtual Charter Schools		82	pending									

Notes

NSSD receives Preschool Promise Grant monies for preschool grades and does not receive state funding as it does for grades K-12 so they are not included in the total.