

## **Agenda**

1. Call Meeting to Order
2. Pledge of Allegiance
3. Early Items
  - 3.a. Celebrate Student Success: BHHS Culinary Club
  - 3.b. Student Rep Report - Sahara Sankoh
  - 3.c. Presentation - Coos Curry Electrical Cooperative - Connected Seniors Program
  - 3.d. Building Presentation: Technology Department - Bruce Raleigh
  - 3.e. Proposed Curriculum Adoption Presentation - Social Studies
4. Citizen Input
  - Information on Public Input policies is available at [www.brookings.k12.or.us/board/](http://www.brookings.k12.or.us/board/). Written comments must be received at least 24 hours in advance of the meeting date and time. Interested members of the public who wish to speak at the meeting during the public comment time, can RSVP online up until noon on the day of the meeting. For in-person meetings, all are welcome to come to the meeting and fill out a "blue card" signifying that they would like to give public comment and give it to the Board Chair at the start of the meeting with no prior reservation or notification needed.
5. Consent Agenda
  - 5.a. Approve Minutes
    - DRAFT Minutes April 15, 2026 Budget Committee Training
    - DRAFT Minutes April 15, 2026 Regular Meeting
    - DRAFT Minutes April 15, 2026 School Board Work Session
  - 5.b. Approve Bills
  - 5.c. Approve New Hires
  - 5.d. Approve Extra Duty Contracts
  - 5.e. Acceptance of Gifts and Donations
6. District Reports and Information
  - 6.a. Comments from the Superintendent
    - District/Union Negotiations Summary
    - Interim Test Adoption Plan
  - 6.b. District Reports
  - 6.c. Finance Reports
  - 6.d. Enrollment Summary
7. Action Items
  - 7.a. Approve Interim Test Adoption Plan - STAR
  - 7.b. Approve Collective Bargaining Agreement 2026-2029 between Brookings-Harbor School District and Brookings Harbor Education Association
8. Board Functions and Comments
9. Key Dates and Calendar Updates

- First Budget Committee Meeting, 5:30 p.m. May 26, Kalmiopsis Room 51.
- Graduation, 2 p.m. May 30, Lundeen Field, Azalea Park, Brookings.
- Possible Second Budget Committee Meeting, 5:30 p.m., June 2,
- Regular School Board Meeting and Work Session, 5:30 p.m., June 17, Kalmiopsis Room 51.

10. Adjournment

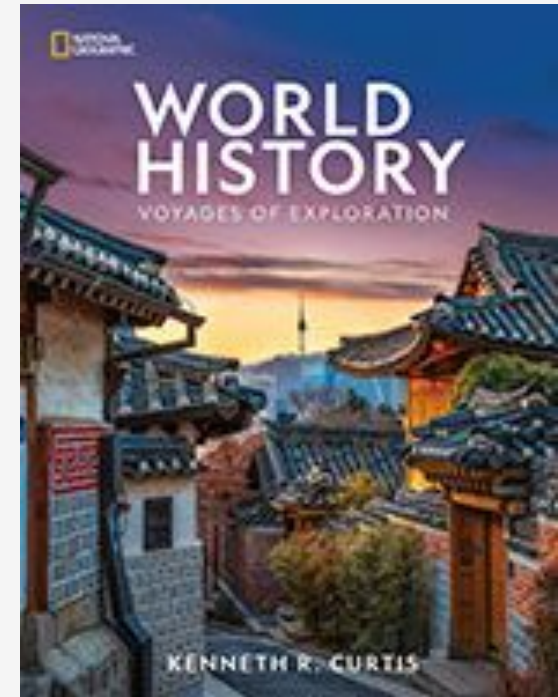
# BHSD Social Studies Adoption

Brookings-Harbor School District  
School Board Presentation



# Oregon Social Sciences Standards

- Civics & Government
- Economics & Financial Literacy
- Geography
- History
- Inquiry and geographic thinking embedded throughout



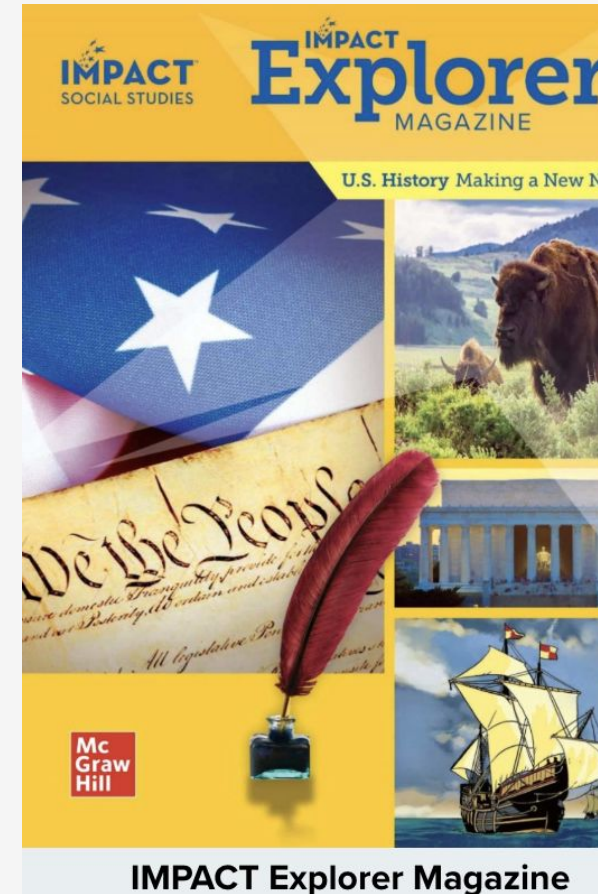
# Elementary Adoption: McGraw Hill

- Strong Oregon standards alignment
- Literacy integration opportunities
- Inquiry-based instruction
- Differentiation supports
- Digital and print resources



# IMPACT Explorer Magazine

- High-interest informational text
- Supports literacy integration
- Encourages classroom discussion
- Strong visual engagement
- Real-world and historical connections



# ELA Crosswalk Opportunities

- Direct alignment to Wonders ELA
- Cross-curricular literacy integration
- Vocabulary and writing support
- Increased instructional efficiency

Category	4	3	2	1
Text/Digital Blend				
Engagement: Community and In Room/PBL				
UnBias (6-12)				
Grade Appropriate Local, State, Tribal, Geo				
Differentiation Included (reading levels, Language, SPED)				

# Secondary Adoption: National Geographic / Cengage

- Geographic perspective throughout curriculum
- Strong project-based learning focus
- Inquiry and civic engagement
- Global and historical analysis
- Real-world application



# Project-Based Learning Focus

- Authentic inquiry experiences
- Collaboration and presentation
- Product and process equally valued
- Real-world relevance
- Student engagement and ownership

TRADITIONAL SCHOOL PROJECT	PROJECT-BASED LEARNING
Learning happens first, followed by a culminating project.	Project is an integral part of the learning process to accomplish the learning goals.
Teacher-created steps show students how to “finish” the project.	Student-generated questions, instruction guides, and final products are valued.
Emphasis on creating a “thing”	Product and process are equally valued.
May or may not be standards aligned	PBL experiences are standards aligned and the work is authentic.
Created within a classroom for a teacher	Created with students in mind.
School project for school setting	Project completed in a real-world context (product or process).
Completed alone	Requires collaboration and guidance from others.

# Alignment to BHSD Rubric

- Digital and print access
- Engagement and PBL alignment
- Geographic and local relevance
- Differentiation supports
- Grade appropriate materials

Category	4	3	2	1
Text/Digital Blend				
Engagement: Community and In Room/PBL				
UnBias (6-12)				
Grade Appropriate Local, State, Tribal, Geo				
Differentiation Included (reading levels, Language, SPED)				

# Professional Development Commitment

- PBL training for middle and high school teachers
- Ongoing implementation support
- Collaborative planning opportunities
- Focus on instructional consistency

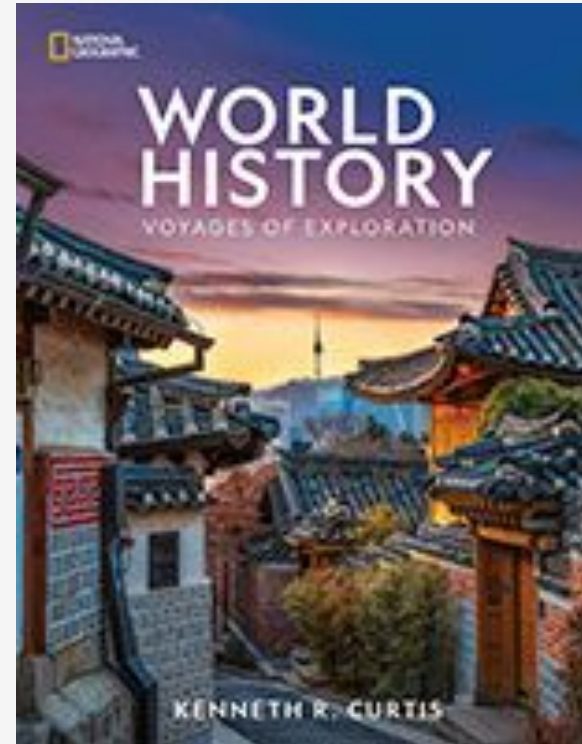
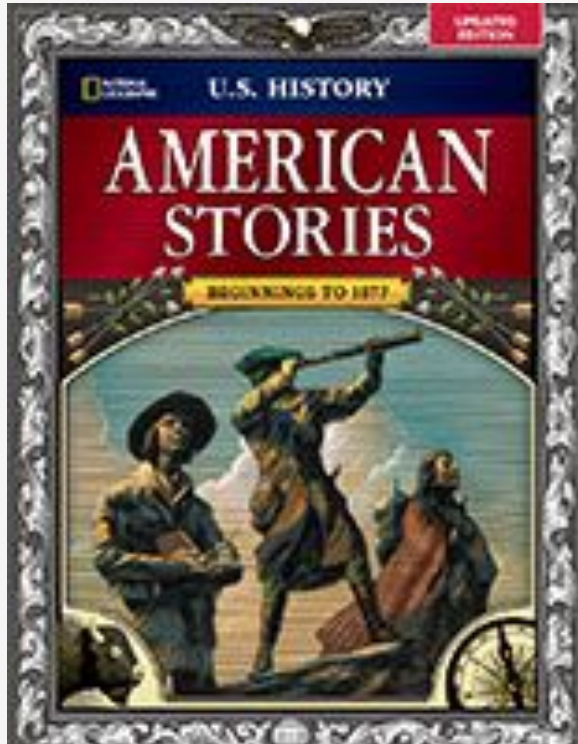
TRADITIONAL SCHOOL PROJECT	PROJECT-BASED LEARNING
Learning happens first, followed by a culminating project.	Project is announced and students work to accomplish the project.
Teacher-created steps show students how to “finish” the project.	Student-generated questions and inquiry guide instruction and final product.
Emphasis on creating a “thing”	Product and process are valued.
May or may not be standards aligned	PBL experience designed to meet standards and other “success factors” in the workplace.
Created within a classroom for a teacher	Created within a classroom or community setting.
School project for school setting	Project completed in school or community context (process and product).
Completed alone	Requires collaboration and guidance from teacher.

# Board Recommendation

Elementary K-5: Adopt McGraw Hill Social Studies  
Secondary 6-12: Adopt National Geographic / Cengage  
Continue investment in Project-Based Learning training  
Support literacy integration and geographic inquiry



# National Geographic Learning Textbooks



Brookings-Harbor School District 17C  
Budget Committee Training / Work Session – DRAFT Minutes  
April 15, 2026 | 5:00 p.m.  
Kalmiopsis Elementary School – Room 51

**Meeting video available at:**

<https://www.youtube.com/live/MCiilEfNI5A?si=nOrO2qbX7Zb9UcsZ>

**Call to Order**

Chair **Jay Trost** called the Budget Committee Training / Work Session to order at **5:03 p.m.** The **Pledge of Allegiance** was observed.

**Present:**

- Jay Trost, Chair
- Trish Walker, Budget Committee Member
- Alan Nidiffer, Budget Committee Member
- Janece Payne, Budget Committee Member
- Katherine Johnson, Budget Committee Member
- Dona Dotson, Budget Committee Member
- Nathan Hanscam, Budget Committee Member
- Kelsey Bozeman, Budget Committee Member
- Sonya Billington, Budget Committee Member
- Helena Chirinian, Superintendent
- Dede Corpening, Director of Fiscal Services
- Nancy Raskauskas-Coons, Administrative Assistant to the Board

**Absent:**

- DeAnne Varitek, Budget Committee Member

**Budget Committee Work Session (Orientation & Training)**

The Budget Committee participated in an orientation and training session designed to prepare members for the upcoming budget development cycle.

**Overview of Budget Fundamentals**

District leadership provided an overview of what constitutes a school district budget, emphasizing that it is a comprehensive financial plan for a single fiscal year based on the best

available information at the time of development. The concept of “good faith estimates” was discussed, noting that projections must be reasonable and grounded in known data.

### **Local Budget Law**

The training included a review of Oregon’s Local Budget Law, including its purpose to:

- Establish standard procedures
- Ensure transparency in fiscal planning
- Encourage community involvement
- Maintain accountability for public funds

### **Role of the Budget Committee**

Committee members reviewed their responsibilities, including:

- Receiving and reviewing the proposed budget and budget message
- Asking clarifying questions and requesting additional information
- Receiving public comment
- Approving the budget and establishing the tax rate

It was clarified that the Budget Committee does **not** determine staffing levels, salaries, or adopt policy.

### **Budget Structure and Accounting**

Staff introduced the Oregon Department of Education’s Chart of Accounts structure, including:

- Fund categories (General Fund, Special Revenue, Capital Projects, etc.)
- Object codes (salaries, services, supplies, capital outlay)
- Function codes (instruction, student services, facilities, etc.)

Revenue sources were also outlined, including local, state, federal, and other funding streams.

### **Budget Process Timeline**

The four phases of the budget process were reviewed:

1. Propose the budget
2. Approve the budget (Budget Committee role)
3. Adopt the budget (Board action)
4. Make changes after adoption, if needed

### **Upcoming Budget Committee Meetings**

The following meeting dates were confirmed:

- **Tuesday, May 26, 2026 – 5:30 p.m.**
- **Tuesday, June 2, 2026 – 5:30 p.m.**

#### **4. Adjournment**

Chair Trost adjourned the meeting at **5:21 p.m.**

Brookings-Harbor School District 17C  
Regular School Board Meeting – DRAFT Minutes  
April 15, 2026 | 5:30 p.m.  
Kalmiopsis Elementary School – Room 51

**Meeting video available at:**

[https://www.youtube.com/live/PI7Atbzc1IM?si=Nv8sAU\\_Qu4YDI\\_jS](https://www.youtube.com/live/PI7Atbzc1IM?si=Nv8sAU_Qu4YDI_jS)

## 1. Call to Order

Chair **Jay Trost** called the meeting to order at **5:32 p.m.**

The **Pledge of Allegiance** was observed.

## 2. Roll Call

**Present:**

- Jay Trost, Chair
- Trish Walker, Vice Chair
- Alan Nidiffer, Board Member
- Janece Payne, Board Member
- Katherine Johnson, Board Member
- Helena Chirinian, Superintendent
- Nancy Raskauskas-Coons, Administrative Assistant to the Board
- Sahara Sankoh, Student Representative

## 3. Early Items

### 3.a Celebrate Student Success (Student Spotlight)

Superintendent **Helena Chirinian** shared recent student highlights and recognitions, including academic and extracurricular achievements across the district.

### 3.b Student Representative Report – Sahara Sankoh

Student Representative **Sahara Sankoh** reported that spring athletics are underway, with baseball and softball league play beginning. She noted that students are focused on maintaining strong academic performance as graduation season approaches.

She also shared details regarding **Prom**, scheduled for **Saturday, April 18 from 8:00–11:00 p.m. at Salmon Run.**

### **3.c Building Presentation – Cindy Devos, Nutrition Director**

Nutrition Director **Cindy Devos** presented an overview of the district's food service program, including grant funding, student meal access, and program operations.

Highlights included:

- Breakfast After the Bell and Farm to School grant funding
- Approximately **2,000 meals served daily**
- Emphasis on **scratch cooking and fresh, locally sourced ingredients**
- Summer food service planning for ESY students and community access

Board members expressed appreciation for the quality of meals, the welcoming cafeteria environment, and the work of the nutrition services team. Discussion included student access to meals when arriving late and the logistics of breakfast service.

### **4. Citizen Input**

No citizen input was provided.

### **5. Consent Agenda**

**Motion:** Janece Payne moved to approve the Consent Agenda as presented.

**Second:** Trish Walker

**Discussion:**

A minor correction was noted in the March Regular Meeting minutes regarding a transposed time. Staff will correct the record.

**Vote:**

- KJ – Aye
- TW – Aye
- AN – Aye
- JP – Aye
- JT – Aye

**Motion passed 5–0.**

### **6. District Reports and Information**

#### **6.a Superintendent Comments**

Superintendent **Helena Chirinian** provided updates on district operations and planning:

- **District Leadership Team (DLT):** Recent work focused on Senate Bill 141, accountability systems, and development of growth-based metrics
- **Summer School Planning:**
  - Credit Recovery beginning June 18 at the high school
  - Extended School Year (ESY) services at Kalmiopsis Elementary for qualifying K–12 students
- **Grant Considerations:** District anticipates qualifying for the ODE Summer School Grant but may decline due to restrictive requirements
- **Budget Development:** Administrative team actively engaged in budget planning
- **Enrollment Trends:**
  - 39 kindergarten students currently registered, with projections increasing
  - No Head Start waitlist this year
  - Continued enrollment decline trends aligning with long-range projections

Board discussion acknowledged the implications of enrollment trends on staffing and long-term planning.

## 7. Action Items

### 7.a Resolution #2026-002 – Appropriation Transfer (General Fund)

The Board considered **Resolution #2026-002: A Resolution Authorizing an Appropriation Transfer within the General Fund (Fund 100).**

The resolution provides for the transfer of **\$200,000** in appropriations:

- **From:** Function 100.2000 – Support Services
- **To:** Function 100.4000 – Facilities Acquisition and Construction

This transfer aligns budgeted resources with current operational and facilities needs.

**Motion:** Janece Payne moved to approve Resolution #2026-002.

**Second:** Trish Walker

**Vote:**

- KJ – Aye
- TW – Aye
- AN – Aye
- JP – Aye
- JT – Aye

**Motion passed 5–0.**

## 8. Recognitions

The Board recognized **Teacher and Staff Appreciation Week**, scheduled for **May 4–8, 2026**.

Board members expressed appreciation for the ongoing dedication of district staff and the critical role educators play in student success.

## **9. Board Functions and Comments**

No additional comments were made.

## **10. Key Dates and Calendar Updates**

- May 20, 2026 – Regular Board Meeting and Work Session
- May 26, 2026 – Budget Committee Meeting
- June 2, 2026 – Budget Committee Meeting (if needed)
- June 17, 2026 – Regular Board Meeting

## **11. Adjournment**

Chair Trost read the statutory reasons for the executive session to be held during the subsequent work session.

The Regular Meeting was adjourned at **6:19 p.m.**

# Brookings-Harbor School District 17C

## School Board Work Session – DRAFT Minutes

April 15, 2026 | Following Regular Meeting

### Kalmiopsis Elementary School – Room 51

Video of public portion available at:

[https://www.youtube.com/live/PI7Atbzc1IM?si=9vyNi0\\_7Y1DbtXOI&t=2924](https://www.youtube.com/live/PI7Atbzc1IM?si=9vyNi0_7Y1DbtXOI&t=2924)

#### 1. Call to Order

Chair **Jay Trost** called the Work Session to order at **6:19 p.m.**

#### 2. Roll Call

**Present:**

- Jay Trost, Chair
- Trish Walker, Vice Chair
- Alan Nidiffer, Board Member
- Janece Payne, Board Member
- Katherine Johnson, Board Member
- Helena Chirinian, Superintendent
- Nancy Raskauskas-Coons, Administrative Assistant to the Board

#### 3. Recess to Executive Session 1

The Board recessed from public session to Executive Session at **6:23 p.m.** pursuant to:

- **ORS 192.660(2)(d)** – To conduct deliberations with persons designated by the governing body to carry on labor negotiations

**Additional Attendees:**

- Dede Corpening, Director of Fiscal Services

#### 4. Recess to Executive Session 2

The Board recessed to a second Executive Session at **6:41 p.m.** pursuant to:

- **ORS 192.660(2)(i)** – To review and evaluate the employment-related performance of the chief executive officer of the public body

## **5. Return to Public Session**

The Board adjourned Executive Session and returned to public session at **6:51 p.m.**

No discussion or action occurred following the conclusion of the Executive Session.

## **6. Adjournment**

The Work Session was adjourned at **6:51 p.m.**

Brookings-Harbor School Dist. 17C

Expenditure Summary Report

Fiscal Year: 2025-2026

Criteria: Report Sort: Fund

From Date: 04/01/2026

To Date: 04/30/2026

Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
AMAZON						
		138098	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$22.46
		138098	GENERAL FUND	LIFE SKILLS	SUPPLIES	\$85.13
		138098	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$162.53
		138098	GENERAL FUND	TECHNOLOGY SERVICES	SUPPLIES	\$186.21
		138150	GENERAL FUND	BOARD OF DIRECTORS	SUPPLIES	\$194.49
		138150	GENERAL FUND	EDUCATIONAL MEDIA SERVICES	LIBRARY BOOKS	\$36.90
		138150	GENERAL FUND	ELEMENTARY	SUPPLIES	\$373.69
		138150	GENERAL FUND	LIFE SKILLS	SUPPLIES	\$1,354.09
		138150	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$89.55
		138150	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	SUPPLIES	\$119.62
		138150	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$134.50
		138150	GENERAL FUND	STUDENTS WITH DISABILITIES	SUPPLIES	\$1,437.40
		138210	GENERAL FUND	ELEMENTARY	SUPPLIES	\$13.99
		138210	GENERAL FUND	GUIDANCE SERVICES	SUPPLIES	\$1,509.55
		138210	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$21.90
		138210	GENERAL FUND	OFFICE OF THE PRINCIPAL	SUPPLIES	\$214.56
		138210	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$43.00
		138288	GENERAL FUND	ELEMENTARY	SUPPLIES	\$11.98
		138288	GENERAL FUND	GUIDANCE SERVICES	SUPPLIES	\$954.15
		138288	GENERAL FUND	STAFF SERVICES	SUPPLIES	\$149.87
		138288	GENERAL FUND	TECHNOLOGY SERVICES	SUPPLIES	\$341.87
				Total for AMAZON		\$7,457.44
ANDERSON, CORAL S						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
AUSTIN, DOMINE A						

Brookings-Harbor School Dist. 17C

Expenditure Summary Report

Fiscal Year: 2025-2026

Criteria: Report Sort: Fund

From Date: 04/01/2026

To Date: 04/30/2026

Fund: 100 Remit Name	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
AYA HEALTHCARE, INC.						
		138099	GENERAL FUND	OTHER STUDENT TREATMENT OT/ PT	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$3,600.00
		138211	GENERAL FUND	OTHER STUDENT TREATMENT OT/ PT	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$7,200.00
		138289	GENERAL FUND	OTHER STUDENT TREATMENT OT/ PT	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$3,600.00
Total for AYA HEALTHCARE, INC.						\$14,400.00
BACKGROUND INVESTIGATION BUREAU, LLC						
		138100	GENERAL FUND	OFFICE OF THE SUPERINTENDENT	DUES AND FEES	\$333.50
BEAMAN, JESS						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
BELL, WADE L						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
BIO-MED TESTING SERVICES INC						
		138152	GENERAL FUND	STAFF SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$168.00
		138152	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$480.00
Total for BIO-MED TESTING SERVICES INC						\$648.00
BLICK ART MATERIALS						
		138212	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$757.56
BLUE STAR GAS						
		138101	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	FUEL	\$983.57
		138154	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	FUEL	\$1,047.58
		138291	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	FUEL	\$937.97
Total for BLUE STAR GAS						\$2,969.12
BURNETT, DESIRI						

Brookings-Harbor School Dist. 17C

Expenditure Summary Report

Fiscal Year: 2025-2026

Criteria: Report Sort: Fund

From Date: 04/01/2026

To Date: 04/30/2026

Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
BUSINESS RADIO LICENSING		138292	GENERAL FUND	STUDENT SAFETY	DUES AND FEES	\$130.00
CANON FINANCIAL SERVICES INC.		138103	GENERAL FUND	FISCAL SERVICES	RENTALS	\$4.47
		138103	GENERAL FUND	STUDENTS WITH DISABILITIES	RENTALS	\$4.47
		138156	GENERAL FUND	ELEMENTARY	RENTALS	\$1,090.40
		138156	GENERAL FUND	ELEMENTARY	REPAIR AND MAINTENANCE	\$589.04
		138156	GENERAL FUND	FISCAL SERVICES	RENTALS	\$132.22
		138156	GENERAL FUND	FISCAL SERVICES	REPAIR AND MAINTENANCE	\$57.23
		138156	GENERAL FUND	HIGH SCHOOL PROGRAMS	RENTALS	\$700.31
		138156	GENERAL FUND	HIGH SCHOOL PROGRAMS	REPAIR AND MAINTENANCE	\$203.78
		138156	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	RENTALS	\$568.78
		138156	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	REPAIR AND MAINTENANCE	\$283.67
		138156	GENERAL FUND	OFFICE OF THE PRINCIPAL	RENTALS	\$69.75
		138156	GENERAL FUND	OFFICE OF THE PRINCIPAL	REPAIR AND MAINTENANCE	\$52.99
		138156	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	RENTALS	\$19.55
		138156	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	REPAIR AND MAINTENANCE	\$24.83
		138156	GENERAL FUND	STUDENTS WITH DISABILITIES	RENTALS	\$171.92
		138156	GENERAL FUND	STUDENTS WITH DISABILITIES	REPAIR AND MAINTENANCE	\$62.29
		138214	GENERAL FUND	ELEMENTARY	RENTALS	\$247.43
		138293	GENERAL FUND	FISCAL SERVICES	RENTALS	\$4.47
		138293	GENERAL FUND	STUDENTS WITH DISABILITIES	RENTALS	\$4.47
				Total for CANON FINANCIAL SERVICES INC.		\$4,292.07
CANON U.S.A., INC.		138104	GENERAL FUND	OFFICE OF THE PRINCIPAL	RENTALS	\$0.00
		138104	GENERAL FUND	OFFICE OF THE PRINCIPAL	REPAIR AND MAINTENANCE	\$73.40

Brookings-Harbor School Dist. 17C

Expenditure Summary Report

Fiscal Year: 2025-2026

Criteria: Report Sort: Fund

From Date: 04/01/2026

To Date: 04/30/2026

				Total for CANON U.S.A., INC.	\$73.40
CAROLINA BIOLOGICAL SUPPLY INC					
	138105	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$272.02
CASCADE HOME CENTER					
	138106	GENERAL FUND	CARE AND UPKEEP OF BUILDINGS	SUPPLIES	\$127.87
	138106	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$256.03
	138157	GENERAL FUND	CARE AND UPKEEP OF BUILDINGS	SUPPLIES	\$14.99
	138157	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$95.90
	138215	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$870.75
	138294	GENERAL FUND	CARE AND UPKEEP OF BUILDINGS	SUPPLIES	\$272.34
	138294	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$282.98
				Total for CASCADE HOME CENTER	\$1,920.86
CASTILLO, KARISSA J					
	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
CASTLEBERRY, CHRISTINE					
	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
CDW - GOVERNMENT INC					
	138107	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$284.17
CHRISTENSEN, ANDREA					
	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
CITY OF BROOKINGS					
	138158	GENERAL FUND	MAINTENANCE SERVICES	WATER AND SEWAGE	\$3,084.48
CLARK, MANDY E					
	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
COGNIA INC					
	138217	GENERAL FUND	HIGH SCHOOL PROGRAMS	PROFESSIONAL AND TECHNICAL SERVICES	\$1,400.00
COLUMBIA BANK					
	0	GENERAL FUND	EDUCATIONAL MEDIA SERVICES	LIBRARY BOOKS	\$133.51
	0	GENERAL FUND	ELEMENTARY	SUPPLIES	\$200.46

Brookings-Harbor School Dist. 17C

Expenditure Summary Report

Fiscal Year: 2025-2026

Criteria: Report Sort: Fund

From Date: 04/01/2026

To Date: 04/30/2026

Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		0	GENERAL FUND	HIGH SCHOOL PROGRAMS	DUES AND FEES	\$118.00
		0	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$480.17
		0	GENERAL FUND	LIFE SKILLS	TEXTBOOKS	\$1,609.20
		0	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$928.65
		0	GENERAL FUND	OFFICE OF THE PRINCIPAL	SUPPLIES	\$217.57
		0	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	TRAVEL	\$149.00
				Total for COLUMBIA BANK		\$3,836.56
COOS CURRY ELECTRIC CO-OP INC						
		138109	GENERAL FUND	MAINTENANCE SERVICES	ELECTRICITY	\$24,768.08
		138218	GENERAL FUND	MAINTENANCE SERVICES	ELECTRICITY	\$1,061.45
		138297	GENERAL FUND	MAINTENANCE SERVICES	ELECTRICITY	\$19,729.54
				Total for COOS CURRY ELECTRIC CO-OP INC		\$45,559.07
CORPENING, JULIETTE						
		138141	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
CORRIGAN, AMY M						
		138142	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
CRISIS PREVENTION INSTITUTE						
		138159	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	DUES AND FEES	\$761.70
CROUCH, CINDY L						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
CROWE, PEGGY D						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
CRYSTAL FRESH BOTTLED WATER INC						
		138160	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$40.25
		138160	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	SUPPLIES	\$17.25
		138160	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$34.00

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name		138160	GENERAL FUND	TECHNOLOGY SERVICES	SUPPLIES	\$18.50
				Total for CRYSTAL FRESH BOTTLED WATER INC		\$110.00
CTR - WASTE WORKS		138219	GENERAL FUND	MAINTENANCE SERVICES	GARBAGE	\$179.76
CTR INC		138111	GENERAL FUND	MAINTENANCE SERVICES	GARBAGE	\$5,062.42
		138111	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	GARBAGE	\$971.25
				Total for CTR INC		\$6,033.67
CURRY EQUIPMENT-BROOKINGS		138220	GENERAL FUND	CARE & UPKEEP OF GROUNDS	SUPPLIES	\$599.99
DEL NORTE UNIFIED SCHOOL DIST		138162	GENERAL FUND	OTHER STUDENT TREATMENT OT/PT	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$16,714.97
		138162	GENERAL FUND	OTHR SPC PRG/INDIAN ED	TUITION PAYMENTS	\$0.00
				Total for DEL NORTE UNIFIED SCHOOL DIST		\$16,714.97
DEVOS, CYNTHIA D		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
DIETRICH, DANNIELLE		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
EARL, MOLLY E		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
EDUCATION CONSULTANTS LLC		138113	GENERAL FUND	PSYCHOLOGICAL SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$12,240.00
ESS WEST, LLC		0	GENERAL FUND	CARE AND UPKEEP OF BUILDINGS	ESS Classified Substitutes	\$1,574.88
		0	GENERAL FUND	EDUCATIONAL MEDIA SERVICES	ESS Classified Substitutes	\$1,685.99
		0	GENERAL FUND	ELEMENTARY	ESS Certified Substitutes	\$13,376.05

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Remit Name						
		0	GENERAL FUND	ELEMENTARY	ESS Classified Substitutes	\$1,031.52
		0	GENERAL FUND	GUIDANCE SERVICES	ESS Certified Substitutes	\$140.79
		0	GENERAL FUND	GUIDANCE SERVICES	ESS Classified Substitutes	\$397.88
		0	GENERAL FUND	HIGH SCHOOL PROGRAMS	ESS Certified Substitutes	\$33,508.05
		0	GENERAL FUND	LIFE SKILLS	ESS Certified Substitutes	\$844.74
		0	GENERAL FUND	LIFE SKILLS	ESS Classified Substitutes	\$2,859.66
		0	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	ESS Certified Substitutes	\$9,292.11
		0	GENERAL FUND	NURSE SERVICES	ESS Classified Substitutes	\$154.56
		0	GENERAL FUND	OFFICE OF THE PRINCIPAL	ESS Classified Substitutes	\$1,531.42
		0	GENERAL FUND	STUDENTS WITH DISABILITIES	ESS Certified Substitutes	\$759.89
		0	GENERAL FUND	STUDENTS WITH DISABILITIES	ESS Classified Substitutes	\$5,703.18
				Total for ESS WEST, LLC		\$72,860.72
FERGUSON, GARRETT D		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
FIELDPRINT, INC.		138165	GENERAL FUND	FISCAL SERVICES	DUES AND FEES	\$12.50
FLINN SCIENTIFIC		138166	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$573.82
FOLLETT SOFTWARE LLC		138167	GENERAL FUND	EDUCATIONAL MEDIA SERVICES	COMPUTER SOFTWARE	\$364.65
		138167	GENERAL FUND	EDUCATIONAL MEDIA SERVICES	SUPPLIES	\$678.01
				Total for FOLLETT SOFTWARE LLC		\$1,042.66
FRESH PRINTS OF GOLD BEACH		138115	GENERAL FUND	OFFICE OF THE PRINCIPAL	SUPPLIES	\$1,230.00
FRONTLINE TECHNOLOGIES GROUP LLC		138116	GENERAL FUND	FISCAL SERVICES	COMPUTER SOFTWARE	\$20,709.00
		138116	GENERAL FUND	STAFF SERVICES	COMPUTER SOFTWARE	\$0.00
				Total for FRONTLINE TECHNOLOGIES GROUP LLC		\$20,709.00

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FULTON, JASON P	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
GARRETT HEMANN ROBERTSON PC	138169	GENERAL FUND	OFFICE OF THE SUPERINTENDENT	LEGAL SERVICES	\$930.00
GIANT THIRST DESIGN	138170	GENERAL FUND	STAFF SERVICES	SUPPLIES	\$3,833.30
GRADUATION ALLIANCE INC	138171	GENERAL FUND	ALTERNATIVE EDUCATION	PROFESSIONAL AND TECHNICAL SERVICES	\$11,256.04
GRANTS PASS SCHOOL DIST #7	138172	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	DUES AND FEES	\$325.00
GUY, DAVID S	138173	GENERAL FUND	HIGH SCHOOL PROGRAMS	TRAVEL	\$168.00
	138173	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	TRAVEL	\$18.00
			Total for GUY, DAVID S		\$186.00
H&S ENERGY GROUP	138174	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	FUEL	\$3,875.47
	138301	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	FUEL	\$3,278.55
			Total for H&S ENERGY GROUP		\$7,154.02
HAUBER, EVA	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
HERNANDEZ, FRANK A	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
HERNANDEZ, LYNETTE	0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
HOLLORAN ROUSE, NICOLE	138143	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
HUNT, TRUDY E					

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
IHT SPIRIT SYSTEM						
		138176	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	COMPUTER SOFTWARE	\$150.00
INTOUCH RECEIPTING						
		138177	GENERAL FUND	TECHNOLOGY SERVICES	COMPUTER SOFTWARE	\$184.65
IRON MOUNTAIN NC						
		138303	GENERAL FUND	FISCAL SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$367.21
JEFFERIES, ANGELA L						
		138144	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
JENKINS, LIANE						
		138178	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$25.00
K12 MANAGEMENT DBA FUELED						
		138119	GENERAL FUND	ALTERNATIVE EDUCATION	PROFESSIONAL AND TECHNICAL SERVICES	\$5,200.00
KAJEET						
		138179	GENERAL FUND	TECHNOLOGY SERVICES	Other Communication Services	\$5,393.32
LA FLOR DE MEXICO						
		138121	GENERAL FUND	OFFICE OF THE PRINCIPAL	SUPPLIES	\$600.00
LAMB, CHRISTINA E						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
LANGUAGE LINE SERVICES, INC.						
		138181	GENERAL FUND	INTERPRETATION AND TRANSLATION	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$125.00
LAWRENCE COMPANY						
		138122	GENERAL FUND	FISCAL SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$160.00
LEIGH, MAUREEN F						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
LENHARDT, CHEYENNE M						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
LES SCHWAB TIRE CENTER INC						
		138183	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$2,846.53
LONG, KAYDEE						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
LOPEZ, JENNIFER C						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
MARCIA BRENNER ASSOCIATES						
		138123	GENERAL FUND	TECHNOLOGY SERVICES	COMPUTER SOFTWARE	\$688.00
MATHISON, LUKE T						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
MCGRAW-HILL EDUCATION						
		138185	GENERAL FUND	ELEMENTARY	TEXTBOOKS	\$21,354.16
		138185	GENERAL FUND	ELL-ORS	TEXTBOOKS	\$1,159.72
		Total for MCGRAW-HILL EDUCATION				\$22,513.88
MCQUEEN, MICHAEL						
		138186	GENERAL FUND	HIGH SCHOOL PROGRAMS	TRAVEL	\$18.00
		138229	GENERAL FUND	HIGH SCHOOL PROGRAMS	TRAVEL	\$50.00
		138305	GENERAL FUND	ELEMENTARY	TRAVEL	\$36.00
		Total for MCQUEEN, MICHAEL				\$104.00
MCVAY, MELANIE						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
MEDINA BERMEJO, FABIOLA						
		138145	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
MEEK BASKETBALL CAMPS						
		138187	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$4,200.00
MILLS, TRISHA L						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
MISSION LINEN SUPPLY						

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		138125	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$70.93
		138188	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$141.86
		138306	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$52.51
				Total for MISSION LINEN SUPPLY		\$265.30
MONAZI, AMANDA N		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
MORRIS, MELINDA		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
NAPA AUTO PARTS		138126	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$11.96
		138191	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$88.90
		138231	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$53.62
		138307	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$66.28
				Total for NAPA AUTO PARTS		\$220.76
NELSON, BRITTNEY LYNN		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
NOLTE, BRITT C		138146	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
OETC		138309	GENERAL FUND	TECHNOLOGY SERVICES	DUES AND FEES	\$150.00
OGLETREE DEAKINS		138310	GENERAL FUND	BOARD OF DIRECTORS	NEGOTIATION SERVICES	\$1,433.70
OREGON DEPARTMENT OF EDUCATION		138193	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$100.00

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
OSPA						
		138128	GENERAL FUND	STAFF SERVICES	TRAVEL	\$449.00
PACIFIC UNION SCHOOL						
		138195	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$200.00
PETERS, TINA L						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
PINA, TRAVIS M						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
PITNEY BOWES GLOBAL - LEASING						
		138129	GENERAL FUND	FISCAL SERVICES	POSTAGE	\$1,140.54
POWERSCHOOL GROUP LLC_00528						
		138232	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	COMPUTER SOFTWARE	\$12,734.97
		138232	GENERAL FUND	TECHNOLOGY SERVICES	COMPUTER SOFTWARE	\$11,670.01
Total for POWERSCHOOL GROUP LLC_00528						\$24,404.98
PRUITT, ASHLEY M						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
PRYOR-RODE, JENNIFER						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
PURCHASE POWER						
		138233	GENERAL FUND	FISCAL SERVICES	POSTAGE	\$2,459.00
QUILL CORPORATION						
		138130	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$495.71
		138197	GENERAL FUND	ELEMENTARY	SUPPLIES	\$425.94
		138197	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$143.35
		138197	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$117.54
		138234	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$277.78
		138312	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$101.08

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name		138312	GENERAL FUND	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$99.08
				Total for QUILL CORPORATION		\$1,660.48
RED SKY ROOFING		138131	GENERAL FUND	BLDG ACQUISITION, CONTR. & IMPROVEMENT	* OVER \$5000 BUILDING ACQUISITION	\$35,366.27
RICHCREEK, KATIE R		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
RIDGE, KEN		138132	GENERAL FUND	HIGH SCHOOL PROGRAMS	TRAVEL	\$118.00
		138235	GENERAL FUND	HIGH SCHOOL PROGRAMS	TRAVEL	\$200.00
				Total for RIDGE, KEN		\$318.00
ROSE, TRASEE A		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
RUTHERFORD, AMY E		138147	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
RYAN, JOAN L		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
SAUCERMAN, LAURA		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
SAUNDERS, ALEXIS N.		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
SAUNDERS, FAITH L		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
SCHAEFER-BERTRAM, STACIE L		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
SHAW, MONICA A		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
SLATER, DANIELLE M						

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
SMITH, JILL J		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
SMITH, SEAN		0	GENERAL FUND	STUDENTS WITH DISABILITIES	PROFESSIONAL AND TECHNICAL SERVICES	\$3,060.00
SPARKMAN, BREANNA M		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
STEWART, WENDY ALEXIS		138148	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
STUMPENHAUS, WADE C		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
TAYLOR, CORRIE		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
TURBO WHEELCHAIR CO. INC		138203	GENERAL FUND	OTHER STUDENT TREATMENT OT/PT	NON CONSUMABLE SUPPLIES	\$1,800.00
TYREE OIL, INC		138324	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	FUEL	\$2,498.14
UMPQUA BANK		0	GENERAL FUND	ELEMENTARY	SUPPLIES	\$63.27
		0	GENERAL FUND	FISCAL SERVICES	SUPPLIES	\$3,288.72
		0	GENERAL FUND	GUIDANCE SERVICES	SUPPLIES	\$940.57
		0	GENERAL FUND	GUIDANCE SERVICES	TRAVEL	\$7,377.57
		0	GENERAL FUND	HIGH SCHOOL PROGRAMS	SUPPLIES	\$502.38
		0	GENERAL FUND	INSTR. STAFF DEVELOPMENT	SUPPLIES	\$0.00
		0	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	SUPPLIES	\$560.83
		0	GENERAL FUND	SERVICE DIRECTION, STUDENT SUPPORT	TRAVEL	\$380.32

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Fund: 100 Remit Name	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
		0	GENERAL FUND	STAFF SERVICES	SUPPLIES	\$2,022.53
		0	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	COMPUTER SOFTWARE	\$0.00
		0	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	DUES AND FEES	\$132.00
		0	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$206.45
		0	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	TRAVEL	\$0.00
		0	GENERAL FUND	TECHNOLOGY SERVICES	TRAVEL	\$2,459.22
				Total for UMPQUA BANK		\$17,933.86
US CELLULAR						
		138204	GENERAL FUND	ALTERNATIVE EDUCATION	TELEPHONE	\$48.34
		138204	GENERAL FUND	ELL-ORS	TELEPHONE	\$96.68
		138204	GENERAL FUND	NURSE SERVICES	TELEPHONE	\$614.71
		138204	GENERAL FUND	STUDENT SAFETY	TELEPHONE	\$48.34
		138204	GENERAL FUND	TECHNOLOGY SERVICES	Other Communication Services	\$185.40
		138325	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	Other Communication Services	\$649.67
		138325	GENERAL FUND	TECHNOLOGY SERVICES	Other Communication Services	\$570.80
				Total for US CELLULAR		\$2,213.94
US FOODS						
		138326	GENERAL FUND	ELEMENTARY	SUPPLIES	\$611.62
WALLIN, TERI A						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
WALTON SOBERON, JODY L						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
WESEL, DUSTIN						
		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
WESTERN BUS SALES INC						

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Fund: 100	GENERAL FUND	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		138207	GENERAL FUND	STUDENT TRANSPORTATION SERVICES	SUPPLIES	\$435.32
WOODEL, KENNETH LEE		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$500.00
WRIGHT, DOUGLAS K		0	GENERAL FUND	Undesignated	Payroll Deductions and Withholdings	\$250.00
ZIPLY FIBER		138208	GENERAL FUND	TECHNOLOGY SERVICES	TELEPHONE	\$117.77
		138246	GENERAL FUND	TECHNOLOGY SERVICES	TELEPHONE	\$2,710.65
				Total for ZIPLY FIBER		\$2,828.42
				Total for GENERAL FUND		\$408,528.32

Fund: 202	Title I-A	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
AMAZON		138150	Title I-A	TITLE 1A PROGRAM	SUPPLIES	\$566.46
DEMAGALSKI, JACQUELINE		138222	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$100.00
ESS WEST, LLC		0	Title I-A	TITLE 1A PROGRAM	ESS Certified Substitutes	\$8,668.98
		0	Title I-A	TITLE 1A PROGRAM	ESS Classified Substitutes	\$3,324.81
				Total for ESS WEST, LLC		\$11,993.79
LOEBS, CHELSEA		138228	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$150.00
MORRIS, GWEN		138230	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$550.00
SANDERS, SARAH						

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Fund: 202	Title I-A	Check#	FUND	FUNCTION	OBJECT	Amount
SCHULTZ, JAMES		138198	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$50.00
SCHULTZ, JAMIE		138236	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$725.00
SCHULTZ, KARI		138237	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$900.00
		138238	Title I-A	COMMUNITY SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$800.00
Total for Title I-A						\$15,835.25

Fund: 205	FED IMPROVE FUNDS CSI & TSI SCHOOLS	Check#	FUND	FUNCTION	OBJECT	Amount
COLUMBIA BANK		0	FED IMPROVE FUNDS CSI & TSI SCHOOLS	ELEMENTARY	SUPPLIES	\$74.22
		0	FED IMPROVE FUNDS CSI & TSI SCHOOLS	HIGH SCHOOL PROGRAMS	TRAVEL	\$1,699.11
Total for COLUMBIA BANK						\$1,773.33
ESS WEST, LLC		0	FED IMPROVE FUNDS CSI & TSI SCHOOLS	MIDDLE/JUNIOR HIGH PROGRAMS	ESS Certified Substitutes	\$1,587.60
GEZON, NICHOLAS R		138299	FED IMPROVE FUNDS CSI & TSI SCHOOLS	HIGH SCHOOL PROGRAMS	TRAVEL	\$480.19
MRS. WILLS KINDERGARTEN		138189	FED IMPROVE FUNDS CSI & TSI SCHOOLS	ELEMENTARY	PROFESSIONAL AND TECHNICAL SERVICES	\$7,000.00
PACIFIC RIM COPY CENTER		138311	FED IMPROVE FUNDS CSI & TSI SCHOOLS	ELEMENTARY	SUPPLIES	\$78.40
PBLWORKS						

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Fund: 205	FED IMPROVE FUNDS CSI & TSI SCHOOLS			FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
	138196	FED IMPROVE FUNDS CSI & TSI SCHOOLS		MIDDLE/JUNIOR HIGH PROGRAMS	TRAVEL	\$5,900.00
RALEIGH, BONNIE						
	138313	FED IMPROVE FUNDS CSI & TSI SCHOOLS		HIGH SCHOOL PROGRAMS	TRAVEL	\$408.00
				Total for FED IMPROVE FUNDS CSI & TSI SCHOOLS		\$17,227.52
Fund: 208	IDEA GRANT			FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
ESS WEST, LLC						
	0	IDEA GRANT		LIFE SKILLS	ESS Certified Substitutes	\$985.53
				Total for IDEA GRANT		\$985.53
Fund: 210	CARL PERKINS GRANT			FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
AMAZON						
	138150	CARL PERKINS GRANT		HIGH SCHOOL PROGRAMS	SUPPLIES	\$1,595.00
				Total for CARL PERKINS GRANT		\$1,595.00
Fund: 221	YTP GRANT			FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
US CELLULAR						
	138204	YTP GRANT		YOUTH TRANSITION PROGRAM	TELEPHONE	\$48.34
				Total for YTP GRANT		\$48.34
Fund: 251	SCHOOL IMPROVEMENT ACCOUNT (SIA)			FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
AMAZON						
	138150	SCHOOL IMPROVEMENT ACCOUNT (SIA)		MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$462.57
	138210	SCHOOL IMPROVEMENT ACCOUNT (SIA)		ELEMENTARY	SUPPLIES	\$288.84
				Total for AMAZON		\$751.41
COLUMBIA BANK						

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Fund: 251		SCHOOL IMPROVEMENT ACCOUNT (SIA)		FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
	0	SCHOOL IMPROVEMENT ACCOUNT (SIA)		MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES	\$1,235.96
ELK RIDGE CLOTHING						
	138164	SCHOOL IMPROVEMENT ACCOUNT (SIA)		ELEMENTARY	SUPPLIES	\$1,320.00
ESS WEST, LLC						
	0	SCHOOL IMPROVEMENT ACCOUNT (SIA)		ELEMENTARY	ESS Certified Substitutes	\$5,068.44
	0	SCHOOL IMPROVEMENT ACCOUNT (SIA)		MIDDLE/JUNIOR HIGH PROGRAMS	ESS Certified Substitutes	\$422.37
				Total for ESS WEST, LLC		\$5,490.81
NICK RAIL MUSIC						
	138192	SCHOOL IMPROVEMENT ACCOUNT (SIA)		ELEMENTARY	SUPPLIES	\$739.77
				Total for SCHOOL IMPROVEMENT ACCOUNT (SIA)		\$9,537.95

Fund: 252		HIGH SCHOOL SUCCESS - M98		FUNCTION	OBJECT	Amount
Remit Name	Check#	FUND				
ADOBE INC						
	138149	HIGH SCHOOL SUCCESS - M98		MIDDLE/JUNIOR HIGH PROGRAMS	COMPUTER SOFTWARE	\$2,496.00
COLUMBIA BANK						
	0	HIGH SCHOOL SUCCESS - M98		HIGH SCHOOL PROGRAMS	SUPPLIES	\$371.00
ESS WEST, LLC						
	0	HIGH SCHOOL SUCCESS - M98		HIGH SCHOOL PROGRAMS	ESS Certified Substitutes	\$562.16
KLEESPIES, KRISTY A						
	138180	HIGH SCHOOL SUCCESS - M98		HIGH SCHOOL PROGRAMS	PROFESSIONAL AND TECHNICAL SERVICES	\$913.75
	138304	HIGH SCHOOL SUCCESS - M98		HIGH SCHOOL PROGRAMS	PROFESSIONAL AND TECHNICAL SERVICES	\$297.50
				Total for KLEESPIES, KRISTY A		\$1,211.25
QUILL CORPORATION						
	138234	HIGH SCHOOL SUCCESS - M98		HIGH SCHOOL PROGRAMS	SUPPLIES	\$763.31

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Fund: 252	HIGH SCHOOL SUCCESS - M98					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
	138312	HIGH SCHOOL SUCCESS - M98	HIGH SCHOOL PROGRAMS	SUPPLIES		\$75.47
			Total for QUILL CORPORATION			\$838.78
SOUTHERN OREGON UNIVERSITY						
	138239	HIGH SCHOOL SUCCESS - M98	HIGH SCHOOL PROGRAMS	OTHER TUITION		\$5,236.00
SOWIB						
	138134	HIGH SCHOOL SUCCESS - M98	INFORMATION SERVICES	PROFESSIONAL AND TECHNICAL SERVICES		\$3,280.00
	138318	HIGH SCHOOL SUCCESS - M98	INFORMATION SERVICES	PROFESSIONAL AND TECHNICAL SERVICES		\$3,280.00
			Total for SOWIB			\$6,560.00
SWEETWATER						
	138136	HIGH SCHOOL SUCCESS - M98	MIDDLE/JUNIOR HIGH PROGRAMS	NON CONSUMABLE SUPPLIES		\$353.69
UMPQUA BANK						
	0	HIGH SCHOOL SUCCESS - M98	HIGH SCHOOL PROGRAMS	SUPPLIES		\$216.73
WENGER CORPORATION						
	138206	HIGH SCHOOL SUCCESS - M98	MIDDLE/JUNIOR HIGH PROGRAMS	NON CONSUMABLE SUPPLIES		\$3,316.98
			Total for HIGH SCHOOL SUCCESS - M98			\$21,162.59

Fund: 261	Miscellaneous					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
AMAZON						
	138150	Miscellaneous	ELEMENTARY	SUPPLIES		(\$674.37)
	138150	Miscellaneous	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES		\$517.72
	138210	Miscellaneous	ELEMENTARY	SUPPLIES		\$1,319.52
	138210	Miscellaneous	MIDDLE/JUNIOR HIGH PROGRAMS	SUPPLIES		\$1,851.48
	138288	Miscellaneous	ELEMENTARY	SUPPLIES		(\$76.92)
			Total for AMAZON			\$2,937.43
CITY OF BROOKINGS						
	138295	Miscellaneous	MIDDLE/JUNIOR HIGH PROGRAMS	NON CONSUMABLE SUPPLIES		\$20.00
COLUMBIA BANK						

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Fund: 261		Miscellaneous		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name								
		0	Miscellaneous			HIGH SCHOOL PROGRAMS	SUPPLIES	\$1,980.00
DEL NORTE COUNTY SCHOOLS								
		138221	Miscellaneous			MIDDLE/JUNIOR HIGH PROGRAMS	NON CONSUMABLE SUPPLIES	\$40.00
NICK RAIL MUSIC								
		138127	Miscellaneous			HIGH SCHOOL PROGRAMS	NON CONSUMABLE SUPPLIES	\$1,946.00
Total for Miscellaneous								\$6,923.43

Fund: 272		Furniture Fund		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name								
COLUMBIA BANK								
		0	Furniture Fund			MIDDLE/JUNIOR HIGH PROGRAMS	NON CONSUMABLE SUPPLIES	\$8,915.29
Total for Furniture Fund								\$8,915.29

Fund: 274		HS Co-Curricular		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name								
BLAKE, JOHN								
		138153	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$168.00
		138290	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$50.00
Total for BLAKE, JOHN								\$218.00
CITY OF MEDFORD								
		138296	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$237.50
COLUMBIA BANK								
		0	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$0.00
		0	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$4,926.60
Total for COLUMBIA BANK								\$4,926.60
CTR INC								
		138161	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	SUPPLIES	\$689.00
DOWNING, JESSICA								
		138163	HS Co-Curricular			HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$85.00

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Fund: 274	HS Co-Curricular	Check#	FUND	FUNCTION	OBJECT	Amount
GUY, DAVID S						
		138117	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$218.00
		138225	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$100.00
		138300	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$150.00
Total for GUY, DAVID S						\$468.00
HARDING, JARRED						
		138118	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$136.00
		138175	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$82.00
		138302	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$32.00
Total for HARDING, JARRED						\$250.00
KNIGHT, MICHAEL						
		138120	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$50.00
MCQUEEN, MICHAEL						
		138124	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$50.00
		138186	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$68.00
Total for MCQUEEN, MICHAEL						\$118.00
MVBUA						
		138190	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$431.50
NORTHCOAST HEALTH SCREENING						
		138308	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$890.00
OSAA						
		138194	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$177.12
RIDGE, KEN						
		138132	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$32.00
		138235	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$32.00
		138315	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$32.00
Total for RIDGE, KEN						\$96.00
ROGUE VALLEY BASEBALL						

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Fund: 274 HS Co-Curricular		Check#	FUND	FUNCTION	OBJECT	Amount
SOUTH UMPQUA HIGH SCHOOL		138316	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$234.50
ST. MARY'S SCHOOL		138200	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$166.27
SWUA		138319	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES	\$550.00
UMPQUA BANK		138137	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	DUES AND FEES	\$3,270.50
WALLIN III, LAWRENCE K		0	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$852.15
		138245	HS Co-Curricular	HIGH SCHOOL EXTRACURRICULAR	TRAVEL	\$333.93
Total for HS Co-Curricular						\$14,044.07

Fund: 275 Azalea MS Athletics		Check#	FUND	FUNCTION	OBJECT	Amount
AMAZON		138150	Azalea MS Athletics	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	SUPPLIES	\$245.00
		138288	Azalea MS Athletics	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	SUPPLIES	\$110.38
Total for AMAZON						\$355.38
COLUMBIA BANK		0	Azalea MS Athletics	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	SUPPLIES	\$644.67
HARDING, JARRED		138226	Azalea MS Athletics	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	TRAVEL	\$32.00
RIDGE, KEN		138235	Azalea MS Athletics	MIDDLE/JUNIOR HIGH PROGRAMS	TRAVEL	\$32.00
		138315	Azalea MS Athletics	MIDDLE/JUNIOR HIGH PROGRAMS	TRAVEL	\$32.00
Total for RIDGE, KEN						\$64.00

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Fund: 277	HB3499 ELL	Check#	FUND	FUNCTION	OBJECT	Amount
Total for Azalea MS Athletics						\$1,096.05
LANGUAGE TESTING INTERNATIONAL INC						
		138182	HB3499 ELL	ELL-ORS	PROFESSIONAL AND TECHNICAL SERVICES	\$93.00
Total for HB3499 ELL						\$93.00
Fund: 283	TEXTBOOK ADOPTION	Check#	FUND	FUNCTION	OBJECT	Amount
RENAISSANCE						
		138314	TEXTBOOK ADOPTION	ELEMENTARY	TEXTBOOKS	\$31,720.00
		138314	TEXTBOOK ADOPTION	MIDDLE/JUNIOR HIGH PROGRAMS	TEXTBOOKS	\$14,900.00
Total for RENAISSANCE						\$46,620.00
SUBJECT TECHNOLOGIES INC						
		138240	TEXTBOOK ADOPTION	HIGH SCHOOL PROGRAMS	TEXTBOOKS	\$69,000.00
		138321	TEXTBOOK ADOPTION	HIGH SCHOOL PROGRAMS	TEXTBOOKS	\$10,000.00
Total for SUBJECT TECHNOLOGIES INC						\$79,000.00
Total for TEXTBOOK ADOPTION						\$125,620.00
Fund: 285	FACILITY MAINTENANCE	Check#	FUND	FUNCTION	OBJECT	Amount
AMAZON						
		138150	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$1,501.47
		138288	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$350.37
Total for AMAZON						\$1,851.84
BRIGHTLY SOFTWARE, INC.						
		138155	FACILITY MAINTENANCE	MAINTENANCE SERVICES	COMPUTER SOFTWARE	\$4,307.41
BROOKINGS ELECTRONIC SERVICE, INC						
		138102	FACILITY MAINTENANCE	MAINTENANCE SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$14,375.00
BROOKINGS GLASS INC						

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Fund: 285 FACILITY MAINTENANCE		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		138213	FACILITY MAINTENANCE	MAINTENANCE SERVICES	PROFESSIONAL AND TECHNICAL SERVICES	\$1,809.00
CASCADE HOME CENTER						
		138157	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$370.81
COASTAL HEATING, LLC						
		138216	FACILITY MAINTENANCE	MAINTENANCE SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$135.00
COLUMBIA BANK						
		0	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$489.93
CTR INC						
		138161	FACILITY MAINTENANCE	MAINTENANCE SERVICES	NON INSTRUCTIONAL PROFESSIONAL & TECH	\$0.00
		138161	FACILITY MAINTENANCE	MAINTENANCE SERVICES	REPAIR AND MAINTENANCE	\$156.72
				Total for CTR INC		\$156.72
GOLD BEACH LUMBER						
		138224	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$122.89
NAPA AUTO PARTS						
		138191	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$314.28
		138307	FACILITY MAINTENANCE	MAINTENANCE SERVICES	SUPPLIES	\$68.17
				Total for NAPA AUTO PARTS		\$382.45
				Total for FACILITY MAINTENANCE		\$24,001.05

Fund: 291 HIGH SCHOOL STUDENT BODY		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
AERIAL BILLBOARDS, INC.						
		138209	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES	\$1,650.00
AMAZON						
		138150	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES	\$1,109.23
		138210	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES	\$81.30
				Total for AMAZON		\$1,190.53

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Fund: 291 HIGH SCHOOL STUDENT BODY		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
BANDON HIGH SCHOOL						
	138151	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$300.00
COLUMBIA BANK						
	0	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$6,641.00
	0	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL PROGRAMS	SUPPLIES		\$3,601.35
Total for COLUMBIA BANK						\$10,242.35
COQUILLE JR. SR. HIGH SCHOOL						
	138110	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$200.00
CURTIS, BRET						
	138112	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$500.00
ILLINOIS VALLEY HIGH SCHOOL						
	138227	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$250.00
MARSHFIELD HIGH SCHOOL						
	138184	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$270.00
SALMON RUN GOLF COURSE						
	138133	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$400.00
SANKOH, SAHARA						
	138317	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$1,000.00
STEENDAHL, CHRISTINE						
	138320	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$70.00
TRADEWIND SIGNS						
	138243	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$400.00
UMPQUA BANK						
	0	HIGH SCHOOL STUDENT BODY	HIGH SCHOOL EXTRACURRICULAR	SUPPLIES		\$66.96
Total for HIGH SCHOOL STUDENT BODY						\$16,539.84

Fund: 292 AZALEA STUDENT BODY		Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
AMAZON						

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Fund: 292	AZALEA STUDENT BODY					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
	138288	AZALEA STUDENT BODY	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	SUPPLIES		\$24.99
COLUMBIA BANK	0	AZALEA STUDENT BODY	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	SUPPLIES		\$949.94
FOLLETT SOFTWARE LLC	138167	AZALEA STUDENT BODY	EDUCATIONAL MEDIA SERVICES	LIBRARY BOOKS		\$234.29
UMPQUA BANK	0	AZALEA STUDENT BODY	MIDDLE/JUNIOR HIGH EXTRACURRICULAR	SUPPLIES		\$124.80
Total for AZALEA STUDENT BODY						\$1,334.02
Fund: 293	KALMIOPSIS STUDENT BODY					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
AMAZON	138098	KALMIOPSIS STUDENT BODY	ELEMENTARY COCURRICULAR	SUPPLIES		\$66.49
COLUMBIA BANK	0	KALMIOPSIS STUDENT BODY	ELEMENTARY COCURRICULAR	SUPPLIES		\$248.45
Total for KALMIOPSIS STUDENT BODY						\$314.94
Fund: 297	BREAKFAST AFTER THE BELL					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
COLUMBIA BANK	0	BREAKFAST AFTER THE BELL	FOOD SERVICES	NON CONSUMABLE SUPPLIES		\$2,959.97
Total for BREAKFAST AFTER THE BELL						\$2,959.97
Fund: 299	Nutrition Services					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
CTR INC	138111	Nutrition Services	FOOD SERVICES	GARBAGE		\$2,518.97
ESS WEST, LLC	0	Nutrition Services	FOOD SERVICES	ESS Classified Substitutes		\$1,539.20
FRANZ FAMILY BAKERIES						

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Fund: 299	Nutrition Services	Check#	FUND	FUNCTION	OBJECT	Amount
Remit Name						
		138114	Nutrition Services	FOOD SERVICES	FOOD	\$705.37
		138168	Nutrition Services	FOOD SERVICES	FOOD	\$1,097.07
		138223	Nutrition Services	FOOD SERVICES	FOOD	\$624.74
		138298	Nutrition Services	FOOD SERVICES	FOOD	\$448.81
				Total for FRANZ FAMILY BAKERIES		\$2,875.99
SNA (SCHOOL NUTRITION ASSOCIATION)						
		138199	Nutrition Services	FOOD SERVICES	DUES AND FEES	\$188.00
SUNRISE DISTRIBUTORS INC						
		138135	Nutrition Services	FOOD SERVICES	FOOD	\$1,109.80
		138201	Nutrition Services	FOOD SERVICES	FOOD	\$2,674.60
		138241	Nutrition Services	FOOD SERVICES	FOOD	\$1,063.65
		138322	Nutrition Services	FOOD SERVICES	FOOD	\$1,318.70
				Total for SUNRISE DISTRIBUTORS INC		\$6,166.75
SYSCO PORTLAND, INC.						
		138138	Nutrition Services	FOOD SERVICES	FOOD	\$7,219.74
		138202	Nutrition Services	FOOD SERVICES	FOOD	\$7,081.46
		138242	Nutrition Services	FOOD SERVICES	FOOD	\$3,721.73
		138323	Nutrition Services	FOOD SERVICES	FOOD	\$7,724.87
				Total for SYSCO PORTLAND, INC.		\$25,747.80
UMPQUA BANK						
		0	Nutrition Services	FOOD SERVICES	DUES AND FEES	\$0.00
		0	Nutrition Services	FOOD SERVICES	FOOD	\$0.00
		0	Nutrition Services	FOOD SERVICES	SUPPLIES	\$15.14
		0	Nutrition Services	FOOD SERVICES	TRAVEL	\$0.00
				Total for UMPQUA BANK		\$15.14
US FOODS						
		138139	Nutrition Services	FOOD SERVICES	FOOD	\$3,516.33

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Fund: 299	Nutrition Services					
Remit Name	Check#	FUND	FUNCTION	OBJECT		Amount
	138205	Nutrition Services	FOOD SERVICES	FOOD		\$5,147.28
	138244	Nutrition Services	FOOD SERVICES	FOOD		\$3,432.81
	138326	Nutrition Services	FOOD SERVICES	FOOD		\$4,328.95
				Total for US FOODS		\$16,425.37
ZIPLY FIBER						
	138208	Nutrition Services	FOOD SERVICES	TELEPHONE		\$7.52
	138246	Nutrition Services	FOOD SERVICES	TELEPHONE		\$173.02
				Total for ZIPLY FIBER		\$180.54
				Total for Nutrition Services		\$55,657.76

Fund: 410	CAPITAL PROJECTS					
Remit Name	Check#	FUND	FUNCTION	OBJECT	Amount	
COASTAL HEATING, LLC						
	138108	CAPITAL PROJECTS	BLDG ACQUISITION, CONTR. & IMPROVEMENT	* OVER \$5000 BUILDING ACQUISITION		\$35,968.55
				Total for CAPITAL PROJECTS		\$35,968.55

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Grand Total: \$768,388.47

Recap for FUND for GENERAL FUND		
100	GENERAL FUND	\$408,528.32
202	Title I-A	\$15,835.25
205	FED IMPROVE FUNDS CSI & TSI :	\$17,227.52
208	IDEA GRANT	\$985.53
210	CARL PERKINS GRANT	\$1,595.00
221	YTP GRANT	\$48.34
251	SCHOOL IMPROVEMENT ACCOU	\$9,537.95
252	HIGH SCHOOL SUCCESS - M98	\$21,162.59
261	Miscellaneous	\$6,923.43
272	Furniture Fund	\$8,915.29
274	HS Co-Curricular	\$14,044.07
275	Azalea MS Athletics	\$1,096.05
277	HB3499 ELL	\$93.00
283	TEXTBOOK ADOPTION	\$125,620.00
285	FACILITY MAINTENANCE	\$24,001.05
291	HIGH SCHOOL STUDENT BODY	\$16,539.84
292	AZALEA STUDENT BODY	\$1,334.02
293	KALMIOPSIS STUDENT BODY	\$314.94
297	BREAKFAST AFTER THE BELL	\$2,959.97
299	Nutrition Services	\$55,657.76
410	CAPITAL PROJECTS	\$35,968.55

End of Report

## Recommendation to Hire New Hire Form - Certified

For: **Austin, Domine**

Completed By: User - jenniferlo@brookings.k12.or.us

Sent On: 5/7/2026 3:19pm

Sent By:

Overall Status: Approved - Next step

Completed: 5/13/2026 7:58am

HELENAC@BROOKINGS.K12.OR.US

For Job ID: **1264 - District Registered Nurse at District Wide**

### RECOMMENDATION TO HIRE - CERTIFIED

Domine Austin is being recommended for:

District Registered Nurse at District Wide

Current City/State: BROOKINGS / OR

Registered Nurse License

Undergraduate College and GPA:

SWOCC 3.56

University where Teaching Degree was conferred:

Southwestern Community College (RN)

Top Quality (1-2 sentences) that compelled the committee to select this candidate over others:

Domine is moving from temporary to permanent status, she is a great nurse and a fantastic team player.

Teaching Assignment / School:

District Nurse

Work Schedule:

7:30-3:30

\* Anticipated Start Date:

08/21/2026

Hiring Manager Signature:

**X** Signed: **Helena Chirinian**

Stamped: 5/7/2026 5:21:51 PM; 206.204.225.175; User - HELENAC@BROOKINGS.K12.OR.US - helenac@brookings.k12.or.us;

By typing in your name (your "eSignature"), you accept and consent to be legally bound by this document's statements, terms and conditions as if this document was signed by you in writing with pen on paper. You agree that no third party or other means of verification is necessary to validate your eSignature and that the lack of such third party or other means of verification will not in any way affect the enforceability of this document.

## Recommendation to Hire New Hire Form - Certified

---

For: **Cook, Katina**  
Sent By: kellyw

Completed By: User - jenniferlo@brookings.k12.or.us  
Overall Status: Approved - Next step

Sent On: 4/27/2026 2:37pm  
Completed: 5/4/2026 8:42am

For Job ID: **1252 - High School Spanish/CTE Teacher at Brookings-Harbor High School**

---

### RECOMMENDATION TO HIRE - CERTIFIED

Katina Cook is being recommended for:  
High School Spanish/CTE Teacher at Brookings-Harbor High School  
Current City/State: Brookings / OR

World Language: Spanish

Undergraduate College and GPA:

Southwestern Oklahoma State University; 3.4 GPA

University where Teaching Degree was conferred:

Southwestern Oklahoma State University

Top Quality (1-2 sentences) that compelled the committee to select this candidate over others:

The Candidates Knowledge of content and pedagogy coupled with her enthusiasm to teach at BHHS was a top reason the committee chose her. She has already developed a strong rapport amongst the students. In addition, she has a lot of experience in the restaurant industry that is well suited for the CTE portion of the class.

Teaching Assignment / School:

Spanish/CTE-Hospitality and Tourism

Work Schedule:

8am-4pm

\* Anticipated Start Date:

08/17/2026

Hiring Manager Signature:

**X** Signed: **Kelly Whitley**

Stamped: 4/27/2026 4:43:49 PM; 206.204.225.175; User - kellyw - KELLYW@BROOKINGS.K12.OR.US;

By typing in your name (your "eSignature"), you accept and consent to be legally bound by this document's statements, terms and conditions as if this document was signed by you in writing with pen on paper. You agree that no third party or other means of verification is necessary to validate your eSignature and that the lack of such third party or other means of verification will not affect the enforceability of this document.

## Recommendation to Hire New Hire Form - Certified

---

For: **Schoenberg, Charles**  
Sent By: Vickien

Completed By: User - jenniferlo@brookings.k12.or.us  
Overall Status: Approved - Next step

Sent On: 5/4/2026 10:58am  
Completed: 5/7/2026 7:43am

---

For Job ID: **1242 - Middle Social Studies Teacher at Azalea Middle School**

---

### RECOMMENDATION TO HIRE - CERTIFIED

Charles Schoenberg is being recommended for:  
Middle Social Studies Teacher at Azalea Middle School  
Current City/State: Roscoe / IL

Legacy Foundational Social Studies

Undergraduate College and GPA:

WI-University of Wisconsin, Platteville 3.63

University where Teaching Degree was conferred:

University of Wisconsin, out of state, working on transferring to OR.

Top Quality (1-2 sentences) that compelled the committee to select this candidate over others:

Mr. Schoenberg has 6+ years teaching middle school social studies. He is an expert in his content area. Mr. Schoenberg build positive supportive relationships with students while meeting individual student needs.

Teaching Assignment / School:

Azalea Middle School

Work Schedule:

8-4

\* Anticipated Start Date:

08/17/2026

Hiring Manager Signature:

---

**X** Signed: **Vickie Nigh**


Stamped: 5/5/2026 12:09:58 PM; 206.204.225.175; User - Vickien - Vickien@brookings.k12.or.us;

By typing in your name (your "eSignature"), you accept and consent to be legally bound by this document's statements, terms and conditions as if this document was signed by you in writing with pen on paper. You agree that no third party or other means of verification is necessary to validate your eSignature and that the lack of such third party or other means of verification will not in any way affect the enforceability of this document.

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## 26-27 BHSD Hire Recommendations Extra Duty Contracts

Name	Location	Position	Title/Role
Widner, Beaudry	Azalea Middle School	Basketball, Boys	Head Coach
Morris, Steven	Azalea Middle School	Basketball, Girls	Head Coach
	Azalea Middle School	Cross Country	Head Coach
Green, Julia	Azalea Middle School	Dance/Cheer	Head Coach
Horn, Karissa	Azalea Middle School	Track	Head Coach
Shew, Lorinda	Azalea Middle School	Volleyball	Head Coach
Thorson, Marco	Azalea Middle School	Wrestling	Head Coach
	Brookings Harbor High School	Basketball, Boys	Head Coach
Miller, Kara	Brookings Harbor High School	Basketball, Girls	Head Coach
Williams, Mariah	Brookings Harbor High School	Cheerleading	Head Coach
Schiro, Makeala	Brookings Harbor High School	Color/Winter Guard	Coach
Horn, Karissa	Brookings Harbor High School	Cross Country	Head Coach
Exline, Blayne	Brookings Harbor High School	Football	Asst Coach
Winn, Christopher	Brookings Harbor High School	Football	Asst Coach
Deveraux, Tim	Brookings Harbor High School	Football	Asst Coach
White, Russel	Brookings Harbor High School	Football	Asst Coach
Bavaro, Shaun	Brookings Harbor High School	Football	Head Coach
Wallin, Keith	Brookings Harbor High School	Baseball	Head Coach
Parades, Andres	Brookings Harbor High School	Soccer, Boys	Head Coach
Carlson, Brian	Brookings Harbor High School	Soccer, Girls	Head Coach
Baron, Tony	Brookings Harbor High School	Softball, Girls	Head Coach
	Brookings Harbor High School	Track	Head Coach
Nidiffer, Vanessa	Brookings Harbor High School	Volleyball, Girls	Head Coach
Thorson, Marco	Brookings Harbor High School	Wrestling	Head Coach

  
5/11/26



**Brookings Harbor School District 17C**

564 Fern Ave  
Brookings, OR 97415  
Tel 541 469-7443  
Fax 541 469-6599  
www.brookings.k12.or.us

**DONATION RECEIPT**

*April Worlton*

DONOR NAME

[REDACTED]

MAILING ADDRESS, CITY, STATE, ZIP

[REDACTED]

PHYSICAL ADDRESS, CITY, STATE, ZIP

[REDACTED]

PHONE NUMBER

BROOKINGS-HARBOR SCHOOL DISTRICT TAX ID: 93-6000388

DONATION DESCRIPTION	
<i>24 - Pieces of Legal</i>	

OFFICE USE ONLY	
Received By:	<i>Nadine Cleary</i>
Date Received:	<i>4-27-20</i>
Destination of Gift:	<i>Kalmiopsis</i>



**Brookings Harbor School District 17C**

564 Fern Ave  
Brookings, OR 97415  
Tel 541 469-7443  
Fax 541 469-6599  
www.brookings.k12.or.us

**DONATION RECEIPT**

Nadine Cleary

DONOR NAME

MAILING ADDRESS, CITY, STATE, ZIP

PHYSICAL ADDRESS, CITY, STATE, ZIP

PHONE NUMBER

BROOKINGS-HARBOR SCHOOL DISTRICT TAX ID: 93-6000388

DONATION DESCRIPTION	
Medical Tape	20 <sup>00</sup>
Medical Gauze	50 <sup>00</sup>
4x4 Gauze	50 <sup>00</sup>

OFFICE USE ONLY	
Received By:	Deb O'Neal
Date Received:	4/30/24
Destination of Gift:	

# Kalmiopsis Elementary

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May Board Report - 2025/26 School Year

Kalmiopsis Elementary School

BHSD Board Statement: Student success is GRIT: the ability to develop curiosity, persevere, have a greater purpose, advocate for oneself, and continually nurture a growth mindset.

BHSD District Goal is to improve student achievement.

Kalmiopsis School Improvement Goal-**Improving ELA/Math Scores**

## Attendance:

Kindergarten	90.39%	Third	92.39%
First	89.17%	Fourth	90.53%
Second	92.40%	Fifth	90.93%

The overall attendance for April was 90.97%.

## Celebrations:

Staff appreciation week was a hit with Mattie's, La Flor, Edward Jones, and PTO bringing in food for staff. We had prize drawings on different days to keep up staff morale.

5th grade students are doing our daily morning announcements.

Mr. Rundel has continued to bring in a department from the city to talk with 3rd graders. This last month was the Fire Chief.

Ms. Sackett leadership students have been very helpful at assemblies, buddying up with students, and planning events with our PTO.

Kindergarten in the cafeteria with 1st graders is going very well. After a couple of adjustments, things are running smoothly.

As we finish up after school high dose tutoring, McDonald's has donated 100 certificates for free ice cream cones to students that complete their attendance punch cards (6 days).

State testing is complete for all but 3 students. Students took their time, tried their best, and it is showing up in the current results.

We appreciate your continued support as we serve our students and families.

Thank you,

Matthew Bennett, Principal

Lynn Schiermeyer, Vice Principal



## Azalea Middle School

505 Pacific Ave  
Brookings, OR 97415  
541-469-7427

Vickie Nigh, Principal  
Lynn Schiemeyer, Vice Principal

May 26 Board Report

### State Testing:

We are in the process of completing all our state testing in math, language arts, and eighth-grade science. A total of twelve students opted out (In person 3, BHOA 9) of testing, but overall, everything has gone smoothly thanks to the fantastic organization and efforts of Ms. Schiermeyer and our wonderful staff.

### Sports - Spring Track & Field

In sports, our Spring Track & Field team has had an incredible turnout this year with 60 students participating! A big shout-out to Karissa and her coaching staff for their dedication. It's inspiring to see so many students trying new things, and we have some remarkable talents among them. I'm thrilled to announce Tyler camp won the district meet in the 100mHurdles and the 200mHurdles. He is going to be competing and state this Friday. Leila Newman won districts in the 800m run and the 1500m run. She will be competing at state this Friday. Beckham Katavich took 3rd in the 100m hurdles. Curren Christensen got his personal best in all four of his events including the 400 meter run taking 3rd place in that meet. Curren joined Tyler, Judson Jones and Marcus Devereaux on the 4x400 relay taking first place.

### Social Studies

On the curriculum front, our social studies teachers have been hard at work researching and recommending a new curriculum. They have worked with Dr. Whitley to determine the National Geographic curriculum will be put into place next year for middle school. This will align us with the high school's programs and meet the state standards.

### Music Program

Our music teacher, Ms. Lee is doing exceptional work with the students at Azalea Middle School. I have enjoyed the opportunities I have had to listen to choir sing, and listening to the band and orchestra as they learn their music assemblies. We had our Spring music concert 04/29/26 in the Azalea Middle School Gym. The students did an amazing job and we had a full house. We are also looking forward to music in the park on May 20th.

### Staff Appreciation Week

**Monday**-Donuts and coffee in the morning, and breakfast for lunch provided by Mattie's.

**Tuesday**-La Flor Mexican Restaurant provided a taco bar, chips and salsa

**Wednesday**-Dessert Day: Cakes, sweet treats, sugar free candy, cookies, ect

**Thursday**-PTO delivered sandwiches, chips, fruit salad and drinks

**Friday**-Edward Jones (Nathan H.) Wild River Pizza

We have a great staff at Azalea Middle School!

Attendance-Month of April 2026	2025	Our attendance is down about .50%
6th grade- 89.80%	91.63%	
7th grade- 89.55%	90.34%	
8th grade- 92.65%	91.24%	
Average attendance-90.66%	91.07%	



**BROOKINGS-HARBOR**  
"Every Student Can Succeed"



## **Brookings Harbor High School**

Principal Kelly Whitley

Assistant Principal Shaun Bavaro

### **Operational Efficiency:**

Brookings-Harbor High School continues to focus on improving operational systems that maximize instructional time, increase student accountability, and strengthen communication between students and staff.

One area of continued focus has been reducing the amount of instructional time students spend out of class. BHHS recently completed a trial implementation of the GoGuardian Hall Pass system and has decided to continue utilizing the platform moving forward. The system has improved accountability and communication between students and staff while reinforcing the importance of students remaining in class during instructional time.

BHHS will continue refining operations around the GoGuardian Hall Pass system for the remainder of the school year to ensure procedures are well-defined, tight, and fully implemented heading into next school year. In addition, the system has proven to be a valuable communication tool with families regarding student time out of class during instructional periods.

In addition to operational improvements, BHHS successfully completed state testing for all juniors from April 28–30. For the second consecutive year, the high school achieved approximately a 90% participation and completion rate in state assessments. Increasing participation rates has been a major focus for the high school over the past few years to ensure that the data collected accurately reflects both student performance and areas where additional instructional support may be needed.

### **Student Connections:**

Beginning in the 2026–27 school year, Brookings-Harbor High School will implement a redesigned Advisory program focused on building stronger relationships, school connectedness, and student leadership. The new structure will create more of a family atmosphere within Advisory classes, emphasizing team building, mentorship, and student engagement across grade levels.

Under the new model, each Advisory teacher will work with a mixed group of students in grades 9–12. This structure allows staff members to develop relationships with students across all grade levels and strengthens each teacher's connection to the overall culture and operations of the building. It also creates opportunities for older students to mentor and support younger students academically and socially through peer tutoring and leadership opportunities.

The redesigned Advisory program will also strengthen the role of Link Crew and student leadership classes by allowing those groups to help facilitate team-building activities, school culture initiatives, and social-emotional learning (SEL) lessons throughout the year. The goal is

to create a more connected school environment where students feel known, supported, and engaged while also developing leadership and collaboration skills that contribute to the overall culture of BHHS.

### **Student Engagement:**

Academic Achievement Night continues to be one of Brookings-Harbor High School's signature events and a strong reflection of the culture we are building around student engagement and academic excellence. This year marked our 9th Annual Academic Achievement Night, a collaborative effort between teachers and administration designed to celebrate student learning and showcase the hard work taking place in our classrooms.

In preparation for the event, teachers designed and implemented high-engagement instructional units that allowed students to produce meaningful work for display throughout the building. Families were invited onto campus to celebrate the accomplishments of our students and experience firsthand the learning taking place across all content areas.

Students participated in the event through a "passport" system in which they visited each of their teachers to review and discuss their work. Once completed, students were entered into prize drawings for a variety of incentives including letterman jackets, yearbooks, and a camping package. This year, each award recipient also received a commemorative patch that can be displayed on their letterman jacket as a symbol of academic achievement and school pride.

This year, BHHS will recognize 84 student award recipients during Academic Achievement Night. The event continues to strengthen relationships between school and home while reinforcing a culture that values engagement, achievement, and student success. The patch was inspired by the original BHHS Crest.

Below Left: Academic Achievement Night Patch and Below Right: Food made by the Culinary Club for Teacher Appreciation Week.





## Maintenance/Transportation Department

750 Fern Avenue  
Brookings, OR 97415  
541 469-7131

Fax 541 469-6599

[www.brookings.k12.or.us](http://www.brookings.k12.or.us)

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*To: Brookings Harbor 17C School Board*

*Re: Maintenance/Transportation Report May 14<sup>th</sup>, 2026*

### ***Maintenance Department***

- Currently preparing for our Summer Break projects
- Lining out details for Graduation of the 2026 class
- Our monthly safety meeting was on the 13<sup>th</sup>. Shelly Nasby from PACE did a training for the committee on what to look for when doing monthly inspections
- Grounds and Maintenance have been busy with Spring Sports. Middle School District Track was held on the 6<sup>th</sup> with a very good showing

### ***Transportation Department***

- We current have 31 trips remaining
- We have been changing oil in buses that are in need of oil changes
- Gearing up to do the annual bus inspections which are due August 1<sup>st</sup>

**Jess Beaman**

Maintenance/Transportation Director  
Brookings-Harbor School District 17C



## Brookings-Harbor School District

629 Easy St.

Brookings, OR 97415

541 469-7443

Fax 541 469-6599

[www.brookings.k12.or.us](http://www.brookings.k12.or.us)

# Food Services May 2026 Board Report

April showers bring May flowers! The BHSD Food program will be losing Cindy Crouch to retirement. Cindy has been a backbone to the high school and Azalea kitchens for years now. She will be missed dearly and we wish her the best in her endeavours of retirement.

We have recently been approved for another 4 years of free meals through the "Community Eligibility Program" with Kalmiopsis free claiming 96.59% , Azalea and High School combined of 73.22% free claiming.

### In the month of April

- **Kalmiopsis** Served 6,092 breakfast and 7,058 Lunch with 535 students enrolled. Last year 6,107 breakfasts were served and 7,883 lunches with an enrollment of 548.
- **Azalea** served 1,914 breakfast and 3,913 lunches with an enrollment of 286. Last year 1,989 breakfasts were served and 4,346 lunches with an enrollment of 298.
- **BHHS** served 1,338 breakfast and 2,300 lunches with an enrollment of 359. Last year 1,365 breakfasts and 2,867 lunches were served with an enrollment of 381

During career day we successfully fed 79 professionals a Pulled pork or Local Tuna Salad on Croissant. Maybe next year we can have the culinary club work with us to help cook and serve the community professionals during career day.

~ Cindy Devos



## **Technology Department**

629 Easy Street (Mailing)

580 Fern Ave (Physical)

Brookings, OR 97415

541 469-7443

Fax 541 469-6599

[www.brookings.k12.or.us](http://www.brookings.k12.or.us)

### **May 2026 Board Report**

During the month of April, the IT department received 128 new tickets and closed 126 open tickets. So far during the month of May we have received 41 new tickets.

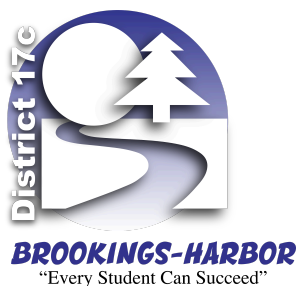
We are continuing to roll out CrowdStrike Falcon Complete and Falcon Exposure Management services as well as Cloudflare Secure Web Gateway on all of the district staff and student devices and plan to have it installed on all district devices by the beginning of the next school year at the latest.

We are just waiting for final the final review and approvals for our ERate Category 2 expenditures so we can order the equipment and install it during the Summer break. In addition, we are busy planning and scheduling the myriad of other tasks we hope to complete during the Summer break. We are also working on finalizing the contract for our new district phone system that will be installed over the summer. As usual, we expect to have an extremely busy summer.

Sincerely,

Bruce Raleigh

Director of Technology



## Brookings-Harbor School District

629 Easy Street  
Brookings, OR 97415  
541 469-7443  
Fax 541 469-6599  
[www.brookings.k12.or.us](http://www.brookings.k12.or.us)

# Athletics & Activities

## May 2026 Board Report

Things are winding down as we roll into the end of the school year. Lots of students have travelled all over the state to either finish their activities or prepare for potential postseason runs.

Azalea track wrapped up with Brookings-Harbor hosting the Middle School District-Track for the first time in nearly two decades. Events ran smoothly and everyone was very happy to make the long trip down here. Several athletes won their events, and some even qualified for the Meet of Champions in a couple of weeks. Special thanks to our track volunteer crews who constantly show up to put on some really big events we have hosted over the last 12 months.

High school track has districts next week at Phoenix High School on Friday and Saturday. The top 3 in each event, along with specific qualifying times, will qualify to travel the following week to the University of Oregon for the State Track Meet. We anticipate we will have a few athletes get there and will certainly hold a noise parade for them to send them off right.

Softball has two home games remaining, with the opportunity to get into the playoffs with two wins. They have grinded all year and have proven they can compete with anyone. Come on out and support the girls and help them get in.

Baseball has 3 games left to solidify a spot in the playoffs, with an outside chance of a home game the week of Memorial Day. Brackets for both softball and baseball will come out late Thursday night on OSAA

Golf wrapped up at districts this week. Boys travelled to Tokatee Golf Club in Blue River, while girls played at Running Y just outside of Klamath Falls. Unfortunately, none were able to qualify for state this year, but with our new coach at the helm and some really great ideas for off-season stuff, we look forward to tremendous growth and success next season.

The choir was able to qualify for state in Corvallis this month and traveled up there last week. They performed several songs to judges who score them individually and tally for final results. Unfortunately, they were not able to finish in the top 5, but represented us to the highest possible regard and will continue to do so for many years to come.

**GO BRUINS!**

*Keith Wallin, Athletics & Activities Director*



## Brookings-Harbor School District

629 Easy St.  
Brookings, OR 97415  
541 469-7443  
Fax 541 469-6599  
[www.brookings.k12.or.us](http://www.brookings.k12.or.us)

### District Communications May 2026

Brookings-Harbor School District continues moving into one of the busiest and most celebratory seasons of the school year. The Communications Department has focused on promoting student achievements, supporting family engagement, coordinating graduation communications, and preparing summer outreach materials for students and families. Building on the approach used in prior year-end reports, communications efforts this spring continue emphasizing positive student recognition, accessible information, and strong community connection.

#### Student Celebration Season

As May begins, district schools are deep in a full schedule of concerts, showcases, recognitions, competitions, and milestone events celebrating student learning and achievement across academics, arts, athletics, leadership, and career technical education.

Highlighted upcoming events include:

- Teacher/Certified Staff Appreciation Week — May 4–8, 2026
- Incoming Freshman Night (BHHS) — May 6, 2026
- AMS All-District Track Meet at SOCOMI Sports Complex — May 6, 2026
- Junior Information Night (BHHS) — May 7, 2026
- BHHS Choir at OSAA Choir State Championship — May 7, 2026
- Piggy Opera (Kalmiopsis Kindergarten) — May 8, 2026
- AMS Spring Dance — May 8, 2026
- Kalmiopsis Spring Band Concert — May 12, 2026
- 5th Grade Parent Information Night (AMS) — May 13, 2026
- BHHS Band at OSAA Band State Championship — May 14, 2026
- BHHS Student Achievement Night — May 14, 2026
- Kalmiopsis Spring Carnival — May 15, 2026
- All-Schools End-of-Year Instrumental Concert at Azalea Park — May 20, 2026
- BHHS Scholarship Awards Night — May 21, 2026
- Sea Breeze Review — May 22, 2026
- Azalea Festival and Parade — May 23, 2026
- 6th Grade Outdoor School — May 26–29, 2026
- BHHS End-of-Year Choral Festival — May 26, 2026
- AMS Night at the Science Lab — May 27, 2026
- BHHS Graduation Ceremony — May 30, 2026
- AMS Fiber Arts Showcase — June 2, 2026
- Last Day of School — June 4, 2026

Communications support for these events includes ParentSquare updates, website articles, social media promotion, photography coordination, media outreach, graphic design, and event publicity.

## **Graduation 2026**

Brookings-Harbor High School will celebrate the Class of 2026 Commencement Ceremony on Saturday, May 30, 2026, from 2 to 4 p.m. at Lundeen Field in Azalea Park. Graduation materials and promotional graphics have already been developed and distributed through district communication channels.

The Class of 2026 includes a large and accomplished graduating class representing achievements in academics, leadership, Career Technical Education, music, athletics, biliteracy, and community service. The commencement program recognizes numerous honors and distinction categories, including:

- Valedictorians: Robert Krebs and Oceana Powers-Schmitz
- Salutatorian: Elyza De Vera
- Honors Diplomas
- Academic Excellence recognition
- National Honor Society
- Oregon Seal of Biliteracy
- CTE Program Completion
- Leadership distinctions
- SOU college credit recognition
- Red Cross blood donor recognition

The Communications Department has coordinated:

- Graduation program design and print preparation
- Senior recognition graphics and announcements
- Commencement publicity
- Graduation logistics messaging
- Social media spotlights
- Photography planning and post-event galleries
- Coordination with local media for graduation coverage and commemorative sections

## **Student Achievement and Recognition**

Student Achievement Night remains one of the district's signature recognition events and is scheduled for May 14, 2026, at Brookings-Harbor High School. The event includes student recognitions, refreshments, prizes, and letterman jacket awards.

The Communications Department continues extensive coverage of:

- Academic competitions and state qualifiers
- College signings and military enlistments
- Music and arts accomplishments
- Student leadership activities
- Athletic championships and postseason participation

- Classroom and program spotlights across all schools

This spring has also included ongoing promotion of community-connected events such as the Azalea Festival Parade, where BHSD students will be prominently represented through band participation, student artwork, the Azalea Court, and recognition of BHHS wrestling state champion Lexie Newman as Junior Grand Marshal.

## **Summer Programs and Family Resources**

Planning and outreach are also underway for district summer opportunities. Communications efforts are focused on ensuring families are aware of available academic supports, camps, and nutrition services. Prior summer communications planning has emphasized keeping students connected through learning, meals, activities, and enrichment opportunities throughout the summer months.

Summer outreach materials currently include:

- Summer learning and activity graphics
- Summer meals information
- Website updates
- Registration and camp information
- ParentSquare communications
- Community partnership resource sharing

The 2026 Summer Food Service Program will again provide free meals for children ages 1–18. Current materials promote grab-and-go meal access and emphasize continued nutritional support during summer break.

## **Communications Operations**

The Communications Department continues daily support for districtwide information sharing and community engagement through:

- ParentSquare communications
- Website content management
- Social media management
- Photography and graphic design
- Crisis and operational messaging
- Event promotion and media relations
- School and department communication support
- Board and district publication materials

Spring remains one of the highest-volume communication periods of the year due to overlapping end-of-year events, celebrations, recognitions, athletics, performances, and graduation activities. Current efforts remain focused on ensuring timely, accurate, and positive communication with students, staff, families, and the broader Brookings-Harbor community.

*Nancy Raskauskas-Coons, Communications Coordinator*

**Stay Connected:** Brookings-Harbor School District: Web: [brookings.k12.or.us/](http://brookings.k12.or.us/); Social: [facebook.com/BHSD17C/](https://facebook.com/BHSD17C/)

**100 GENERAL FUND | Revenue & Expense Summary**

Fiscal Year 2025 - 2026

For the Period Ending April 30, 2026

	Period 1 Actual Jul '25	Period 2 Actual Aug '25	Period 3 Actual Sept '25	Period 4 Actual Oct '25	Period 5 Actual Nov '25	Period 6 Actual Dec '25	Period 7 Actual Jan '26	Period 8 Actual Feb '26	Period 9 Actual Mar '26	Period 10 Actual Apr '26	Period 11 Projected May '26	Period 12 Projected Jun '26	Projected 2025-26 Totals	Adopted 2025-26 BUDGET
<b>REVENUES</b>														
<b>STATE SCHOOL FUND FORMULA:</b>														
Local Taxes	-	-	28,678	31,040	6,276,127	67,506	-	634,728	230,590	58,933	51,135	53,437	7,432,175	7,422,263
County School Funds	-	-	159,310	-	-	-	-	-	-	-	-	-	159,310	140,000
State School Fund	1,559,481	779,273	779,273	779,121	779,121	778,417	778,417	778,417	727,483	727,483	550,000	-	9,016,486	9,308,463
Common School Fund	-	-	-	-	-	-	-	94,339	-	-	-	94,339	188,678	171,288
State Managed Timber	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SSF Formula Total</b>	<b>1,559,481</b>	<b>779,273</b>	<b>967,261</b>	<b>810,161</b>	<b>7,055,248</b>	<b>845,923</b>	<b>778,417</b>	<b>1,507,484</b>	<b>958,073</b>	<b>786,416</b>	<b>601,135</b>	<b>147,776</b>	<b>16,796,649</b>	<b>17,042,014</b>
Local Sources (1000)	100,718	22,804	36,035	951,550	27,221	47,874	45,379	32,159	32,918	35,332	18,304	60,035	1,410,329	421,600
Intermediate Sources (2000)	-	-	-	-	-	-	3,590	-	-	-	-	400,000	403,590	400,000
State Sources (3000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal Sources (4000)	-	-	-	-	-	-	-	-	-	-	400,000	-	400,000	1,013,025
Other Sources (5000)	-	-	-	-	-	-	-	-	-	-	1,698	-	1,698	4,000
<b>Total Operating Revenue</b>	<b>1,660,199</b>	<b>802,077</b>	<b>1,003,297</b>	<b>1,761,711</b>	<b>7,082,469</b>	<b>893,797</b>	<b>827,387</b>	<b>1,539,643</b>	<b>990,991</b>	<b>821,748</b>	<b>1,021,137</b>	<b>607,811</b>	<b>19,012,266</b>	<b>18,880,639</b>
Beginning Fund Balance (5400)	3,093,359	-	-	-	-	-	-	-	-	-	-	-	3,093,359	2,800,000
<b>Total Monthly Revenues</b>	<b>4,753,557</b>	<b>802,077</b>	<b>1,003,297</b>	<b>1,761,711</b>	<b>7,082,469</b>	<b>893,797</b>	<b>827,387</b>	<b>1,539,643</b>	<b>990,991</b>	<b>821,748</b>	<b>1,021,137</b>	<b>607,811</b>	<b>22,105,625</b>	<b>21,680,639</b>
<b>CUMULATIVE RESOURCES</b>	<b>4,753,557</b>	<b>5,555,634</b>	<b>6,558,931</b>	<b>8,320,642</b>	<b>15,403,111</b>	<b>16,296,908</b>	<b>17,124,294</b>	<b>18,663,938</b>	<b>19,654,928</b>	<b>20,476,676</b>	<b>21,497,814</b>	<b>22,105,625</b>		
<b>EXPENDITURES BY OBJECT</b>														
Salaries (100)	202,362	211,187	738,840	729,327	716,243	708,238	695,648	716,333	709,618	717,784	778,352	1,765,000	8,688,932	9,082,670
Employee Benefits (200)	112,967	113,134	457,008	460,483	449,873	450,408	442,555	447,882	453,440	467,380	475,000	1,277,110	5,607,238	5,911,885
Purchased Services (300)	25,734	109,563	164,709	175,024	125,646	152,808	233,944	183,592	130,959	225,626	300,000	400,000	2,227,605	1,846,840
Supplies & Materials (400)	60,686	64,686	32,982	51,502	17,590	31,103	36,713	128,338	70,496	123,878	125,000	200,000	942,973	1,022,744
Capital Outlay (500)	-	92,097	-	-	-	-	-	-	-	106,735	-	-	198,832	200,000
Insurance/Other (600)	429,859	10,533	1,659	1,348	2,801	3,853	5,299	1,284	30,024	1,963	2,043	2,989	493,655	485,500
Interfund Transfers (700)	1,131,000	-	-	-	-	-	-	-	-	-	-	-	1,131,000	1,131,000
<b>Total Operating Expenditures</b>	<b>1,962,607</b>	<b>601,200</b>	<b>1,395,197</b>	<b>1,417,683</b>	<b>1,312,153</b>	<b>1,346,411</b>	<b>1,414,158</b>	<b>1,477,429</b>	<b>1,394,538</b>	<b>1,643,366</b>	<b>1,680,395</b>	<b>3,645,099</b>	<b>19,290,236</b>	<b>19,680,639</b>
Contingency (810)	-	-	-	-	-	-	-	-	-	-	-	200,000	200,000	200,000
Unapprop. Ending Fund (820)	-	-	-	-	-	-	-	-	-	-	-	1,800,000	1,800,000	1,800,000
<b>Total Monthly Expenditures</b>	<b>1,962,607</b>	<b>601,200</b>	<b>1,395,197</b>	<b>1,417,683</b>	<b>1,312,153</b>	<b>1,346,411</b>	<b>1,414,158</b>	<b>1,477,429</b>	<b>1,394,538</b>	<b>1,643,366</b>	<b>1,680,395</b>	<b>5,645,099</b>	<b>21,290,236</b>	<b>21,680,639</b>
<b>CUMULATIVE EXPENDITURES</b>	<b>1,962,607</b>	<b>2,563,807</b>	<b>3,959,004</b>	<b>5,376,688</b>	<b>6,688,840</b>	<b>8,035,251</b>	<b>9,449,409</b>	<b>10,926,838</b>	<b>12,321,375</b>	<b>13,964,741</b>	<b>15,645,137</b>	<b>21,290,236</b>		
<b>EXPENDITURES BY FUNCTION</b>														
Instruction (1000)	44,577	51,382	724,675	749,744	721,926	731,040	719,497	857,976	725,627	798,485	880,000	1,890,100	8,895,028	9,445,245
Support Services (2000)	787,031	457,721	670,522	667,940	590,226	615,371	694,661	619,453	668,911	738,146	800,395	1,755,000	9,065,377	8,904,394
Enterprise & Comm Svc (3000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Facilities Acq & Constr (4000)	-	92,097	-	-	-	-	-	-	-	106,735	-	-	198,832	200,000
Other Uses (5000)	1,131,000	-	-	-	-	-	-	-	-	-	-	-	1,131,000	1,131,000
<b>Total Operating Expenditures</b>	<b>1,962,607</b>	<b>601,200</b>	<b>1,395,197</b>	<b>1,417,683</b>	<b>1,312,153</b>	<b>1,346,411</b>	<b>1,414,158</b>	<b>1,477,429</b>	<b>1,394,538</b>	<b>1,643,366</b>	<b>1,680,395</b>	<b>3,645,100</b>	<b>19,290,236</b>	<b>19,680,639</b>
Contingencies (6000)	-	-	-	-	-	-	-	-	-	-	-	200,000	200,000	200,000
Unapprop. Ending Fund (7000)	-	-	-	-	-	-	-	-	-	-	-	1,800,000	1,800,000	1,800,000
<b>Total Monthly Expenditures</b>	<b>1,962,607</b>	<b>601,200</b>	<b>1,395,197</b>	<b>1,417,683</b>	<b>1,312,153</b>	<b>1,346,411</b>	<b>1,414,158</b>	<b>1,477,429</b>	<b>1,394,538</b>	<b>1,643,366</b>	<b>1,680,395</b>	<b>5,645,100</b>	<b>21,290,236</b>	<b>21,680,639</b>
<b>CUMULATIVE EXPENDITURES</b>	<b>1,962,607</b>	<b>2,563,807</b>	<b>3,959,004</b>	<b>5,376,688</b>	<b>6,688,840</b>	<b>8,035,251</b>	<b>9,449,409</b>	<b>10,926,838</b>	<b>12,321,375</b>	<b>13,964,741</b>	<b>15,645,136</b>	<b>21,290,236</b>		

# Brookings-Harbor School District

## Enrollment Comparison 2025-2026/2024-2025 /2023-2024

Current as of May 11, 2026

	September			October			November			December			January			February			March			April			May			June		
Grade	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2026	2025	2024	2026	2025	2024	2026	2025	2024	2026	2025	2024	2026	2025	2024	2025	2024	2023
K	79	80	87	79	81	88	78	81	89	77	80	88	76	81	87	75	81	88	74	81	87	73	82	83	72	83	83	83	83	108
1	81	86	101	80	87	101	80	86	102	80	87	103	80	86	103	78	86	103	78	89	103	76	89	102	74	91	100	90	98	101
2	95	103	92	93	100	92	92	100	91	93	100	91	92	103	92	88	102	92	89	102	93	88	101	94	88	103	95	103	94	98
3	105	98	89	104	96	89	104	97	92	105	97	90	104	98	91	104	100	89	104	99	89	103	101	88	106	102	87	102	86	93
4	108	88	89	107	87	90	108	87	89	107	85	86	108	84	87	104	85	87	104	84	86	103	85	88	102	83	87	83	86	84
5	88	94	86	90	94	86	92	93	86	93	95	85	93	94	85	91	91	85	89	90	84	89	89	83	87	87	83	87	84	125
	<b>556</b>	<b>549</b>	<b>544</b>	<b>553</b>	<b>545</b>	<b>546</b>	<b>554</b>	<b>544</b>	<b>549</b>	<b>555</b>	<b>544</b>	<b>543</b>	<b>553</b>	<b>546</b>	<b>545</b>	<b>540</b>	<b>545</b>	<b>544</b>	<b>538</b>	<b>545</b>	<b>542</b>	<b>532</b>	<b>547</b>	<b>538</b>	<b>529</b>	<b>549</b>	<b>535</b>	<b>548</b>	<b>531</b>	<b>609</b>
6	94	91	126	92	91	124	90	89	125	88	88	125	86	88	124	88	88	124	87	87	122	86	87	122	86	89	122	89	121	95
7	94	133	94	94	133	94	93	128	92	91	127	90	91	127	89	91	127	88	91	128	85	90	129	85	90	125	84	121	83	128
8	127	87	129	127	84	128	121	83	127	121	81	121	119	84	119	114	82	117	112	83	117	109	81	120	109	81	120	81	117	108
	<b>315</b>	<b>311</b>	<b>349</b>	<b>313</b>	<b>308</b>	<b>346</b>	<b>304</b>	<b>300</b>	<b>344</b>	<b>300</b>	<b>296</b>	<b>336</b>	<b>296</b>	<b>299</b>	<b>332</b>	<b>293</b>	<b>297</b>	<b>329</b>	<b>290</b>	<b>298</b>	<b>324</b>	<b>285</b>	<b>297</b>	<b>327</b>	<b>285</b>	<b>295</b>	<b>326</b>	<b>291</b>	<b>321</b>	<b>331</b>
9	92	123	112	90	123	112	87	122	112	88	119	112	89	117	109	84	109	109	84	107	104	84	102	102	83	101	101	101	100	110
10	100	102	116	96	102	116	94	101	119	97	101	117	99	97	118	98	91	115	98	91	115	99	90	115	97	88	113	85	111	102
11	80	108	106	80	108	107	75	105	105	74	105	103	71	102	105	71	100	103	72	96	101	72	96	100	69	95	99	94	96	103
12	96	106	113	97	101	116	98	103	115	101	103	115	100	100	112	106	95	107	106	91	107	106	92	107	103	88	109	88	108	95
	<b>368</b>	<b>439</b>	<b>447</b>	<b>363</b>	<b>434</b>	<b>451</b>	<b>354</b>	<b>431</b>	<b>451</b>	<b>360</b>	<b>428</b>	<b>447</b>	<b>359</b>	<b>416</b>	<b>444</b>	<b>359</b>	<b>395</b>	<b>434</b>	<b>360</b>	<b>385</b>	<b>427</b>	<b>361</b>	<b>380</b>	<b>424</b>	<b>352</b>	<b>372</b>	<b>422</b>	<b>368</b>	<b>415</b>	<b>410</b>
<b>Total</b>	<b>1239</b>	<b>1299</b>	<b>1340</b>	<b>1229</b>	<b>1287</b>	<b>1343</b>	<b>1212</b>	<b>1275</b>	<b>1344</b>	<b>1215</b>	<b>1268</b>	<b>1326</b>	<b>1208</b>	<b>1261</b>	<b>1321</b>	<b>1192</b>	<b>1237</b>	<b>1307</b>	<b>1188</b>	<b>1228</b>	<b>1293</b>	<b>1178</b>	<b>1224</b>	<b>1289</b>	<b>1166</b>	<b>1216</b>	<b>1283</b>	<b>1207</b>	<b>1267</b>	<b>1350</b>

## Oregon SB 141 Interim Test Transition Plan

This transition plan is intended for school districts and public charters that currently hold contracts with test vendor(s) that will need to be terminated to work towards compliance with SB141. Not all sections need to be filled in when completing this form. Please note that the required sections are indicated with an asterisk (\*) (i.e. Sections 1, 2, 6, 7 required - remaining are optional)

**Note:** After opening this file, the PDF will need to be downloaded in order to fill it out electronically. After the form has been completed, please save and upload the transition plan to the Smartsheet Form.

### 1. District/Public Charter School Information\*

District Name/Public Charter School:	Brookings Harbor SD 17c
Primary Contact (Name/Title/Email):	Helena Chirinian Superintendent helenac@brookings.k12.or.us

### 2. Procurement & Contracting\*

**Current Vendor Contract:** identify current contract expiration dates, as well as contract structure.

#### Contract Structure Examples (not all inclusive):

- η **At-Will Contract:** Either party may terminate at any time, for any reason, with or without cause.
- η **Conditional or Contingent Contract:** Termination is triggered by specific conditions, such as funding changes, regulatory shifts, or project cancellation.
- η **Termination for Convenience Contract:** Allows one or both parties to terminate for any non-breach reason, usually with advance notice.
- η **Fixed-Term Contract (No Early Termination):** Runs for a set duration and cannot be ended early unless both parties agree or a breach occurs

1

Please complete the table.

Grade Level(s) & Vendor Name(s)	Contract Expiration Date(s)	Contract Structure(s) Please see above for example definitions
------------------------------------	-----------------------------------	---

### 3. Educator/Community Engagement & Piloting

Anticipated vendor previews/demos date: \_\_\_\_\_ 3/15/26 \_\_\_\_\_

Anticipated Educator Curriculum/Assessment Advisory Review date:

\_\_\_\_\_ None \_\_\_\_\_ Anticipated Pilot Period: \_\_\_\_\_ None \_\_\_\_\_

Anticipated Community Recommendation Review Date: \_\_\_\_\_ None \_\_\_\_\_

Educator/Community engagement will be completed by date: \_\_\_\_\_ None \_\_\_\_\_.

### 4. Technical Integration

Student Information System used: \_\_PowerSchool\_\_\_\_\_

Rostering method (check one):

Automated integration (e.g., OneRoster/API)

Manual upload

Other: \_\_\_\_\_

Single Sign-On (SSO) enabled:  Yes  No

Device and bandwidth readiness confirmed:  Yes  No

Accessibility features reviewed and aligned to IEP/504 needs:  Yes  No

Anticipated date of technology integration completion:

\_\_\_ 8/24/26 \_\_\_\_\_

### 5. Staff Training & Implementation Readiness

Training provided/planned for (check all that apply):

District administrators

Building leaders

Superintendent/Charter School Leader Signature: \_\_\_\_\_

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end, written over a horizontal line.

Date: \_\_\_\_\_

4/20/26



Helena Chirinian <helenac@brookings.k12.or.us>

## Confirmation - Approved Interim Test Adoption Plan

1 message

**Smartsheet Forms** <forms@app.smartsheet.com>  
Reply-To: Smartsheet <do-not-reply@smartsheet.com>  
To: helenac@brookings.k12.or.us

Mon, Apr 20, 2026 at 1:04 PM

Thank you for submitting your entry. A copy is included below for your records.

## Approved Interim Test Adoption Plan

complete the contracting process:

Anticipated date the new Interim Test(s) will be adopted by applicable school governing body: 2026-05-20

Anticipated date the new Interim Test(s) will be fully implemented: 2026-09-01

I agree

I agree

I agree

I agree

Superintendent/School Charter Leader Name: Helena Chirinian

Today's date: 2026-04-20

## File Attachments

 1852\_001.pdf (161k)

**AGREEMENT**

**between**

**Brookings-Harbor School District 17C**

**and**

**Brookings-Harbor Education Association**

**for**

**2026-2029 School Years**

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## **PREAMBLE**

This Agreement is entered into between the Board of Education on behalf of the Brookings-Harbor School District 17C, Curry County, Oregon, herein referred to as the “District,” and the Brookings-Harbor Education Association, herein referred to as the “Association.” The District recognizes the Association’s right to affiliate with any union or association it so desires; currently the Association is affiliated with the Oregon Education Association (OEA), and the National Education Association (NEA).

The intent of this Agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to employment relations for employees included in the bargaining unit.

## **ARTICLE 1 – RECOGNITION**

The District recognizes the Association as the sole and exclusive bargaining representative for all employees of the Brookings-Harbor School District, excluding the Superintendent, principals, vice-principals, supervisory and confidential employees as defined by ORS 243.650 (23) and (6), employees required by law to be licensed by the Teacher Standards and Practices Commission who work fewer than twenty (20) hours per week, substitute employees and temporary licensed employees newly hired to fill bargaining unit positions that were vacated or created after the start of the school year.

Classified Probationary Employees: All new classified employees will be probationary for 100 of their assigned workdays or until results of the required fingerprinting are returned to the District whichever occurs later. A determination of employment eligibility will be based on the results.

If any District policies, rules, or regulations are in conflict with this Agreement, the specific terms of this Agreement shall be controlling as they apply to this bargaining unit.

There shall be two (2) signed original copies of the final Agreement for the purpose of records. One (1) shall be retained by the District and one (1) by the Association. Within ten (10) days of signing of this Agreement by both parties, the District agrees to post a copy to the district website for all bargaining unit employees and shall make the contract available to new employees when they begin work.

## **ARTICLE 2 – NEGOTIATIONS PROCEDURE**

- A. This Agreement shall continue in full force and effect for successive school years unless the Association or the District serves notice upon the other, by February 1 of the year in which this Agreement expires, of its desire to renegotiate the Agreement.
- B. This Agreement shall not be modified, except by mutual written agreement by the District and the Association.
- C. Length of Agreement. The length of this Agreement shall be for three 3 years; July 1, 2026 to June 30, 2027 July 1, 2027 to June 30, 2028 and July 1, 2028 to June 30, 2029.

### ARTICLE 3 – DISTRICT FUNCTIONS

- A. It is recognized that the District has the rights and responsibilities to operate and manage the school system and its programs, facilities, properties and school activities of its employees except as specifically provided in this Agreement.
- B. Without limiting the generality of the foregoing (paragraph A), it is expressly recognized that the District's operations and managerial responsibility includes:
1. The right to determine location of the schools and other facilities of the school system, including the right to establish new facilities and relocate or close old facilities.
  2. The determination of the financial policies of the District, including the general accounting procedures, inventory of supplies and equipment procedures and District public relations.
  3. The determination of the management, supervisory or administrative organization of each school or facility in the system and the selection of employees for promotion to supervisory, management or administrative positions.
  4. The maintenance of discipline and control and use of the school system property and facilities.
  5. The determination of safety, health and property protection measures where legal responsibility of the District or other governmental unit is involved.
  6. The right to enforce the policies, the rules and the regulations now in effect and to establish new rules and regulations from time to time not in conflict with this Agreement.
  7. The direction, transfer and assignment of all the working forces in the system, including the right to hire, suspend or discharge.
  8. The creation, combination, modification or elimination of any position(s).
  9. The determination of the size of the working force, the allocation and assignment of work to employees, the determination of policies affecting the selection of employees, and the establishment of quality standards and judgment of employee performance.
  10. The determination of the processes, techniques, methods and means of teaching and the subjects to be taught through mutual cooperation.
  11. The right to schedule classes and assign work leads and to select textbooks, teaching aids and materials through mutual cooperation.

Nothing in this contract shall restrict the District's right to contract or subcontract out bargaining unit work and/or work currently being performed by members of the bargaining unit. This reserved right is without qualification; there is no District obligation to bargain as to any

contracting or subcontracting decision and the impact thereof. This is understood to be a waiver of the right to demand decisional and impact bargaining.

The Association and the District shall have no obligation to negotiate on any subject during the term of this Agreement except as specifically provided by this contract or by law.

#### **ARTICLE 4 – LENGTH OF CONTRACT YEAR**

- A. School Calendar. It is recognized that the District has the responsibility to set the annual school calendar. The proposed calendar shall be submitted to the Association for comment prior to the final action taken by the Board to adopt the calendar. The Board maintains sole discretion on the school calendar.
- B. Basic Contract Year - Licensed Staff. The basic contract year for the 2026-2027; 2027-2028; 2028-2029 school years for teachers shall consist of 192 days. Should the state mandate additional days, they shall be added at the daily rate of the current salary schedule. Teachers new to the District shall have an additional paid in-service day prior to the first day of the contract year.

The 192 days shall include: (2026-2027; 2027-2028; 2028-2029)

- 1. 174 Student Instructional Days
  - 2. Six (6) classroom teacher workdays, which will include not less than two (2) pre-school days and one (1) work day at the end of each quarter.
  - 3. Four (4) District-directed in-service days.
  - 4. One (1) parent-teacher conference day, for a total of eight (8) hours scheduled with approval from the District.
  - 5. Seven (7) holidays (Labor Day, Veterans' Day, Thanksgiving Day, day after Thanksgiving, Martin Luther King Jr. Day, Memorial Day, President's Day).
  - 6. Employees interested in attending a state-wide in-service program shall be able to attend if the training is relevant to their positions and substitutes are available.
- C. The District agrees to make every effort to schedule school breaks for vacation periods of approximately a week between Christmas and New Year's Day, and five (5) consecutive days in the spring.
  - D. The District intends to maintain a full calendar for the 2026-2027; 2027-2028; and 2028-2029 school years. If in any given school year, the Board believes the general fund's ending fund balance will fall below 5% based on the January 31 expenditure by object report, the Board and the BHEA will come together to examine finances and determine how many days, if any, will be reduced. Bargaining shall begin no later than February 15 under ORS 243.712, however, initial bargaining shall last no more than 30 days with no less than three sessions unless the parties reach agreement prior to the third session. However, the three sessions must be completed within 30 days of the February 15th start date. Should the parties go to mediation, one mediation session shall meet the statutory

requirement for bargaining over the reduction of days unless two can be scheduled within the fifteen days.

E. Holidays - Classified

1. Paid Holidays for 260 day-Employees

- a. Independence Day (July 4)
- b. Labor Day (1st Monday in September).
- c. Veterans' Day (November 11).
- d. Thanksgiving Day (4th Thursday in November).
- e. Day after Thanksgiving Day (Friday)
- f. Christmas Day (December 25)
- g. One day during the scheduled winter break.
- h. New Year's Day (January 1).
- i. Martin Luther King Day. (3rd Monday in January).
- j. Presidents' Day (3rd Monday in February).
- k. Memorial Day (last Monday in May).
- l. Juneteenth (June 19)

2. Paid Holidays for All Others

- a. Labor Day (1st Monday in September).
- b. Veterans' Day (November 11).
- c. Thanksgiving Day (4th Thursday in November).
- d. Day after Thanksgiving (Friday).
- e. Martin Luther King Day.
- f. Presidents' Day (3rd Monday in February).
- g. Memorial Day (last Monday in May).
- h. Juneteenth (June 19) (only includes staff scheduled to work their regular school year position on this date)

F. Holiday Pay

For the employee to be eligible for holiday pay, he/she must have worked the day immediately before and the day immediately after the holiday, or be on some form of authorized paid leave on those days or on family medical leave (FMLA/OFLA/OSLA).

G. Licensed Staff Midyear Retirements

In order to minimize disruption for students the District may employ retiree(s) for the remainder of the year. The following conditions will apply:

1. The retiree will be issued a temporary contract. Notwithstanding that the retiree is on a temporary contract, he/she will be covered by the terms and conditions of the collective bargaining agreement except as specifically modified in this section.
2. The District will pay the retiree on a monthly basis at the per diem rate based upon the annual salary of the retiree at the date of retirement.
3. The retiree shall not be covered by Article 18 – Leaves, except that the retiree shall accumulate one (1) day of sick leave per month for each full month worked after the date of retirement, which may be used for appropriate illness or injury during the period of temporary contract.
4. The retirement shall not create a vacancy under Article 17, Section A of this agreement.
5. The position filled by the retiree shall be posted as a vacancy no later than the end of the school year.

H. Rehiring of Retirees

All positions vacated by the retirement of employees who wish to continue the following year shall be posted internally and externally. Applications from retired employees (inside or outside of the District) may be accepted and the candidate(s) may be interviewed for positions. Should the District decide to hire a retiree, the following provisions shall apply:

1. The retiree shall be a member of the bargaining unit covered by the terms and conditions of the collective bargaining agreement except as specifically modified in this section.
2. A District retired employee shall be paid at his/her appropriate rate of pay with no break in service. Non-District retired employees shall be paid pursuant to Article 19, Section II, J 4, and Section III, A, 3 of this Agreement.
3. The retiree shall not carry-over his/her sick leave accumulated at the time of retirement, provided the employee has fully retired from PERS.
4. In the event of a layoff, no licensed retirees shall be retained if a non-retired licensed employee is presently licensed to teach that assignment.

5. At no time shall the balance of retired employees exceed ten (10%) percent of the bargaining unit employees. Upon request from the Association, the District will provide the number of bargaining unit employees and the number of retired employees, one time per year.

## **ARTICLE 5 – WORKING HOURS**

### **A.**

1. **Teaching Hours:** Licensed staff working hours shall be for eight (8) hours per day, inclusive of the thirty (30) minute duty-free lunch period. Beginning and ending times for each building may vary from building to building. Should an employee's schedule vary from the rest of the staff, the hours worked shall be contiguous. Licensed staff shall receive at least seven (7) days advance notice if building hours are to change.
2. **Extended Assignment:** By mutual agreement between the employee and the District, employees may accept assignments to teach above and beyond the normal teacher assigned day for extra compensation at his/her hourly rate for the additional assigned period. The District may not unilaterally assign a teacher additional classes, and the teacher shall not be entitled to a continuation of such an extended assignment from academic term to academic term. The parties agree that an individual may not be assigned more than one additional class in any given term.

When the District and an employee agree to such an extended assignment, the teacher shall be compensated at his/her hourly rate for the additional assigned period. On mutual agreement of the District and the employee, the teacher may be scheduled to leave early, but such arrangement shall not excuse the teacher from attending scheduled staff meetings.

3. On days preceding holidays and vacations, the licensed staff shall be able to leave when the last bus leaves their assigned building.
  4. Licensed staff is required to attend certain building and District meetings. Staff meetings and in-service activities shall occur during the contract hours. The administration will consult with the staff in developing the in-services. Note: the limitation on time spent at general staff meetings beyond the regular day is not intended to include other committee meetings or team meetings not called by the administration that are necessary and may occur outside the contract hours.
- B. Duty-Free Lunch.** All licensed staff shall be entitled to a duty-free, uninterrupted lunch period of thirty (30) minutes. Licensed staff may leave the building during their scheduled duty-free lunch period.
- C. Assigned Duties.** All licensed staff are expected, as part of the teaching contract, to assist with these activities during regular building hours.
1. School activity sponsorship;

2. Supervise students;
3. Faculty study groups;
4. Assigned duties at games;
5. Assignment as supervisor of school sponsored social activities.

D. Preparation Time. Teachers shall have the following preparation time during the teacher workday:

1.
  - a. Grades K- 5: A minimum of 50 continuous minutes preparation per day will occur; however, if less than five (5) minutes is lost due to travel schedules between buildings, no grievances can be filed.

If the District hires teacher(s) in the Elementary for Art, Physical Education, or Music, a minimum of fifty (50) minutes preparation per day with one block of fifty (50) continuous minutes or two blocks of not less than twenty-five (25) continuous minutes.

There will be one fifteen (15) minute a.m. student recess, and one ten (10) minute afternoon recess exclusive of the lunch period for grades K-3 and there will be one 15-minute student recess, exclusive of the lunch period for grades 4-5. Teachers shall not be required to supervise students during recess periods. On regular school days, full-time instructional assistants will continue to work twenty (20) minutes beyond the student day, except when serving as bus aides.

- b. Grade 6 – 12: During a regular week with no block schedule, preparation time shall be a minimum of one student class period per day. On days when students do not attend for a full day the period shall reflect the length of the student class period on that day.

On a block schedule, the District will provide one full instructional period for preparation time at least every other day when school is in session. Preparation time does not need to be prorated to accommodate days when school is not in session. For example, due to the nature of an alternating block schedule on a shortened week, some staff may receive three prep periods while others receive only two. The District will attempt to mitigate this situation by scheduling two A days and two B days during four-day weeks whenever practicable. Use of preparation time is solely at the professional discretion of staff. If preparation time is spent off of school grounds, employees must provide notification to the District.

2. The above preparation time provisions do not apply on early release days or shortened weeks. However, prorated prep time will be given.

- E. Professional Learning Communities: Professional Learning Communities (PLC) is a group of educators that meets regularly, shares expertise, and works collaboratively to improve teaching skills and the academic performance of students.
1. PLC members engage in an ongoing cycle of the following activities:
    - a. Gathering evidence of current levels of student learning;
    - b. Developing strategies, ideas, and lesson plans to build on student strengths and address weaknesses in the student learning;
    - c. Implementing those strategies;
    - d. Analyzing the impact of changes to discover what is effective and what is not effective; and
    - e. Applying new knowledge in the next cycle of continuous improvement.
  2. PLC teams and administration shall collaboratively determine the agenda, content, and location of PLC meetings.
  3. Two times a month on the designated early release day, 60 minutes will be allotted for PLC meetings. Two times a month on early release day, there will be 60 minutes time for staff meeting or professional development meetings.
- F. Loss of Preparation Time. Teachers who are directed by the administration to cover a classroom during their preparation time shall be paid at the hourly rate of their contracted rate. Teachers shall be compensated for loss of preparation time while supervising their own class.
- G. Meal and Rest Periods (Classified). Except in emergencies, each full-time classified employee shall receive an uninterrupted period of time for the purpose of eating during or near the midpoint of each employee's work period, of at least one-half (1/2) hour. Such period shall be without pay. Each classified employee shall receive a fifteen (15) minute break during each four (4) hour period of consecutive service. Such rest period shall be designated by the employee's immediate supervisor, and shall be with pay.
- H. Overtime Equalization (Classified). Reasonable effort shall be made to share overtime within the respective classifications with the understanding that individuals working within a work site will share overtime within that site whenever possible. Overtime work not normally assigned by site shall be open to all qualified employees. All overtime must be approved in advance by the building principal, supervisor, or other manager who is not a member of the Association.
- I. Pay For Hours Worked (Classified). Except for designated paid holidays, classified employees will not be paid for any day on which no work is actually performed.
- J. Extra Duty Assignments (Classified). The District will make a good faith effort to assign extra duties that arise from time to time on an approximately equal basis among members in the respective classification in which such work arises; provided that, the District shall

have no obligation to assign extra work to a member if such an assignment conflicts with the member's regularly scheduled hours of work, or will obligate the District to pay overtime to the member when such work can be assigned to another member without creating such an obligation. Members may not trade extra work assignments.

- K. Summer Work. Within each classification and with prior supervisor approval, classified employees working during July may elect to work four (4) ten (10) hour days or five (5) eight (8) hour days except for the week of the Fourth of July which will be worked as eight (8) hour work days. Such schedule must be declared at the beginning of the summer work schedule for that summer. Paid holidays shall be paid in eight (8) hour increments. Vacation shall be paid at hourly increments.

## **ARTICLE 6 – WORKING CONDITIONS**

- A. Teaching Materials and Equipment. The District shall make available in each school building equipment to make copies, a staff lunch room, and staff restrooms. The District recognizes that appropriate curriculum, texts, library reference materials, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standardized tests and questionnaires, and similar materials are the tools of the teaching profession.

Teachers will have access to these materials as needed. Interested members will be allowed to participate in the building budgeting process for the selection of materials and equipment with the results reported to staff. These meetings are necessary and will begin during the work day and may extend beyond the regular work day. These budget meetings will be without additional compensation.

- B. Inclement Weather/Emergency Closure.

The District maintains the ability to close school(s) for emergency reasons. On regularly scheduled contract days when the district is closed due to inclement weather or emergency closures, all staff are not required to report unless directed by the Superintendent. Such time not worked due to emergency closure will be without loss of pay. Any member required to report to work during the closure by the Superintendent shall be compensated at the rate of time and a half for all hours actually worked during that shift.

In the event that the closure(s) causes the district to fall below state minimum instructional standards, the district may, at its discretion require that the same amount of time lost be made up at some later point in the school year. All employees will be compensated in accordance with Oregon law for time made-up.

When the parties mutually agree that an emergency situation, arising from inclement weather and/or other unsafe circumstances, does not allow for safe travel, bargaining unit members will not be expected to report for duty and shall have the choice of utilizing retroactively applied Personal Leave pursuant to Article 18.F or Short Term Unpaid Leave of Absence pursuant to Article 18.G.

- C. Safe Working Conditions. Each member shall immediately report any unsafe or hazardous condition to the member's supervisor. Upon request of the member, the District shall provide a written response to the member specifying the action the District proposes to take in response to the report. No member shall be required to work in a situation that the District has identified as unsafe or to perform tasks that the District agrees would be dangerous or hazardous to his/her health or well-being.
- D. Lead Teacher: At its sole discretion the District may fill and assign "lead teacher" positions within the following parameters:
1. The purpose of a "lead teacher" position shall be to provide an identified substitute for the administrators in instances where they are out of the building and where the "lead teacher" assignment is activated. The designated "lead teacher" shall only be considered assigned to and working in his/her "lead teacher" assignment when: (a) all the administrators are out of the building and (b) the assignment has been preapproved by the District Office, or is approved in an emergency circumstance.
  2. A teacher's acceptance of, and continuation in a "lead teacher" position shall be voluntary and the teacher shall not be entitled to continuation of the "lead teacher" assignment from academic term to academic term. If a teacher wishes to resign from a "lead teacher" position, the resignation shall take effect at the end of the current academic term, provided the employee has given two weeks (14 calendar days) notice to the District.
  3. A "lead teacher" shall remain a member of the bargaining unit and as such shall not be assigned any activity or duty that would endanger his/her status as a bargaining unit member, including, but not limited to, participating in the evaluation of other employees.
  4. The District shall reimburse the "lead teacher" for reasonable preapproved expenses related to attending meetings or training outside the District directly related to his/her assignment as a "lead teacher." If the District directs the "lead teacher" to work beyond his/her normal work year and/or workday, on "lead teacher" related duties, the teacher shall be compensated at his/her hourly rate.
- E. Assignments.
1. Licensed staff who are employed by the District during any given year shall be notified in writing of their assignments for the ensuing year as soon as possible, but not later than the end of the current school year, except in extenuating circumstances.
  2. Classified employees shall be notified in writing no later than May 30 of the District's intent to continue their employment in the fall. This notification shall include the position at which they will be employed, the anticipated number of days and hours during the day they will work, and they shall be given their starting dates and ending dates for the next school year, except in extenuating circumstances.

3. Members newly hired prior to the beginning of any school year shall be notified in writing of their assignments at the time of hire, except in extenuating circumstances.
  4. The District retains the right to change an employee's assignment in order to meet educational and program needs. The District recognizes it takes multiple years in an assignment to become proficient. The District agrees to retain employees in their positions for at least two years except in cases of voluntary transfer requests, bumping required in a lay off, or to meet educational and program needs.
  5. The District shall notify employees no later than September 1 of each year as to which days will be required work days.
- F. Preparation Limits. The District shall make a reasonable effort to limit subject preparations for teachers to not more than three (3) for members in grades 6-12.
- G. The District shall assign students with Special Education requirements to classes equitably across grade levels and all subject areas.
- H. The District recognizes that class sizes should be kept within the limits of good teaching practices, balanced class sizes and the capacity of District classrooms for given grade levels and subject areas. When a request for student transfer is made because of a conflict, every reasonable effort will be made to bring those involved together to resolve the issue prior to a transfer. If it is determined that a mid-year transfer will occur, both teachers will receive a notice of transfer not less than two (2) work days prior to the actual transfer.
- I. Class Size

A large class size presents a hardship to the students and the teacher. The Association understands that the District may lack the ability to control all factors that influence class size, particularly the number of classrooms, the number of students and available funding. However, the Association does expect the District to provide equity between teachers. The District will in good faith strive to adhere to the recommended class sizes below.

These are the recommended class size:

Kindergarten- 22 students per class

Grades 1-2- 24 students per class

Grades 3-5- 26 students per class

This section on class size shall not apply to specials or electives.

The District and the Association shall form a joint committee of six (6) members, three (3) bargaining unit members appointed by the Association and three (3) appointed by the District.

When a class size is continuously higher than the recommendation for more than 10 days, the District will inform the Association.

Upon notification by the District, the committee will meet and develop a solution which supports our students and staff.

A solution will be offered by the committee within a two-week timeframe after the District notifies the Association.

If a solution involves a job position, the position will be posted after the District approves.

The committee's recommendation will guide the District's decision.

J. Staff Training.

1. When regular education teachers receive 504 or special education students, they are encouraged to seek training through the administration. If a teacher seeks training related to 504 and special education students, and the teacher is not satisfied with the training opportunities provided, the teachers may submit a request for training directly to the Superintendent.
2. When the District selects new curriculum, software, or adopts a new daily structure, such as going to a block schedule, staff will be given training prior to teacher planning and implementation.

**ARTICLE 7 – TRANSPORTATION MATTERS**

- A. District-Owned Vehicles. Members may use District-owned vehicles for business of the District when such vehicles are available. If a District vehicle is not available, the member may, with the advance approval of the Transportation Supervisor, use a personal vehicle for such purposes. Members shall be compensated for pre-approved use of their personal vehicle at the Internal Revenue Service rate.
- B. Pupil Transportation. Members shall not be required to use their personal vehicles or any other private vehicle for the transportation of students.
- C. Reimbursement of Travel Expense. Members required, in the course of their work to drive personal automobiles from one school building to another, shall receive a car allowance at the current Internal Revenue Service rate.
- D. When any daily bus run is open, it first shall be offered to current employees through a seniority bidding system, with the most senior driver bid receiving the bus run. Runs shall be deemed open when (a) a vacancy is created by termination; and/or (b) the District creates a new run.
- E. The District may establish additional criteria which must be met relative to the special education bus. These criteria must be related to the efficient operation and legal requirements of said vehicles. The District shall provide training to those requesting it to meet the established criteria upon request.

- F. All bus drivers called in to work for the purpose of driving shall be paid a minimum of three (3) hours at their assigned rate within the collective bargaining agreement.
- G. All transportation staff called in for training or informational meetings shall be paid a minimum of two (2) hours' pay unless the training occurs immediately before or after their assigned work schedule.
- H. All transportation staff shall not be relieved of work and placed on unpaid status for less than a two-hour break during the work day; however, transportation staff may be relieved of work and placed on unpaid status for a break of more than two hours during the work day.
- I. When off-duty, such as when a driver is required to be away overnight but is not driving, such time shall not be compensated except for expense of food and lodging in accordance with established Board policy. Drivers on an overnight trip will receive at least eight (8) hours of work for each day of the trip. Once a driver has been released from duty for the day, if that driver is recalled to duty and it has been less than an hour since his/her release from duty then that time (up to one hour) shall be paid.
- J. Drivers will be reimbursed at rates established by the District for their meal expenses incurred while providing transportation for field trips, in accordance with Board policy.
- K. Physical examinations required of drivers by the District shall be reimbursed at the rate established by the District.
- L. Drivers involuntarily transferred to a shorter route shall not suffer a loss of wages or fringe benefits for one year.
- M. Disruptive Students (in transit). Bus drivers shall promptly report to the Transportation Director incidents of disruptive student behavior that occur during the transit of students. The Transportation Director will be responsible for taking action, including but not limited to referrals and maintaining discipline management logs. Suspension from transportation eligibility shall be made in conjunction with building administration. If in the judgment of the Driver, a student's conduct is so disruptive as to threaten the safety of other riders, the driver shall return the student to his/her appropriate school. Driver's attending to student management issues outside of the Driver's regular work hours will be compensated at the Driver's standard hourly rate of pay. Upon request, the driver shall be given a written report of the action taken.

## **ARTICLE 8 – PERSONAL AND ACADEMIC FREEDOM**

- A. Academic Freedom. Freedom shall be guaranteed to members in the study, investigation, presentation and interpretation of facts and ideas concerning human society, the physical and biological world, and other branches of learning, subject to accepted standards of professional responsibility with due regard to the maturity level of the student, its relevancy to the curriculum or subject matter being taught in the course, its relevancy to the education and instruction of the child, District rules and policies, and the laws of the State of Oregon. The right to academic freedom herein established shall include the right to support or oppose political causes and issues within the confines of state law and School Board policy.

- B. Curriculum. Members shall have the responsibility of following the District adopted curriculum.
- C. Personal Life. The personal, religious or political activities of the member are not an appropriate concern of the District, shall not be grounds for any discipline or discrimination with respect to the professional employment of such member, providing said activities do not violate any local, state, or federal law which would make the member subject to dismissal or as long as such activity does not result in the conviction of a felony or interfere with the member’s contractual work responsibilities.

**ARTICLE 9 – RESPONSIBILITIES AND DISCIPLINE**

- A. Disruptive Students (on school grounds and/or property).
  - 1. The District shall maintain a written protocol in the staff handbook for each building outlining staff support and response procedures for student behavior. This protocol shall include responses to minor through severe behavior incidents, including classroom evacuation (“room clear”) scenarios.
  - 2. It shall be understood that any long-form referral that includes a student removal from the learning environment implies that a serious offence has taken place and administrative intervention is necessary.
  - 3. In school suspension shall be used sparingly and only after appropriate interventions have been attempted. ISS shall not be used in a manner that denies students meaningful access to instruction. The District will ensure that staff are not required to supervise ISS without adequate staffing or support.
  - 4. Administration shall ensure that disciplinary standards and procedures are reviewed annually with staff prior to the first student contact day to promote consistent implementation across each building. If a procedural change is necessary, staff will be informed through email immediately and any necessary training will occur at the following staff meeting.
- B. All information provided to employees pursuant to this article will comply with all state and federal laws and/or regulations.

**ARTICLE 10 – SITE COUNCIL**

Individuals who are selected to serve on a site council will be provided release time from their assigned duties, or compensated at the extended contract rate.

**ARTICLE 11 – RIGHTS OF EMPLOYEES**

- A. Required Meetings and Hearings. Whenever any member is required to appear before a quorum of the Board concerning any matter which could adversely affect the continuation of that employee in his/her position of employment, salary or any increments pertaining thereto, then he/she shall be given prior written notice at least 72 hours in advance of the meeting. The notice will list the reasons for such meeting or

interview and shall inform the employee that they are entitled to have a representative of the Association or legal counsel present to advise him/her and represent him/her during such meeting or interview provided the availability of the selected representative does not delay the date of the hearing and/or meeting. Such notice shall not be via email. Any suspension of a member pending charges shall be with pay.

If a member is required to meet with a District Administrator, and the member reasonably believes that the purpose of the interview is to obtain information that could provide a basis for imposing discipline upon the member, the member may request the presence of a representative. If a representative is requested by the member, the meeting will not take place until a representative is available to attend the meeting. The role of the representative in interviews conducted under this section is to clarify questions and answers and to provide relevant additional information.

- B. Evaluation of Students. The District retains the right to determine the system of grading to be used in the District. The teacher shall maintain exclusive right and responsibility to determine student grades. No grade shall be changed without first consulting the teacher(s) involved and having said teacher(s) agree with a proposed change, unless the teacher has left the employment of the District. A grade change requires the approval of both the respective building principal and the District Superintendent. Should any grade be changed, the person or persons making the change shall take full responsibility for such change and so indicate in writing. Upon request, written reasons for any change shall be provided. At the end of the year teaching staff shall make recommendations as to the placement of their current students for the upcoming school year.
- C. Funding Proposals and Applications. Members are encouraged to apply for federal, state, or private grant dollars in accordance with District Policy. All fund raising/grant applications submitted will be placed on the staff drive and updated as to where the fund raiser/grant is in process and whether or not the fund raiser/grant was approved or denied by the District. All equipment, consumable supplies, or other materials become property of the District, if any remain, following the specific project completion or the termination of the employee's service to the District, whichever comes last. Upon request from the member who submitted the grant proposal, the District shall give an update on the progress of the proposal.
- D. Nondiscrimination and Harassment. It is the policy of both the District and the Association to comply with all applicable Federal and State equal employment opportunity laws.
  - 1. The provisions of this contract shall be applied equally to all members without discrimination as to age, marital status, race, color, gender, sex, sexual orientation, gender identity, religion, union affiliation, national origin, or handicap disability, unless based on a bona fide occupational qualification or other protected class or activity covered by law. The Association shall share equally with the District the responsibility for applying the provisions of this Agreement. Inasmuch as there are other means available to an individual to seek relief from a complaint based on any of these issues, the final appeal through the grievance procedure of this contract shall be with the School Board. It is understood that all reference to the male gender in this Agreement refer equally to both male and female employees.

2. This contract contains a grievance procedure (Article 13) as one means of resolving disputes. When a grievance is advanced to Step V of the grievance procedure, the grievance procedure shall be the sole and exclusive remedy. Before a grievance is advanced to Step V of the grievance procedure, an employee may file claim, suit, or charge with any state or federal, agency, tribunal, or court, which becomes the exclusive remedy for the allegations and no Arbitrator shall have authority or jurisdiction to remedy any such grievance.

## **ARTICLE 12 – DISCIPLINE AND DISCHARGE**

- A. No classified member shall be dismissed, and no member shall be reprimanded, suspended, reduced in rank or compensation without just cause and without first being informed of the charges in writing, and given an opportunity to meet with the charging party and respond to those charges. If the member chooses to respond, the response shall be in writing. After a decision is finalized, the member shall be given a written summary of the decision.
- B. If the member disagrees with the final administrative decision in Section A, he/she may enter the grievance procedure and may process that grievance through final resolution if he/she so desires, unless the action involves an action which is appealable to the Fair Dismissal Appeals Board, in which case the Board shall be the final step in processing a grievance.
- C. A contract teacher who is dismissed or non-extended may challenge the District's action under ORS 342.805 to 342.930. However, if both the School Board and the teacher's representative agree, arbitration of the teacher's dismissal, non-extension, or non-renewal may be used as an alternative to action under ORS 342.805 to 342.930. In such case, the decision of the arbitrator shall be final and the parties expressly agree to waive their rights under ORS 342.805 to 342.930. If the teacher and the District agree to employ arbitration, the arbitrator shall use the same reasons, rules and levels of evidence as are required for the Fair Dismissal Appeals Board under ORS 342.805 to 342.930.
- D. Professional conduct is a mutual responsibility of members and administrators. Discussions with individual employees regarding their professional performance shall be conducted in a professional manner. The District will not use email for the delivery of any confidential information, including that which relates to job performance.
- E. Sections A, B and C of this Article shall not apply to the non-renewal or dismissal of a probationary member, except that probationary employees retain the right to a school board hearing.

## **ARTICLE 13 – GRIEVANCE PROCEDURE**

- A. Definitions.
  1. Grievance. A grievance is a claim by an aggrieved member based upon interpretation, application or violation of this Agreement or school district policy. Notwithstanding the procedure provided in this Article, the final appeal of any

grievance alleging violation of a school district policy shall be to the School Board, whose decision shall be final and binding upon the parties.

2. Grievant. An aggrieved person is the member(s), the Association, or the District making the claim.
  3. Days. Work days, except as qualified by “year-end grievance”, in which “days” shall mean calendar days.
  4. Party in Interest. The “party in interest” is either the person or persons making the complaint or the person or persons against whom the complaint is made.
  5. Representative. “Representative” is the one who may speak for and/or advise a party in interest.
  6. Consultant. “Consultant” is the one who advises either party in interest.
  7. Immediate Supervisor. “Immediate supervisor” is the one who has direct administrative or supervisory responsibilities over the aggrieved in the area of grievance as stated in School Board policy.
- B. Purpose. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may, from time to time, arise affecting members. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of procedure.
- C. Procedure.
1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum. Efforts shall be made to expedite the process. The time limits specified may, however, be extended by mutual written agreement.
  2. All parties in interest have a right to consultants or representatives, and may be represented at all stages of the grievance procedures by a representative selected or approved by the Association.
  3. There shall be no restraint, interference, discrimination or reprisal exerted on any member choosing to use these procedures for resolution of these contract grievances.
  4. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at the level. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next level.
  5. All documents, communications and records dealing with the processing of a grievance shall be filed in the School District office separately from the personnel

files unless final resolution of the grievance requires adjustment of documents in the personnel files.

6. In the course of investigating any grievance, representatives of either party in interest who need to contact a member in school shall contact the building supervisor of the building visited and shall state the purpose of the visit immediately upon arrival.
7. All parties in interest shall process grievances after the regular workday or at other times which do not interfere with assigned duties or school activities.
8. If, in the judgment of the Association, a grievance affects a group or class of members, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at that level.
9. Year-end Grievances. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced and agreed upon by the parties so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is possible under the agreed upon timelines.
10. Generally. All meetings and hearings under this provision shall be private, at the grievant's option, and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article. Meetings and/or hearings required at Level IV by this article will be in compliance with the Public Meetings Law.

### **Level I. Informal Step**

The grievant shall, within fifteen (15) days of the occurrence of the alleged grievance or when the employee had knowledge of the violation discuss the grievance with his immediate supervisor with the objective of resolving the matter informally.

### **Level II. Formal Step**

- a. In the event the problem cannot be resolved by informal means, the grievant shall present the grievance in writing to the immediate supervisor (who has administrative authority to act) within ten (10) days following the conference.
- b. The written statement of the grievance shall include the specific section of this Agreement alleged to have been violated, the circumstances and dates involved, and the remedy sought.
- c. The immediate supervisor shall make a decision in writing and then communicate the decision together with reasons to the grievant within five (5) days after receiving the grievance.

### **Level III.**

- a. If the grievant is not satisfied with the decision at Level II or no decision is rendered within the required time periods, within ten (10) days from either receipt of the supervisor's decision or date when the decision was due, written appeal may be taken to the Superintendent.
- b. The Superintendent or designee shall conduct a hearing within ten (10) days of receipt of the appeal, giving the parties five (5) days' written notice of time and place. At the hearing, the Superintendent or his/her representative shall hear from the grievant and/or his representative, take testimony of witnesses and allow evidence to be submitted for the record.
- c. Within five (5) days of the hearing, the Superintendent or his/her representative shall communicate to the grievant and to all other parties officially present at the hearing his written decision, which shall include supporting reasons therefore.
- d. If the grievant is not satisfied with the decision of the Superintendent, he/she may file a written appeal with the Superintendent within five (5) days from the receipt of the Superintendent's decision. The appeal shall state the grievant's reasons for appealing the decision of the Superintendent and request appeal to Level IV, School District Board of Directors.

### **Level IV.**

Within five (5) days of the appeal, the School District Board of Directors shall notify all official parties of the hearing to be held within fifteen (15) days of the receipt of the appeal. The Board of Directors shall hear arguments of the Superintendent and the grievant.

The Board retains the option of waiving the hearing at Level IV and the Association may proceed directly to Level V (arbitration).

### **Level V.**

- a. If the grievant is not satisfied with the disposition of his/her grievance at Level III, or if no decision has been rendered within five (5) days after the grievance has been heard by the Superintendent, the grievant may within five (5) days of receipt of the Superintendent's decision or date when the decision was due request in writing that the Association submit his/her grievance to arbitration.

If the Association so determines, it may, by written notice to the Superintendent within ten (10) days after receipt of the request from the grievant, submit the grievance to binding arbitration. If any question arises as to whether a particular dispute involves the interpretation, meaning or application of any of the provisions of this Agreement, such question shall

first be ruled upon by the arbitrator selected to hear the dispute. Except as otherwise expressly provided by the Agreement, the arbitration shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association in effect at the time (hereinafter referred to as the “AAA Rules”).

- b. Within ten (10) days after such written notice of arbitration, the Superintendent and the Association shall attempt to agree upon a mutually acceptable arbitrator and to obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the ten (10) period, a request for a list of arbitrators may be made to the Employment Relations Board by either party. The parties shall alternately strike names to select an arbitrator. The parties shall flip a coin with the prevailing party striking second.

The arbitrator so selected shall confer with the representatives of the Superintendent and the Association and hold hearings promptly and shall issue his decision not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator’s decision shall be in writing, and will set forth his/her findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law.

The arbitrator shall have the authority to consider only a claim based upon a specific provision of this contract and shall have no authority to add to, modify or detract from this contract. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding upon the parties.

- c. The costs for the services of the arbitrator, including per diem expenses, if any, and travel and subsistence expenses and the cost of any hearing room shall be borne equally by the District and the Association.

D. Financial Responsibility. Each party shall pay any and all costs incurred by said party.

E. The grievant or the Association shall first exhaust the grievance procedure, including arbitration if available before referring the issue to the courts or other agency having the appropriate jurisdiction, except as necessary to meet federal or state filing deadlines.

#### **ARTICLE 14 – COMPLAINT PROCEDURE**

A. If a complaint is made against a teacher to the administration, such complaint shall be processed under the following circumstance.

- 1. If the principal intends to place a record of such complaint in the teacher’s personnel file;
- 2. If, in the principal’s judgment, such complaint is sufficiently relevant to the employee’s performance as to indicate the desirability of a conference.

B. Pursuant to Section A, above, a conference shall be held with the member within five (5)

working days after a complaint is made to the administration by a parent, student, member or other individual. In the event either the member or supervisor is absent, this deadline shall be extended by the period of the absence.

- C. The administration shall request a meeting of the complainant and the member to informally resolve the complaint or determine its validity. If the complainant refuses to meet with the member, the administration shall advise the member of the identity of the complainant and shall review the complaint with the member. Any such complaint which the administration chooses not to discuss with the member in which the complainant refuses to meet with the member, or which is not discussed within the required time shall not be considered in the member's evaluation and shall not be used against the member in any subsequent action taken by the District.
- D. Only complaints substantiated after an investigation shall be placed in the member's personnel file. The member shall have the right to attach a written statement to any written material placed in the member's personnel file.

#### **ARTICLE 15 – STAFF EVALUATION**

- A. The purpose of evaluation is improving employee performance, encouraging professional growth, improving communication between employees and their immediate supervisor and, when necessary, identifying and assisting employees in improving/correcting areas of unsatisfactory performance. All employees being evaluated in any year must also be observed by the evaluator prior to the evaluation being written. The Board approved staff evaluation manual will be followed.
- B. This provision shall apply to licensed staff only. Evaluation of licensed staff shall be in accordance with ORS 342.850 and adopted Board policy. Licensed staff will be formally observed according to the Board approved staff evaluation handbook each year during their probationary period. Under ORS 342.835, Oregon school districts may non-renew a probationary teacher for any "good faith" reason, provided written notice is given by March 15. There is no requirement for the District to put probationary licensed staff on a Plan of Assistance for Improvement (PAI) before removal. Evaluation of all other unit member staff shall be in accordance with adopted Board policy.
  - 1. The evaluator will notify the employee of a performance deficiency (ies) when the evaluator determines that the deficiency (ies) has become serious. The evaluator will provide the employee with specific suggestions for improvement. An employee shall be given sufficient time to correct the deficiencies following the notification prior to being placed on a Plan of Assistance for Improvement (PAI).
  - 2. If the District determines that a written PAI is needed the employee shall be notified in writing and a copy will be sent to the Association upon the teacher's

request. The employee has the right to Association representation from the point of notification prior to being placed on a PAI.

3. PAI's are to assist teachers to improve in their skills and document the District's assistance. PAI's will be written with a minimum duration of ninety (90) days and may extend for longer periods. The plan will be written by the employee's supervisor with input from the employee.
  4. When possible, follow up meetings with employees on PAI's will be conducted after the student contact day, or during an end of the day preparation period.
  5. No licensed employee will be placed on a PAI for deficiencies identified in subject area content for which an employee is not certified.
  6. Following this continued satisfactory performance the plan will be removed. The PAI of any employee failing to satisfactorily complete a plan will remain in the employee's file as evidence for termination.
- C. Any proposed changes in the licensed employee professional growth handbook shall first be presented to the appropriate Joint Evaluation Consultation Committee. In the case of TSPC licensed staff evaluations, this committee shall not have more administrators than licensed staff. The Committee shall review all proposals and shall make recommendations to the District for its consideration.

#### **ARTICLE 16 – PERSONNEL FILES**

- A. Members or their designees shall have the right, upon request, to review the contents of their personnel file, excluding pre-employment information of confidential nature, through prior arrangements with the Superintendent or his/her authorized representative. This file shall contain all materials relevant to the member's employment, except for working notes of the supervisor or principal, and shall be the sole repository of such materials, unless otherwise specified in this Agreement. A member shall be entitled to have the file shown to anyone of his/her choice in his presence. Upon request, a member shall receive a copy of any non-confidential material in the personnel file. Should the District move to electronic files, it shall provide the same level of confidentiality as with hard copy files.
- B. No materials, except those of a clerical nature or submitted by the member, shall be placed in his/her personnel file unless the member has had an opportunity to review the material and receive a printed copy. The member shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The member shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent and attached to the file copy.
- C. Evidence leading to demotion, discipline or other involuntary change in the employment status shall be recorded or otherwise referenced in the employee's personnel file at or after the action has taken place. When a program of assistance has been successfully

completed, a page will be placed on the plan in the personnel file indicating that the plan was successfully completed.

- D. No such documents or other material shall be placed in the personnel file of such members after severance without the member's knowledge and receipt of a printed hard copy.

## **ARTICLE 17 – VACANCIES, PROMOTIONS AND TRANSFERS**

The District recognizes that it is important, in making assignments, to consider the interests and aspirations of its staff members.

The language in this section applies to assignments within the bargaining unit. Assignments are considered the area of work assigned (e.g. grade level, subject area, or classification) and/or the location/building assigned (e.g. cafeteria, bus garage, high school, etc.)

Transfers are considered changes in an employee's current assignment to a different assignment.

### **I. Vacancies and Postings**

- A. All vacancy postings shall be sent to all employees via District Email. Employees shall have five (5) working days to submit and complete the abbreviated internal application.

The District declares its support of a policy of filling vacancies from within its own staff, all other factors being equal.

- B. Upon request, the member who is not assigned the position shall be given a written explanation of the reasons for not being selected.
- C. In acting on requests for voluntary transfer and in filling a vacancy, the District will apply the following criteria to select the best candidate:
  - 1. Approval of the Superintendent or designee;
  - 2. Individual qualifications, including highly qualified status, for Title I aides;
  - 3. Staffing level needs;
  - 4. Seniority; and
  - 5. For TSPC licensed staff, licensure.
- D. Upon timely application, qualified employees shall be guaranteed an interview along with external candidates.
- E. Where the foregoing factors are substantially equal in the District's judgment, the preference in assignment or transfer shall be given to the incumbent applicant with the greatest number of years of service in the District 17C school system.

**II. Voluntary Transfers.**

- A. Members who desire a change in assignment, or who desire to transfer to another building, for the next school year, may submit an application to the job posting.
- B. Upon request, the member who is not assigned the position shall be given a written explanation for not being selected.

**III. Involuntary Transfers.**

- A. Involuntary transfers shall mean a change in an employee's current assignment to a different assignment at the direction of the District.
- B. If and when an involuntary transfer is made, the Superintendent shall notify the affected member and the Association in writing as soon as possible of the pending transfer and of the reasons for such a transfer. That member may request a meeting with the Superintendent at which time the member will be given the opportunity to suggest alternatives.
- C. For a period of three (3) contract years following an involuntary transfer, employees may submit an annual request (no later than February 1st ) to the District office to be notified of specific job openings. Employees who have been involuntarily transferred shall be entitled to an interview for open positions for which he/she is qualified. If an employee is not selected for the position, he/she has the right to request the reason(s) for the non-selection.
- D. An employee who is involuntarily transferred shall not suffer a loss of wages, fringe benefits, or other rights guaranteed by this Agreement for the remainder of the school year and the next school year; however, such terms will be reset to the rates provided by the Agreement for the assignment the following school year.
- E. The wage and benefit protection in this section shall not apply to involuntary transfers that result from disciplinary action imposed for just cause pursuant the Article 12. (Discipline and Discharge)

**ARTICLE 18 – LEAVES**

**A. Sick Leave.**

- 1. Each member shall be granted one (1) sick leave day per month or, twelve (12) days' sick leave for the school year at full pay for personal or family illness, and for this section family is defined by the Oregon Family and Medical Leave law. Such leave shall be credited on the first day of the fall semester, but earned at the rate of one (1) day per month. Should an employee leave the District during the school year having used more sick leave days than earned, an adjustment equal to the unearned days used shall be made in the final paycheck. Employees who work for twelve (12) months will receive fourteen (14) sick leave days per year.
  - a. For members starting employment after the beginning of the school year, sick

leave shall consist of one (1) day for each payroll month remaining in the school year.

- b. If sick leave in excess of five (5) consecutive workdays is requested, the District may require a certificate of the member's attending physician or practitioner that the illness or injury prevents the member from working.
2. Sick leave not taken shall accumulate without limit. Employees leaving the District shall be able to transfer accumulated sick leave up to the amount the new employer will allow. Upon retirement of any bargaining unit member, the District shall report to PERS the amount of their unused accumulated sick leave of the employee to be used by PERS in computing retirement pay in accordance with the current laws, rules, or regulations.
3. Family Leave. The District will comply with applicable state and federal laws and regulations. (See staff handbook and/or Board policy).

B. Sick Leave Bank.

1. Purpose: The purpose of a sick leave bank is to provide a safety net for employees who face illnesses over 10 consecutive work days, have exhausted all accumulated paid sick leave and do not receive benefits from Paid Leave Oregon, long-term disability, or workers' compensation benefits. Such leave shall be verified with a doctor's statement certifying a life-threatening or debilitating physical or mental illness or injury preventing the member from performing the duties of his/her job for more than ten (10) days.
2. All bargaining unit employees who wish to participate in the bank must donate one sick leave day to the bank by September 30 of each school year by completing the appropriate form (See Sick Bank Participation Form). Only those employees who donate one sick leave day are eligible to access days in the bank.
3. When a participant faces an illness (over ten [10] work days) which a doctor has verified is a life-threatening or debilitating physical or mental illness or injury preventing the member from performing the duties of his/her job, has exhausted all his/her accumulated paid leave and is not collecting workers' compensation, he/she can request days from the bank. The leave should be for the period of treatment for the illness whether that time is consecutive or intermittent. No one shall be granted more than forty (40) days in one year or receive double compensation for days on leave. The first thirty (30) days shall be compensated at full pay and the next ten (10) days shall be compensated at half the employee's daily rate, subject to the total hours in the bank.
4. The District shall require a physician's statement prior to the granting of bank days. Only the lack of medical verification, or failure to exhaust appropriate accumulated leave shall be used to deny a request for sick leave bank days, subject to the total hours in the bank.
5. By October 15 of each year, the District shall notify the Association in writing of the number of days donated to the bank. By June 30 of each year, the District shall notify the Association in writing as to the number of the unused days in the bank. These days will accumulate and be available in the bank the following year. The Association may request records regarding the status of the bank at any time

during the year within a reasonable amount of time.

C. Leave Involving Legal Matters.

1. Jury Duty. A member who is called for jury duty shall be granted paid leave.
2. Where a member is required by law to make any appearance in legal proceedings connected with the member's employment by the District, that member shall be granted the necessary leave with pay. When a member is appearing as a party or witness in litigation brought by the employee or the Association against the District, such leave will be without pay.

D. Professional Leave. Members may request professional leave to attend conferences, professional observations, workshops, conventions, and visitations to other systems or schools. Professional observations will require a prior approval. Such professional leave is to maintain and improve professional competence and proficiency. Recommendation for each grant of leave shall be made to the Superintendent by the building principal. The decision of the Superintendent is final and binding on the parties, and is not subject to the grievance procedure.

E. Association Leave. The Association may allocate up to a maximum of one hundred (100) hours per year of professional leave time for the entire Association may be taken for Association business with the cost of the substitute paid by the Association. The Association president must notify the employee's first-level supervisor for approval prior to the use of Association leave.

F. Personal Leave. Paid leave from assigned duties to attend to personal leave which occurs during working hours, separate from and in addition to sick leave benefits, shall be granted by the District under the following conditions:

1. The absence may be in 15-minute increment, not to exceed a total of three (3) days in any one (1) contract year. Such leave shall be credited on the first day of the fall semester, and earned at a rate prorate for the employee's contract year. Should an employee leave the District during the school year having used more personal leave days than earned, any unearned and used personal days in the final pay period will be treated as unpaid days.
2. Such leave shall not accumulate from year to year, but unused personal leave shall roll over into the employee's sick leave.
3. The request for the personal leave shall be submitted through the electronic leave system at least twenty-four (24) hours in advance.
4. Each year of the contract, an employee who does not use any personal leave in a year shall receive a stipend at the end of the year of \$200 for employees regularly scheduled to work seven (7) or more hours per day and pro-rated for employees working less than then seven (7) hours.

- G. Short-Term Unpaid Leaves of Absence. Members may request unpaid leaves of absences other than those above, which may be approved by the Superintendent. Employees who take unpaid leave without approval may be subject to actions pursuant to Article 12 of this Agreement.
- H. Long-Term Unpaid Leaves of Absence (a grading quarter or longer). A leave of absence without pay may be granted for up to one (1) year provided that:
  - 1. The member has at least three (3) years of service in the District.
  - 2. The request for leave is submitted in writing to the Superintendent by April 1 of the year prior to the year for which the leave is requested. The Board has final approval.
  - 3. The reasons for the leave are stated.

Such leaves shall guarantee the return to a similar position except in emergency situations which require a reduction in staff. The employee must notify the District no later than April 15th of his/her intent to return to work the next school year. Failure to notify the District of the intent to return at the end of the leave will be considered a resignation by the employee.

## **ARTICLE 19- COMPENSATION**

### **I. Licensed and Classified Benefits**

#### **A. Insurance.**

- 1. The District shall make available the following insurance coverage for each employee who works more than twenty and one-half (20.5) scheduled hours per week, provided that employees who are regularly scheduled to work more than twenty and one-half (20.5) hours per week, but less than thirty (30) hours per week, shall have their benefits prorated.

The Association bargaining unit members shall select health, dental, and vision plans from the OEBC available plans each year, however, one of those plans will be the health savings account (HSA) plan but the District obligation for the cost of insurance is limited to the maximum amounts for the insurance. The District shall contribute \$1370 per month effective October 1, 2026 and \$1390 per month effective October 1, 2027, and \$1,410 per month effective October 1, 2028 toward the purchase of the selected plans.

For employees who enroll in the HSA plan that are under the District maximum contribution, the difference between the cost of the premium and the cap, not to exceed \$300 per month, will be deposited into the HSA.

Beginning October 1, 2014, the District will contribute an additional sixty dollars (\$60) per month into an HSA for any employee selecting a HSA compatible plan who has not already met the \$300 contractual cap. For those who select insurance under the District monthly cap, but who have already met the \$300 per month cap, the \$60 shall be added to the insurance pool to reduce out-of-pocket premiums for other unit members participating in the insurance program. Should any employee select a HSA compatible plan and be under the District monthly cap but be unable to have the \$60 added to his/her account each month due to federal HSA restrictions, the \$60 will be placed into the insurance pool outlined in Section 2 below. Under no circumstances will the District be expected to contribute or pay above the federal IRS maximums.

The District shall make the insurance benefit described in this section available to District bus drivers who are paid for fifteen (15) or more hours per week. The District shall contribute 70% of the District cap for such coverage. This group will be included in the District pool.

2. Should the selected insurance coverage(s) be available and priced on a tiered basis and should any plan's premium cost be less than the negotiated monthly contribution, the difference between the premium costs which fall below the District's monthly contribution cap will be equitably applied to members electing coverage exceeding the District's monthly contribution.

If the total cost of the plans and coverage(s) selected is less than the total monthly maximum cap times the actual number of participating eligible bargaining unit members, the excess dollars shall be maintained in a Special Insurance Pool Fund to be set aside for future insurance costs. If the total cost of the plans and coverage is more than the total District's maximum contribution, then the level and amount of out-of-pocket expenses for each level of participating member, if any, will be determined by the Association.

The specific monthly contribution for single, employee plus spouse, employee plus children, or family coverage(s) must be selected no later than September 15 of each year.

3. On or about September 15 of each year, when dollars are available for pooling, the Association and the District will compute the total pool available based upon the number of employees and the plans selected by the employees. Employees who become eligible for health insurance after the annual open enrollment and current members who experience life changes, shall receive up to the pooled amount at the District's expense for the remainder of that program year.
4. Any member who elects not to enroll in some or all of the benefit plans available under the OEGBB-sponsored benefits program, and thus waives benefits, is not eligible to receive any portion of a cash contribution or other type of remuneration. In the event of such a waiver, the District's contribution will be added to the Association's pool.
5. Individuals on unpaid leave and retired District employees shall be allowed to continue any or all of the above insurance programs by paying the premiums themselves, subject to approval by the insurance carrier.
6. Employees that are covered by other health insurance may waive the health insurance coverage provided under this Article upon notice to the District during the open enrollment period, within the terms, restrictions, and conditions established by the insurance carrier.

Employees covered by health insurance other than that provided by the District may waive medical insurance only and continue to receive dental and vision insurance under the District health insurance plan. Employees double covered by the District health insurance may waive the entire health insurance package.

In the event the number of employees requesting to waive benefits exceeds the number allowed by the carrier, selection of employees allowed to waive will be made on a lottery basis.

## **B. Salary Payments and Deductions.**

1. Upon written request, the member may have deducted an appropriate remittance for any of the following: Section 125, 403(B), savings bonds, credit union, insurance, Oregon Education Association Foundation and/or annuity plans. If the financial institution and the accounting software that the District uses is compatible with and allows for a direct deposit, then the District will provide that as an option for the employee.
2. Upon written request prior to September 10 and/or December 10 of any school year, a member may elect to receive a draw on September 15 or December 15 or a regular mid-month draw option (on the 15<sup>th</sup> of each month) which will provide payment of \$500 for licensed employees and \$250 for classified employees or no draw. Employees hired after the start of the year may elect the above options at the time of hire.

3. Pay days shall be the last business day of the month. Less than 12 month employees who have elected twelve (12) checks, will receive three (3) checks in June; two (2) paid on their last contract day, one (1) on the last business day of the month. Employees who elect ten (10) checks will receive the balance of contract on the last business day of June.

**C. Salary Schedule Maintenance and Advancement.**

1. The 2026-2027 salary schedule shall be increased by 6% COLA, which will be reflected in the salary schedule set forth in Appendix A, Appendix B, and Appendix C.

The 2027-2028 salary schedules shall be increased by 5% COLA, which will be reflected in the salary schedule set forth in Appendix A, Appendix B, and Appendix C.

The 2028-2029 salary schedules shall be increased by 4% COLA, which will be reflected in the salary schedule set forth in Appendix A, Appendix B, and Appendix C.

2. The Board reserves the right to adjust salary placements in special cases where it is in the best interest of the District, but in no instance will the placement be at a level lower than the member is qualified for.
3. Specialist Factor. Licensed Employees working in the classifications of counselors, Autism Specialist, Special Education Behavior Specialist, Occupational Therapist, Physical Therapist, and Special Education shall receive an additional 3% on their annual salary. Employees working in the classifications of Speech Pathologists and School Psychologist, shall receive an additional 6% on their annual salary. These factors do not stack on top of the other.
4. National Board Certification: Each certified employee who achieves National Board Certification shall receive an additional \$3,000 stipend per year beginning with the first full contract year following certification and each year during the active status of that certification.

**D. PERS**

Effective July 1, 2014 the District shall “pick-up”, assume and pay up to the current six percent (6%) required employee contribution to the Public Employees Retirement System (PERS) for the members eligible to participate in the Public Employees Retirement System (PERS) and/or the Oregon Public Service Retirement Plan (OPSRP) fund. The amount of required employee contribution “picked-up” or paid by the District on behalf of employees shall be considered as

“salary” within the meaning of the law for purposes of determining an employee member’s “final average salary” within the meaning of the law, but shall not be considered as “salary” for the purposes of determining the amount of employee contributions required to be contributed pursuant to the law. Such “picked-up” or paid employee contributions shall be credited to employee accounts pursuant to the law and shall be considered employee contributions under the law. Pursuant to ORS 238A.335(2)(1), the parties agree the employee compensation has been reduced in order to generate the funds needed to make these employees contributions; the employer will file required notices with the Public Employee Retirement Board.

**E. District Employee Extracurricular Events:** All District employees will receive free admission with current District-issued identification for any home regular season events exclusive of OSAA playoff competitions.

**F. After-hours Assignments.**

1. Members who supervise students or work at the District’s request for school dances, bus trips, or athletic contests shall be paid \$20.00 per hour with a minimum of 2 hours pay guaranteed per assignment, for the term of this Agreement. The opportunity to perform these duties shall be open to all employees. and members will have the opportunity to request such positions prior to anyone being assigned.
2. Licensed staff will be given the opportunity to volunteer, without compensation, for such assignments. If no volunteers are forthcoming, the building principal may than assign staff to such duties. If assigned, a member may trade assignments with another member to find a replacement. It is, however, the responsibility of the assigned person to see that the assignment is fulfilled, and to inform the building principal of the change before the event. Failure to volunteer for such duties shall not be considered a factor in the member’s evaluation.

## II. Certified Staff Benefits

- A. Less than twelve (12) month employees may choose whether to receive his/her salary in ten (10) equal amounts during the school year, or in twelve (12) equal amounts. The member’s decision must be given to the District Superintendent during the pre-school in-service period. Once the plan is submitted, it shall stay in effect for the contract year.
- B. Educational Requirements. The District shall not require any uniform program of additional course work for members. However, the District does retain the right to require specific course work of individual members.
- C. Educational Benefits. The District shall reimburse for tuition only for licensed members under the following provisions:
  1. The total fund expendable shall be \$26,000 each year.

2. Reimbursement for part- and full-time students shall not be more than the rate established by the Oregon System of Higher Education. Course work claimed for reimbursement shall be in the curriculum area of the member, in education-oriented curriculum, or have prior approval of the Superintendent. No employee will be reimbursed for more than two (2) administrative classes per year.
3. Tuition Reimbursement - application for reimbursement for courses taken during the fall, winter, spring, or summer terms of a school year (from September 1 through August 31) must be submitted to the District office by October 1. Request for reimbursement must be accompanied by proper verification of completion of the course work and receipts. Tuition reimbursement is to be distributed no later than October 31. Where the total dollar amount of requested reimbursement exceeds the fund available, reimbursement shall be prorated by the total dollar amount expended.
4. In accordance with III, B, 2, a. below unused classified funds will be applied to any unpaid certified tuition reimbursement until the funds are depleted or all staff have been fully reimbursed, whichever comes first. Funds remaining, if any, shall roll over into the next year. Any classified funds remaining shall be credited back to their account for the following year.

D. Reimbursement for Business Expenses.

The District will reimburse employees for all meals while out of town on pre-approved District business. Payment shall be the current District rate of reimbursement.

E. Reimbursement for Moving Expenses.

New hires to the District who move more than 60 miles closer to the District will be reimbursed, one time in their career, up to \$1750 upon submitting receipts of expenses necessary for the move.

F. Additional Days.

1. When additional days are deemed necessary by the District for District-aligned work, including curriculum, under an employee's defined job description, the immediate supervisor will make the request to the Superintendent for approval at the individual's contracted rate of pay.
2. Counselors shall have ten (10) extra days for preparation. They shall each receive an extended contract with ten (10) extra days' pay at their regular daily rate of pay for days actually worked. Media specialists shall have five (5) days extended contract at their regular daily rate of pay for days actually worked.

G. Curriculum Support:

When certified staff are asked to take on the duties of any of the positions listed below, recognizing the significant work outside the work day, they will receive a \$750.00 stipend each year (when not provided release-time), said stipend will be paid in a separate check at the end of the school year.

PLC Team Leader  
Data Team  
ELD Coordinator  
Grade Level Lead

H. Summer School, Saturday School, Night School, Extended School Year.

1. All Summer School, Saturday School, Night School, and Extended School Year (ESY) work shall be offered first to the licensed members in the bargaining unit.
2. The certified employee shall be paid a minimum of four (4) hours of their daily wage for each day worked in the Summer School, Saturday School and Extended School Year (ESY), and Night School programs. If the certified employee is directed to stay beyond four (4) hours, then the pay will be prorated for the hours worked. Specialists required to provide service will be paid for hours worked at their hourly rate, with a minimum of two (2) hours for any day services are provided by the specialist.

I. Transition to Block Schedule: Certified staff in a building moving to a block schedule shall be paid for an additional five (5) hours at their daily rate (pro-rated for less than full-time employees) for the additional lesson planning and curriculum revision necessary for preparing for teaching a block schedule in the year the change to block scheduling is made.

J. Placement of Licensed Employees on the Salary Schedule.

1. For licensed credit hours to apply toward a column change, one of the following must be met: (a) be part of an approved Masters' Degree Program; (b) be in the teacher's present teaching assignment; (c) be in a required course for licensure or additional endorsements; or (d) have the approval of the Superintendent.

2. When the employee knows that the hours he/she earned will result in a column change on the salary schedule for the next school year, the employee will notify the District in writing of his/her intent to submit the necessary hours no later than April 15. A licensed member who becomes eligible to move horizontally (a column change) on the salary schedule must present official transcripts to the Superintendent on or before October 1. When the employee knows that the hours he/she earned will result in a column change on the salary schedule, the employee will notify the District of his/her intent to submit the necessary hours no later than September 1 or the first day of school whichever is later. Licensed staff members moving from one column to another and who have been at the last step on the preceding column will move down one step on the new column.
3. Credit beyond the BA shall be for those hours earned subsequent to the earning of a BA which qualifies the applicant for certification.
4. Licensed members shall be granted a minimum of one (1) year of credit on the salary schedule for each year of related experience outside the District, up to a maximum of ten (10) years. Credit for more years may be granted by the Board. However, under no circumstances shall an employee be granted more years of service than actually attained. All alternatively licensed staff without a Bachelor's degree (i.e. CTE endorsed) will be placed in the BA column.

K. Resignation Requirements.

Because of the difficulties associated with last minute changes in assignments when a licensed employee resigns during the summer after indicating an intent to return, the District requires a minimum of sixty (60) days' notice before a teacher resigns his/her employment with the District. Additionally, notice may be given to TSPC.

### III. **Classified Employee Benefits**

A. Placement of Classified Employees on the Salary Schedule.

1. The wages for employees covered by this Agreement are set forth in the Appendices.
2. Employees who accept a job in a higher paying classification shall be placed on the same step on the higher schedule. Employees who are involuntarily transferred to a lower paying job shall be placed on the step that reflects their current pay level in the District, in accordance with Article 17 Section III. E. Employees voluntarily placed in a lower paying job shall remain on the same step on the lower salary schedule.
3. Classified members shall be granted a minimum of one (1) year of credit on the salary schedule for each year of related experience outside the

District, up to a maximum of five (5) years. Credit for more years may be granted by the Superintendent. However, under no circumstances shall an employee be granted more years of service than actually attained.

B. Educational Benefits.

1. The District shall pay for the training required for any classified employee to maintain a needed license or certificate as required by the District.
2. Tuition Reimbursement
  - a. Each year of this agreement, the District will provide a pool of funds for the professional growth of classified employees in the amount of \$16,000 for each year. Should any funds remain unused, they shall be added to the certified tuition reimbursement funds. Should all certified applicants be fully paid in accordance with II., C. above and classified funds remain, they shall be returned to the classified account for use in the following year. If there are any funds remaining in the certified staff reimbursement funds at the end of the year, those funds shall be available to reimburse classified staff. Any unused certified funds remaining at the end of the year shall be credited back to the certified account for the following year.
  - b. Tuition shall only be reimbursed for pre-approved job-related coursework; written application for preapproval must be submitted to the employee's immediate supervisor and approved by the Superintendent prior to enrollment in the course. Determination of whether the workshop or course is "job-related" shall be in the sole discretion of the Superintendent.
  - c. Tuition Reimbursement – application for reimbursement for courses taken during the fall, winter, spring, or summer terms of school year (from September 1 through August 31) must be submitted to the District Office by October 1.

Applications must be accompanied by proper verification of completion of the course work and receipts. Tuition reimbursement is to be distributed no later than October 31. Where the total dollar amount of requested reimbursement exceeds the funds available, reimbursement shall be prorated by the total dollar amount expended.

C. Overtime.

1. Classified employees shall be paid time and one-half for all hours over forty (40) per week. The District shall have the option of allowing an employee to take compensatory time at time and a half.

D. Reimbursement for Business Expenses.

1. The District will reimburse employees for all meals while out of town on preapproved District business. Payment shall be the current District rate of reimbursement.

E. Vacation Pay for Full Year Classified Employees.

1. Vacation time earned by full year employees who work full time shall be granted as follows:

Continuous years of service	Vacation Days
1	5
2	7
3	15
4	17
5	20
10	25

A partial year of service will be pro-rated for employees leaving in the middle of his/her service year. In the event the District hires an employee on a full year part time basis, vacation days will be prorated based on their FTE

2. Employees will have a vacation accrual date of July 1st.
3. Full-year employees may be allowed to schedule their paid vacation days during a period of time when school is not in session for student instructional purposes, provided, however, that it does not adversely affect the District as determined by the employee's supervisor and the Superintendent. Exceptions may be made with the approval of the Superintendent.
4. Employees may be allowed to accumulate up to twenty (20) vacation days.
5. Classified employees who work more than one (1) year, who are terminated, shall be paid for accumulated vacation days not to exceed twenty (20) days.

If an employee has earned and was allowed to accumulate vacation leave in excess of twenty (20) days as per Section E. 4. of this Article and that employee is terminated he/she will be paid for the actual number of vacation days accumulated.

F. Additional Days for School Secretary.

When the school calendar includes 180 instructional days, School Secretaries shall have three (3) extra days, at their regular daily rate of pay for hours actually worked, which may be used at their discretion.

## ARTICLE 20 - LAYOFF AND RECALL

### I. Certified

- A. If the Board determines a layoff is necessary, the District will comply with the state law regarding lay off and recall except as amended below. In the event two or more certified employees begin paid employment on the same day, seniority will be assigned by the birthday of the employee. Those employees whose birthdays fall earlier in the calendar year shall be granted higher seniority rights.
- B. Members who are laid off shall be eligible for recall to positions for which they are licensed for up to twenty-seven (27) months, under the following conditions:
  - 1. Failure to respond within fourteen (14) days of receipt or return of undeliverable notice to the District of a registered mail notification of recall shall terminate the member's right to recall.
  - 2. Recall shall be based upon seniority and licensure, and may also include considerations of competence or merit. Merit shall be defined as material contained in the personnel file within the past five years.
  - 3. No vacancy in a bargaining unit position shall be filled by hiring a new member until all laid-off members who are licensed for the position have been offered recall to that position.
  - 4. All rights and benefits, including seniority, to which a member was entitled at the time of layoff shall be restored upon recall to employment.
- C. The employment relations between the bargaining unit members and the District shall continue during the period of school closure to the extent described in this paragraph. In the event of a partial or complete school closure due to lack of funds or for other reasons not covered by the provisions of this Article, there shall be no requirement to pay for time not worked or to make up the lost days. During such a closure, the District acknowledges that the bargaining unit members are temporarily laid off rather than dismissed or non-renewed because of a budget failure during the period of any school closure, and agrees to recall, pursuant to the layoff and recall paragraph, members to duty upon obtaining funds sufficient to continue operations, except for programs and personnel terminated by the Board during closure. For programs and personnel terminated during the above closure, the District shall conduct layoffs in accord with paragraph A above.
- D. For the purpose of this Article, the term "competence" shall mean the ability to teach a subject or grade level based upon recent teaching experience related to that subject or grade level within the last five years or educational attainments, or both, but not based solely upon being licensed to teach. The District may consider a teacher's willingness to undergo additional training or pursue additional education in deciding upon questions of competence.

- E. The authority of the arbitrator to hear grievances pursuant to this Article and to render a final and binding decision shall be limited to questions of procedure as provided in Article 13, Grievance Procedure, and Sections A, B, C, D and E of this Article. The arbitrator shall be barred from making decision on the authority of the Board to order a layoff.

## II. **Classified**

- A. Seniority shall be defined as the total length of service as a classified employee within the District from the most recent date of hire. For accounting purposes, all authorized paid leave will be counted towards seniority; authorized, unpaid leaves of absence of thirty (30) days or more will not count towards seniority, but will not break seniority. Classified employees who are laid off and subsequently recalled shall retain cumulative seniority for all periods worked except for the period of layoff. In the event two or more employees begin paid employment on the same day, seniority will be assigned by the birthday of the employee. Those employees whose birthdays fall earlier in the calendar year shall be granted higher seniority rights.
- B. When a layoff occurs within the bargaining unit, the Association and those employees affected will be notified a minimum of fifteen (15) District workdays before the effective date of the layoff.
- C. Layoff of bargaining unit employees will be based upon seniority, but such layoff will occur by classification. Laid-off employees will not be paid any salary or benefits during the period of layoff.
- D. A laid-off employee who is qualified for a different classification (within the definition of seniority in Paragraph A), may “bump” an employee in the other classification as long as the following conditions are met:
  - 1. The laid-off employee has greater seniority than the person to be “bumped”;
  - 2. The laid-off employee meets all requirements of the job description; and
  - 3. Has had previous experience in the classification he/she is bumping into (i.e. has held the position or substituted in the position for an aggregate of 84 days or held a similar position before in a School District) and has not voluntarily transferred out of the position for disciplinary or performance deficiency purposes.
- E. Recall. Recall rights shall exist for eighteen (18) months from the date of layoff. Any laid-off employee not recalled according to this procedure within the eighteen (18) months will be deemed to have resigned in good standing. During the recall period, an employee will no longer be eligible for recall if any of the following occur:
  - 1. Waiver of recall rights in writing;

2. Resigns;
  3. Fails to accept recall to the position that he held immediately prior to his layoff or to a substitute equivalent position.
- F. Whenever the District determines that a regular vacancy exists within a classification which has experienced a layoff (within the last eighteen (18) months), laid-off employees from that classification or employees who have previously worked in that classification will be recalled in the reverse order of layoff. The recall notice will be sent by certified mail to the last address the District has on record for the laid-off employee.

The laid-off employee will have ten (10) workdays to respond to the recall notice. Failure to respond within the ten (10) days of receipt or return of an undeliverable notice to the District or rejection of any recall notice will cause the laid-off employee to forfeit all recall rights and will be deemed to be a resignation.

- G. If no laid-off employee has responded to the recall by classification, or if no further laid-off employees exist from the classification, all other laid-off employees may apply for the regular vacancy. Such application shall not prejudice the employee's rights to recall in his/her own classification.

For the purpose of administering this Article, and solely for this purpose, "classifications" for layoff shall follow the classifications listed in the salary schedule.

A recalled employee shall have seniority and other benefits that were at the time of layoff returned to him/her, but seniority and benefits do not accrue during a period of layoff.

## **ARTICLE 21 – DUES DEDUCTION**

- A. Any member who so desires may sign a form authorizing the District Clerk to deduct the membership fees for the Association. Such authorization shall continue from year to year unless a notice of revocation is submitted to the District Clerk. The District shall process revocations consistent with OEA's open-drop window policy.
- B. The District shall deduct an amount equal to the dues of the Association, including the OEA and NEA dues, each month from the pay of each Association member with a current written authorization on file with the Association, beginning with the paycheck for the month of October.
- C. The Association agrees to indemnify, defend, and hold the District harmless from claims, orders, or judgments against the District concerning the dues deductions procedures outlined in this agreement, excluding the costs of the District's cost of defense to enforce this indemnification provision. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, from the date the claim was received by the District, in writing of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's

obligation does not extend to criminal allegations. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney. In the event the monthly dues collected by the District are ordered to be reimbursed to any employee, the Association shall be solely responsible for such reimbursement.

## **ARTICLE 22 – ADDITIONAL PROVISIONS**

### **A. Association Rights.**

1. Upon request, the District agrees to furnish to the Association public information necessary for its functioning as exclusive bargaining representative. The Association agrees to pay for duplication costs associated with such requests. The District shall provide information as required by ORS 243.804(4)(a).
2. The Association shall have the right to use school facilities when such facilities are not otherwise in use. The Association will pay for whatever materials it uses. The Association may hold meetings with employees in the bargaining unit at employee work locations during non-working times, including before or after regular work hours, during meal periods, and during any other break periods. The Association may select the time and place of such meetings; however, such meetings shall not interfere with the operations of the District.
3. The District agrees to allow the Association the right to use interschool mail facilities, school mail boxes, (subject to Federal Postal Service regulations and orders), and the e-mail system, as long as: (1) the message is clearly identified as from the Association and (2) the use does not violate federal or state statutes and regulations or the District's acceptable use policy.
4. The District shall provide the Association with one half (1/2) hour access to newly hired employees on their additional opening day in-service time and one half (1/2) hour for all bargaining unit staff during back to school in-service time. The District will allow the Association the use of facilities for these meetings.

For classified employees hired after the start of the academic year, the District shall allow an Association representative one half (1/2) hour access on a mutual agreed upon schedule to meet with new employees.

No employee shall suffer a loss of pay or leave benefits from participating in meetings under this section.

5. Association Identification: No member shall be prevented from wearing pins or other identification in the Association or its affiliates.
6. The District shall grant up to twelve (12) Designated Representatives reasonable time, without loss of compensation, to perform activities as provided in ORS 243.798; however, such time shall not result in overtime for any employee.

A Designated Representative may meet with current employees during regular work hours at the employees' worksite to address grievances, workplace-related complaints, and other matters related to employment relations; however, such meetings shall not interfere with the operations of the District and shall not result in overtime for any employee.

The Association shall provide a list of the Designated Representatives to the District.

- B. **Strike/Work Action.** The Association and members of the bargaining unit, as individuals or as a group, will not initiate, cause or participate or join in any strike, work stoppage, slow down, picketing or any other restriction of work during the term of this Agreement as a result of any dispute.

Members of the bargaining unit agree that they will not honor any picket line established by the Association or by another labor organization during the life of this contract.

- C. **No Lockout.** The District shall not permit or authorize any lockout of members of the bargaining unit during the term of this Agreement as a result of any dispute between the District and the Association.
- D. **Funding.** The parties recognize that revenue needed to fund the compensation provided by this Agreement must be approved by established budget procedures. All such compensation is therefore contingent upon sources of revenue. The District has no intention of reducing the compensation specified in this Agreement because of budgetary limitations, but cannot and does not guarantee any level of employment in the bargaining unit covered by this Agreement. The District agrees to include in its budget requests amounts sufficient to fund the compensation provided by this Agreement but makes no guarantee as to passage of such budget requests.
- E. **Savings Clause.** If any provision of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with, or enforcement of, any provision should be restrained by any such tribunal, the remainder of the Agreement shall not be affected thereby and, upon the request of either the District or the Association, the parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for such provisions.
- F. **Compliance Between Individual Contract and Agreement.** Any individual contract between the District and an individual member heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

### **ARTICLE 23 – JOB SITE STUDENT MENTORING PROGRAM**

The purpose of this Article is to allow the District to implement a program for students in conjunction with the Association and selected classified employees for the purpose of on the job training.

The following stipulations shall govern the program:

- A. The program shall be limited to ten (10) students at any one time.
- B. Employee participation is voluntary. Employees shall not be required to participate and may cancel participation in nonemergency situations with one (1) weeks' notice to the District. In emergency situations which require the immediate removal of the participating student the employee shall immediately notify his/her building supervisor of the termination and the reasons thereof.
- C. No student shall be placed in a classification where a reduction in force or reduction in house has taken place within the classification until that reduction has been restored.
- D. The mentor and the teacher responsible for the student's program shall jointly develop an appropriate program for each individual student.

## **ARTICLE 24 – DISTRICT VIDEO IN SCHOOLS**

### A. General Provisions

- 1. The District will provide notice that video cameras may be used on district transportation vehicles, in district schools and on district campuses during school and/or extracurricular activities through signs posted at the main entrance of each of the school buildings.
- 2. Video recordings will not be used for evaluation or observation purposes. Video recordings shall only be used to promote the order, safety and security of students, staff and property.
- 3. Staff will not be specifically notified when a video camera is in use. Signs notifying all persons entering the school will advise of the use of cameras.
- 4. Classroom cameras will only be installed if a teacher opts in. If a teacher is assigned to a room with a camera but opts out, the camera will be shut off.

### B. Staff Records

Video recordings considered for retention for safety as part of an employee's personnel record will be maintained in accordance with established Board personnel policies, administrative regulations and labor agreements, government access, review and release of employee personnel records

### C. Storage/Security

Video recordings held for review of staff incidents will be maintained in their original form pending resolution. The recording will then be either erased or retained as necessary as a part of the employee's personnel record in accordance with the established district procedures.

#### D. Use

1. Video cameras will be used in District schools as determined by District management staff.
2. Tampering with or otherwise interfering with video camera equipment is prohibited.

#### E. Viewing Requests

1. Requests for viewing video recordings will be limited to District officials working with teachers whom the district has determined to have legitimate educational interests, or others specified in state and federal law and accompanying regulations.
2. Requests for viewing may be made to the superintendent or designee within five school days of the date of recording.
3. Only the portion of the video recording concerning a specific incident(s) will be made available for viewing.
4. Approval/denial for viewing will be made within five school days of receipt of request and so communicated to the requesting individual(s).
5. Video recordings will be made available for viewing within five school business days of the request approval.
6. Classroom video will only be viewed by the superintendent (and/or teacher) in the event of a documented safety concern. Classroom feed is not otherwise monitored.

#### F. Viewing

1. Actual viewing will be permitted at District-related sites only, including the transportation office, schools, and/or district offices or as otherwise required by law
2. Except as required by State or Federal law, subpoena, court order, or law enforcement, only the Superintendent may authorize or conduct viewing.

**ARTICLE 24 – EXECUTION/SIGNATURES**

According to terms of this Agreement, executed this \_\_ day of \_\_\_\_\_, 2026 in Brookings Oregon, by the undersigned officers by the authority of and on behalf of the Brookings-Harbor School District 17C Board of Education and the Brookings-Harbor Education Association.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

\_\_\_\_\_  
Negotiation Chairperson

Board Chairperson

\_\_\_\_\_  
Brookings-Harbor Education Association  
President

Board Vice-Chairperson

APPENDIX A-1

BROOKINGS-HARBOR SCHOOL DISTRICT 17C  
LICENSED STAFF SALARY SCHEDULE

JULY 1, 2026-JUNE 30, 2027

2026 - 2027				
BA	BA+24	BA+45	MA/BA+60	*BA+80/MA+20
\$ 50,195.00	\$ 52,204.00	\$ 54,295.00	\$ 56,469.00	\$ 58,725.00
\$ 52,204.00	\$ 54,295.00	\$ 56,469.00	\$ 58,725.00	\$ 61,072.00
\$ 54,295.00	\$ 56,469.00	\$ 58,725.00	\$ 61,072.00	\$ 63,513.00
\$ 56,469.00	\$ 58,725.00	\$ 61,072.00	\$ 63,513.00	\$ 66,059.00
\$ 58,725.00	\$ 61,072.00	\$ 63,513.00	\$ 66,059.00	\$ 68,702.00
\$ 61,072.00	\$ 63,513.00	\$ 66,059.00	\$ 68,702.00	\$ 71,446.00
\$ 63,513.00	\$ 66,059.00	\$ 68,702.00	\$ 71,446.00	\$ 74,304.00
\$ 66,059.00	\$ 68,702.00	\$ 71,446.00	\$ 74,304.00	\$ 77,277.00
\$ 68,702.00	\$ 71,446.00	\$ 74,304.00	\$ 77,277.00	\$ 80,369.00
\$ 71,446.00	\$ 74,304.00	\$ 77,277.00	\$ 80,369.00	\$ 83,582.00
\$ 74,304.00	\$ 77,277.00	\$ 80,369.00	\$ 83,582.00	\$ 86,924.00
\$ 77,277.00	\$ 80,369.00	\$ 83,582.00	\$ 86,924.00	\$ 90,408.00
			\$ 90,408.00	\$ 94,024.00

APPENDIX A-2

BROOKINGS-HARBOR SCHOOL DISTRICT 17C  
LICENSED STAFF SALARY SCHEDULE

JULY 1, 2027-JUNE 30, 2028

2027 - 2028				
BA	BA+24	BA+45	MA/BA+60	*BA+80/MA+20
\$ 52,705.00	\$ 54,814.00	\$ 57,010.00	\$ 59,292.00	\$ 61,661.00
\$ 54,814.00	\$ 57,010.00	\$ 59,292.00	\$ 61,661.00	\$ 64,126.00
\$ 57,010.00	\$ 59,292.00	\$ 61,661.00	\$ 64,126.00	\$ 66,689.00
\$ 59,292.00	\$ 61,661.00	\$ 64,126.00	\$ 66,689.00	\$ 69,362.00
\$ 61,661.00	\$ 64,126.00	\$ 66,689.00	\$ 69,362.00	\$ 72,137.00
\$ 64,126.00	\$ 66,689.00	\$ 69,362.00	\$ 72,137.00	\$ 75,018.00
\$ 66,689.00	\$ 69,362.00	\$ 72,137.00	\$ 75,018.00	\$ 78,019.00
\$ 69,362.00	\$ 72,137.00	\$ 75,018.00	\$ 78,019.00	\$ 81,141.00
\$ 72,137.00	\$ 75,018.00	\$ 78,019.00	\$ 81,141.00	\$ 84,385.00
\$ 75,018.00	\$ 78,019.00	\$ 81,141.00	\$ 84,385.00	\$ 87,761.00
\$ 78,019.00	\$ 81,141.00	\$ 84,385.00	\$ 87,761.00	\$ 91,270.00
\$ 81,141.00	\$ 84,385.00	\$ 87,761.00	\$ 91,270.00	\$ 94,928.00
			\$ 94,928.00	\$ 98,725.00

\*District Registered Nurse will automatically be placed in the BA+80/MA+20 column provided the individual holds the educational requirements for their position

APPENDIX A-3

BROOKINGS-HARBOR SCHOOL DISTRICT 17C  
 LICENSED STAFF SALARY SCHEDULE

JULY 1, 2028-JUNE 30, 2029

2028 - 2029				
BA	BA+24	BA+45	MA/BA+60	*BA+80/MA+20
\$ 54,813.00	\$ 57,007.00	\$ 59,290.00	\$ 61,664.00	\$ 64,127.00
\$ 57,007.00	\$ 59,290.00	\$ 61,664.00	\$ 64,127.00	\$ 66,691.00
\$ 59,290.00	\$ 61,664.00	\$ 64,127.00	\$ 66,691.00	\$ 69,357.00
\$ 61,664.00	\$ 64,127.00	\$ 66,691.00	\$ 69,357.00	\$ 72,136.00
\$ 64,127.00	\$ 66,691.00	\$ 69,357.00	\$ 72,136.00	\$ 75,022.00
\$ 66,691.00	\$ 69,357.00	\$ 72,136.00	\$ 75,022.00	\$ 78,019.00
\$ 69,357.00	\$ 72,136.00	\$ 75,022.00	\$ 78,019.00	\$ 81,140.00
\$ 72,136.00	\$ 75,022.00	\$ 78,019.00	\$ 81,140.00	\$ 84,387.00
\$ 75,022.00	\$ 78,019.00	\$ 81,140.00	\$ 84,387.00	\$ 87,760.00
\$ 78,019.00	\$ 81,140.00	\$ 84,387.00	\$ 87,760.00	\$ 91,271.00
\$ 81,140.00	\$ 84,387.00	\$ 87,760.00	\$ 91,271.00	\$ 94,921.00
\$ 84,387.00	\$ 87,760.00	\$ 91,271.00	\$ 94,921.00	\$ 98,725.00
			\$ 98,725.00	\$ 102,674.00

\*District Registered Nurse will automatically be placed in the BA+80/MA+20 column provided the individual holds the educational requirements for their position

APPENDIX B-1  
 BROOKINGS-HARBOR SCHOOL DISTRICT 17C  
 CLASSIFIED STAFF SALARY SCHEDULE  
 JULY 1, 2026 - JUNE 30, 2027

**2026-2027**

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
PLAYGROUND AIDE/PATHWAYS	1	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.55	\$ 20.12	\$ 20.73	\$ 21.36	\$ 21.98	\$ 22.65	\$ 23.33
Blank	2										
TA 1	3	\$ 18.37	\$ 18.92	\$ 19.50	\$ 20.08	\$ 20.69	\$ 21.31	\$ 21.94	\$ 22.61	\$ 23.29	\$ 23.99
FOOD SVC 2	4	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.55	\$ 20.12	\$ 20.73	\$ 21.36	\$ 21.98	\$ 22.65	\$ 23.33
FOOD SVC 1	5	\$ 19.37	\$ 19.96	\$ 20.54	\$ 21.18	\$ 21.80	\$ 22.46	\$ 23.15	\$ 23.83	\$ 24.54	\$ 25.27
COMPUTER SPEC I	6	\$ 25.63	\$ 26.40	\$ 27.20	\$ 28.02	\$ 28.85	\$ 29.72	\$ 30.61	\$ 31.52	\$ 32.47	\$ 33.44
SECRETARY 2	7	\$ 19.53	\$ 20.10	\$ 20.71	\$ 21.33	\$ 21.96	\$ 22.63	\$ 23.31	\$ 24.02	\$ 24.73	\$ 25.47
SECRETARY 1	8	\$ 23.59	\$ 24.30	\$ 25.02	\$ 25.77	\$ 26.53	\$ 27.34	\$ 28.15	\$ 29.01	\$ 29.87	\$ 30.77
CUSTODIAN 2	9	\$ 19.27	\$ 19.84	\$ 20.44	\$ 21.04	\$ 21.68	\$ 22.33	\$ 22.99	\$ 23.68	\$ 24.40	\$ 25.13
HEAD-CUST/GROUNDS	10	\$ 22.87	\$ 23.56	\$ 24.26	\$ 24.99	\$ 25.75	\$ 26.51	\$ 27.32	\$ 28.13	\$ 28.99	\$ 29.86
MAINT. HELPER	11	\$ 24.94	\$ 25.68	\$ 26.46	\$ 27.25	\$ 28.08	\$ 28.92	\$ 29.80	\$ 30.69	\$ 31.61	\$ 32.55
COMPUTER SPEC II	12	\$ 22.87	\$ 23.56	\$ 24.26	\$ 24.99	\$ 25.75	\$ 26.51	\$ 27.32	\$ 28.13	\$ 28.99	\$ 29.86
MAINTENANCE	13	\$ 28.63	\$ 29.49	\$ 30.36	\$ 31.27	\$ 32.21	\$ 33.18	\$ 34.16	\$ 35.20	\$ 36.26	\$ 37.35
DRIVER (TYPE 10 & 20)	14	\$ 20.83	\$ 21.47	\$ 22.11	\$ 22.78	\$ 23.45	\$ 24.15	\$ 24.88	\$ 25.63	\$ 26.42	\$ 27.21
LIBRARY TECH II - SECONDARY	15	\$ 20.17	\$ 20.78	\$ 21.40	\$ 22.05	\$ 22.69	\$ 23.37	\$ 24.08	\$ 24.80	\$ 25.55	\$ 26.31
LIBRARY TECH I - ELEMENTARY	16	\$ 21.97	\$ 22.64	\$ 23.32	\$ 24.03	\$ 24.74	\$ 25.48	\$ 26.24	\$ 27.02	\$ 27.85	\$ 28.68
LIFE SKILLS AIDE	17	\$ 21.36	\$ 21.98	\$ 22.65	\$ 23.33	\$ 24.04	\$ 24.75	\$ 25.49	\$ 26.25	\$ 27.03	\$ 27.85
PLAYWORKS COACH	18	\$ 20.31	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.86	\$ 23.55	\$ 24.25	\$ 24.98	\$ 25.74	\$ 26.51
SLP ASSISTANT	19	\$ 28.58	\$ 29.43	\$ 30.31	\$ 31.22	\$ 32.15	\$ 33.13	\$ 34.11	\$ 35.14	\$ 36.18	\$ 37.26
ACCOMPANIST	20	\$ 19.95	\$ 20.53	\$ 21.17	\$ 21.79	\$ 22.45	\$ 23.12	\$ 23.81	\$ 24.52	\$ 25.26	\$ 26.01
BUS DRIVER (CDL)	21	\$ 24.05	\$ 25.02	\$ 26.01	\$ 27.04	\$ 28.13	\$ 29.26	\$ 30.43	\$ 31.64	\$ 32.90	\$ 34.22
MECHANIC	22	\$ 33.58	\$ 34.94	\$ 36.33	\$ 37.78	\$ 39.29	\$ 40.86	\$ 42.51	\$ 44.20	\$ 45.97	\$ 47.81

\*\*\*Substitute rate is column 1\*\*\*

\* A driver assigned by the district to perform transportation coordinator/trainer duties shall receive \$5.00 per hour above the driver Rate of pay, at the applicable step, for all time performing such duties.

\*\* Classified staff who have passed a district approved spanish competency assessment and who are willing to translate and interpret shall receive an additional \$3.00 per hour

\*A mechanic who has CDL and bus driver certification and is willing to drive routes when needed shall receive an additional \$1.50 per hour

APPENDIX B-2  
 BROOKINGS-HARBOR SCHOOL DISTRICT 17C  
 CLASSIFIED STAFF SALARY SCHEDULE  
 JULY 1, 2027 - JUNE 30, 2028

**2027-2028**

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
PLAYGROUND AIDE/PATHWAYS	1	\$ 18.77	\$ 19.34	\$ 19.92	\$ 20.53	\$ 21.13	\$ 21.77	\$ 22.43	\$ 23.08	\$ 23.78	\$ 24.50
Blank	2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TA 1	3	\$ 19.29	\$ 19.87	\$ 20.48	\$ 21.08	\$ 21.72	\$ 22.38	\$ 23.04	\$ 23.74	\$ 24.45	\$ 25.19
FOOD SVC 2	4	\$ 18.77	\$ 19.34	\$ 19.92	\$ 20.53	\$ 21.13	\$ 21.77	\$ 22.43	\$ 23.08	\$ 23.78	\$ 24.50
FOOD SVC 1	5	\$ 20.34	\$ 20.96	\$ 21.57	\$ 22.24	\$ 22.89	\$ 23.58	\$ 24.31	\$ 25.02	\$ 25.77	\$ 26.53
COMPUTER SPEC I	6	\$ 26.91	\$ 27.72	\$ 28.56	\$ 29.42	\$ 30.29	\$ 31.21	\$ 32.14	\$ 33.10	\$ 34.09	\$ 35.11
SECRETARY 2	7	\$ 20.51	\$ 21.11	\$ 21.75	\$ 22.40	\$ 23.06	\$ 23.76	\$ 24.48	\$ 25.22	\$ 25.97	\$ 26.74
SECRETARY 1	8	\$ 24.77	\$ 25.52	\$ 26.27	\$ 27.06	\$ 27.86	\$ 28.71	\$ 29.56	\$ 30.46	\$ 31.36	\$ 32.31
CUSTODIAN 2	9	\$ 20.23	\$ 20.83	\$ 21.46	\$ 22.09	\$ 22.76	\$ 23.45	\$ 24.14	\$ 24.86	\$ 25.62	\$ 26.39
HEAD-CUST/GROUNDS	10	\$ 24.01	\$ 24.74	\$ 25.47	\$ 26.24	\$ 27.04	\$ 27.84	\$ 28.69	\$ 29.54	\$ 30.44	\$ 31.35
MAINT. HELPER	11	\$ 26.19	\$ 26.96	\$ 27.78	\$ 28.61	\$ 29.48	\$ 30.37	\$ 31.29	\$ 32.22	\$ 33.19	\$ 34.18
COMPUTER SPEC II	12	\$ 24.01	\$ 24.74	\$ 25.47	\$ 26.24	\$ 27.04	\$ 27.84	\$ 28.69	\$ 29.54	\$ 30.44	\$ 31.35
MAINTENANCE	13	\$ 30.06	\$ 30.96	\$ 31.88	\$ 32.83	\$ 33.82	\$ 34.84	\$ 35.87	\$ 36.96	\$ 38.07	\$ 39.22
DRIVER (TYPE 10 & 20)	14	\$ 21.87	\$ 22.54	\$ 23.22	\$ 23.92	\$ 24.62	\$ 25.36	\$ 26.12	\$ 26.91	\$ 27.74	\$ 28.57
LIBRARY TECH II - SECONDARY	15	\$ 21.18	\$ 21.82	\$ 22.47	\$ 23.15	\$ 23.82	\$ 24.54	\$ 25.28	\$ 26.04	\$ 26.83	\$ 27.63
LIBRARY TECH I - ELEMENTARY	16	\$ 23.07	\$ 23.77	\$ 24.49	\$ 25.23	\$ 25.98	\$ 26.75	\$ 27.55	\$ 28.37	\$ 29.24	\$ 30.11
LIFE SKILLS AIDE	17	\$ 22.43	\$ 23.08	\$ 23.78	\$ 24.50	\$ 25.24	\$ 25.99	\$ 26.76	\$ 27.56	\$ 28.38	\$ 29.24
PLAYWORKS COACH	18	\$ 21.33	\$ 21.96	\$ 22.62	\$ 23.30	\$ 24.00	\$ 24.73	\$ 25.46	\$ 26.23	\$ 27.03	\$ 27.84
SLP ASSISTANT	19	\$ 30.01	\$ 30.90	\$ 31.83	\$ 32.78	\$ 33.76	\$ 34.79	\$ 35.82	\$ 36.90	\$ 37.99	\$ 39.12
ACCOMPANIST	20	\$ 20.95	\$ 21.56	\$ 22.23	\$ 22.88	\$ 23.57	\$ 24.28	\$ 25.00	\$ 25.75	\$ 26.52	\$ 27.31
BUS DRIVER (CDL)	21	\$ 25.25	\$ 26.27	\$ 27.31	\$ 28.39	\$ 29.54	\$ 30.72	\$ 31.95	\$ 33.22	\$ 34.55	\$ 35.93
MECHANIC	22	\$ 35.26	\$ 36.69	\$ 38.15	\$ 39.67	\$ 41.25	\$ 42.90	\$ 44.64	\$ 46.41	\$ 48.27	\$ 50.20

\*\*\*\*Substitute rate is column 1\*\*\*\*

\* A driver assigned by the district to perform transportation coordinator/trainer duties shall receive \$5.00 per hour above the driver Rate of pay, at the applicable step, for all time performing such duties.

\*\* Classified staff who have passed a district approved spanish competency assessment and who are willing to translate and interpret shall receive an additional \$3.00 per hour

\*A mechanic who has CDL and bus driver certification and is willing to drive routes when needed shall receive an additional \$1.50 per hour

APPENDIX B-3  
 BROOKINGS-HARBOR SCHOOL DISTRICT 17C  
 CLASSIFIED STAFF SALARY SCHEDULE  
 JULY 1, 2028 - JUNE 30, 2029

**2028-2029**

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
PLAYGROUND AIDE/PATHWAYS	1	\$ 19.52	\$ 20.11	\$ 20.72	\$ 21.35	\$ 21.98	\$ 22.64	\$ 23.33	\$ 24.00	\$ 24.73	\$ 25.48
Blank	2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TA 1	3	\$ 20.06	\$ 20.66	\$ 21.30	\$ 21.92	\$ 22.59	\$ 23.28	\$ 23.96	\$ 24.69	\$ 25.43	\$ 26.20
FOOD SVC 2	4	\$ 19.52	\$ 20.11	\$ 20.72	\$ 21.35	\$ 21.98	\$ 22.64	\$ 23.33	\$ 24.00	\$ 24.73	\$ 25.48
FOOD SVC 1	5	\$ 21.15	\$ 21.80	\$ 22.43	\$ 23.13	\$ 23.81	\$ 24.52	\$ 25.28	\$ 26.02	\$ 26.80	\$ 27.59
COMPUTER SPEC I	6	\$ 27.99	\$ 28.83	\$ 29.70	\$ 30.60	\$ 31.50	\$ 32.46	\$ 33.43	\$ 34.42	\$ 35.45	\$ 36.51
SECRETARY 2	7	\$ 21.33	\$ 21.95	\$ 22.62	\$ 23.30	\$ 23.98	\$ 24.71	\$ 25.46	\$ 26.23	\$ 27.01	\$ 27.81
SECRETARY 1	8	\$ 25.76	\$ 26.54	\$ 27.32	\$ 28.14	\$ 28.97	\$ 29.86	\$ 30.74	\$ 31.68	\$ 32.61	\$ 33.60
CUSTODIAN 2	9	\$ 21.04	\$ 21.66	\$ 22.32	\$ 22.97	\$ 23.67	\$ 24.39	\$ 25.11	\$ 25.85	\$ 26.64	\$ 27.45
HEAD-CUST/GROUNDS	10	\$ 24.97	\$ 25.73	\$ 26.49	\$ 27.29	\$ 28.12	\$ 28.95	\$ 29.84	\$ 30.72	\$ 31.66	\$ 32.60
MAINT. HELPER	11	\$ 27.24	\$ 28.04	\$ 28.89	\$ 29.75	\$ 30.66	\$ 31.58	\$ 32.54	\$ 33.51	\$ 34.52	\$ 35.55
COMPUTER SPEC II	12	\$ 24.97	\$ 25.73	\$ 26.49	\$ 27.29	\$ 28.12	\$ 28.95	\$ 29.84	\$ 30.72	\$ 31.66	\$ 32.60
MAINTENANCE	13	\$ 31.26	\$ 32.20	\$ 33.16	\$ 34.14	\$ 35.17	\$ 36.23	\$ 37.30	\$ 38.44	\$ 39.59	\$ 40.79
DRIVER (TYPE 10 & 20)	14	\$ 22.74	\$ 23.44	\$ 24.15	\$ 24.88	\$ 25.60	\$ 26.37	\$ 27.16	\$ 27.99	\$ 28.85	\$ 29.71
LIBRARY TECH II - SECONDARY	15	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.08	\$ 24.77	\$ 25.52	\$ 26.29	\$ 27.08	\$ 27.90	\$ 28.74
LIBRARY TECH I - ELEMENTARY	16	\$ 23.99	\$ 24.72	\$ 25.47	\$ 26.24	\$ 27.02	\$ 27.82	\$ 28.65	\$ 29.50	\$ 30.41	\$ 31.31
LIFE SKILLS AIDE	17	\$ 23.33	\$ 24.00	\$ 24.73	\$ 25.48	\$ 26.25	\$ 27.03	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.41
PLAYWORKS COACH	18	\$ 22.18	\$ 22.84	\$ 23.52	\$ 24.23	\$ 24.96	\$ 25.72	\$ 26.48	\$ 27.28	\$ 28.11	\$ 28.95
SLP ASSISTANT	19	\$ 31.21	\$ 32.14	\$ 33.10	\$ 34.09	\$ 35.11	\$ 36.18	\$ 37.25	\$ 38.38	\$ 39.51	\$ 40.68
ACCOMPANIST	20	\$ 21.79	\$ 22.42	\$ 23.12	\$ 23.80	\$ 24.51	\$ 25.25	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.40
BUS DRIVER (CDL)	21	\$ 26.26	\$ 27.32	\$ 28.40	\$ 29.53	\$ 30.72	\$ 31.95	\$ 33.23	\$ 34.55	\$ 35.93	\$ 37.37
MECHANIC	22	\$ 36.67	\$ 38.16	\$ 39.68	\$ 41.26	\$ 42.90	\$ 44.62	\$ 46.43	\$ 48.27	\$ 50.20	\$ 52.21

\*\*\*\*Substitute rate is column 1\*\*\*\*

\* A driver assigned by the district to perform transportation coordinator/trainer duties shall receive \$5.00 per hour above the driver Rate of pay, at the applicable step, for all time performing such duties.

\*\* Classified staff who have passed a district approved spanish competency assessment and who are willing to translate and interpret shall receive an additional \$3.00 per hour

\*A mechanic who has CDL and bus driver certification and is willing to drive routes when needed shall receive an additional \$1.50 per hour

APPENDIX C-1, BROOKINGS-HARBOR SCHOOL DISTRICT 17C EXTRA DUTY  
SALARY SCHEDULE

JULY 1, 2026 - JUNE 30, 2029

LEVEL	2026-2029	POSITION
1	\$ 5,906.00	All High School Head Coaches, Cheer/Dance Team, High School Marching Band, Theater School, High School Yearbook Advisor, High School Leadership Advisor, Robotics, High School Music (including chorus and band) and Color Guard
2	\$ 4,640.00	Azalea Middle School Music
3	\$ 4,218.00	All High School Assistant Coaches
4	\$ 3,374.00	All Azalea Middle School Head Coaches, Program Coordinator I, Knowledge Bowl, Elementary Music, National Honor Society Advisor, Middle School Leadership Advisor
5	\$2,531.00	All other Azalea Middle School Coaches and Program Coordinator II
6	\$ 2,110.00	Mentor Teacher, High School Class Advisors, High School Department Chairs, and Program Assistant