

<b>LANE EDUCATION SERVICE DISTRICT</b>	<b>BOARD MEETING</b>
1200 Hwy 99 N	Tuesday, November 2, 2021
Eugene, Oregon 97402	Regular Meeting: 4:30 PM

Work Session: 4:30-6:00 p.m.

**LANE ESD BOARD MEETING  
AGENDA**

Tuesday, November 2, 2021

1. Call Work Session To Order

Board Chair

A. Work Session Agenda Review

Nancy Golden will review the Work Session Agenda.

Nancy Golden

LESDBoardWorkSessionAgendaNov2\_v2 10

B. Vision and Mission Statements from our last Strategic Planning Committee

Nancy Golden and Carmen Gelman will review the development of the Vision and Mission Statements from our last Strategic Planning Committee meeting.

Board of Directors, Facilitators

Suggested\_Vision\_Mission 11

C. Draft Goals for the Strategic Plan

Ms. Golden and Ms. Gelman will present the draft goals for the Strategic Plan.

Nancy Golden, Carmen Gelman

LESD Goals\_v4 12

2. Call Regular Meeting To Order

Board Chair

3. Welcome

Guests attending the meeting will be introduced.

Board Chair

4. Public Participation

This is an opportunity for the audience to address the Board on topics either on, or not on, the agenda. There will also be opportunities for the audience to comment on specific agenda items as the Board addresses them.

5. Agenda Review

Board Chair

6. Presentation: Trauma-Informed Practices Implemented at Lane School

Staff from Lane School will discuss the Trauma-Informed Practices that are being implemented at Lane School.

Lane School Staff

7. Action Items

Board Chair

A. Consent Agenda

The Lane ESD Board of Directors has agreed to implement a consent agenda. All items in the consent agenda are adopted by a single motion unless a member of the Board or the Superintendent requests that such item be removed from the consent agenda and acted upon separately.

Generally, consent agenda items are matters which members of the Board agree are routine in nature and should be acted upon in one motion to conserve time and to enable the Board to focus on the other matters on the agenda.

Back-up materials for consent agenda items are included in the agenda packet as needed. Minutes of this meeting will reflect action on each item.

If any board member wishes to withdraw any consent group item, it will be moved to the appropriate section of the agenda.

**BE IT RESOLVED** that the Board of Directors of Lane ESD adopts the consent group as submitted and listed below.

1. Human Resource Report, dated November 1, 2021

Board Chair

LESD Human Resource Report 11 01 21

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B. Accept Financial Report

**BE IT RESOLVED** that the Board of Directors of Lane ESD accepts the Financial Report for October 2021.

Board Chair

Financial Report - October 31 2021

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C. Adopt Policy Updates

The Board of Directors will adopt policy updates first read at the October 5, 2021 Board meeting.

Board Chair

1. Policy Updates

The Board will adopt policy updates.

GCBAB: Salary Advancement

Education credits shall be granted only for work done at an accredited institution of higher learning. Education credits shall be granted only for graduate credits earned subsequent to receipt of the baccalaureate or master's degree unless there is a waiver by the superintendent. Education credits shall be granted only for academic work relevant to the employee's responsibilities. The relevance to program must be established by the service area director and approved in advance.

JGA: Corporal Punishment

The revisions and proposed language included in this issue result from the changes made to the definitions and practices for the use of restraint and seclusion in schools. The prohibition of the use of corporal punishment is found in ORS 339.250.

Superintendent Tony Scurto

JGA G1

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gcbab d1 - Proposed October 2021

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D. Appoint Community Advisor to the Board

Erin Zygaitis has volunteered to serve as Community Advisor to the Board of Directors of Lane ESD. The Board of Directors will act to appoint Ms. Zygaitis to this position.

Board Chair, Superintendent

E. Cast Vote for OSBA Legislative Policy Committee Member Position Six (6)

In odd-numbered years, elections are held for all OSBA Legislative Policy Committee (LPC) positions. The 2021 elections calendar lists the nomination and election dates.

There are two candidates for the Lane Region Position Six (6) for the OSBA Legislative Policy Committee: Austin Fohnagy (Lane Community College) and Judy Newman (Eugene School District 4J).

Boards may decide their vote no sooner than November 1, 2021, and submit their votes from November 15 to December 17, 2021.

Board Chair

F. Cast Vote for OSBA Board of Directors Position Six (6)

The Oregon School Boards Association is organized as one general state association with up to 23 regionally elected representatives established across 14 geographic regions to support member participation and representation. In odd-numbered years member boards elect regional representatives for even-numbered positions on the OSBA Board of Directors and all members of the Legislative Policy Committee.

Position Six (6) represents the Lane region. There are two candidates for Position Six (6): Mark Boren (Fern Ridge School District) and Linda Hamilton (Lane ESD).

Boards may decide their vote no sooner than November 1, 2021, and submit their votes from November 15 to December 17, 2021. Newly elected members take office on January 1, 2022.

Board Vice Chair

8. Discussion/Reports

A. Legislative Update

Superintendent Scurto will provide an update in legislative activities if there are any updates.

Superintendent Tony Scurto

B. Superintendent Report

Superintendent Tony Scurto

C. Policy First Reads

The Board shall exercise its rule-making power by adopting policies consistent with the Oregon Revised Statutes, Oregon Administrative Rules or opinions of a court of

competent authority, for its own governance and for the organization and operation of Lane ESD. The Board accepts the definition of policy set forth by the National School Boards Association:

School Board policies are statements which set forth the purposes and prescribe in general terms the organization and program of a school system. They create a framework within which the superintendent and his/her staff can discharge their assigned duties with positive direction. They tell what is wanted.

Such policies may be adopted, amended or repealed at any Board meeting provided that the proposed adoption, amendment or repeal shall have been proposed at a previous Board meeting and, once proposed, shall have remained on the agenda of each succeeding meeting until approved or rejected and except that the Board may adopt, amend or repeal policies at any meeting of the Board in the event of an actual emergency, as determined at the sole discretion of the Board. Additionally, when in the best interests of the district immediate adoption of a proposed policy is necessary, the Board may adopt such policy at the first meeting in which it is presented.

The following policies are submitted for first read:

- AC: Nondiscrimination
- AC Administrative Rule: Discrimination Complaint Procedure

House Bill (HB) 2935 added an aspect to the definition of discrimination in ORS 659.850 for race that includes physical characteristics historically associated with race such as natural hair and hair texture (see new footnote in AC and JB for full language). Another bill, HB 3041, revised the definition of sexual orientation and added a new definition for gender identity to the protected classes. Both of these bills affected change represented in the attached model policies.

A change created by HB 2935 that is not reflected by policy changes but is still important for ESDs, the HB adds a provision regarding employer driven dress code or policy, amending ORS 659A.030(5), that they cannot create “a disproportionate adverse impact on members of a protected class to a greater extent than the policy impacts persons generally” (HB 2935, 2021).

- BBF: Board Member Standards of Conduct

The 2021 Legislature passed Senate Bill 242 designating board members of an education service district as mandatory reports of suspected abuse of a child. The bill takes effect January 1, 2022. Policy language is not required however suggested revisions and a new optional model policy are presented herein.

- BDDH: Public Comment at Board Meetings
- BDDH Administrative Rule: Public Comment at Board Meetings

House Bill 2560 (2021) updated law governing public attendance and comment at public meetings of the board. When public meetings are held and access is made available in-person, the board must provide, to the extent reasonably possible, an opportunity to access and attend meetings by telephone, video or

other electronic or virtual means; if in-person oral testimony is allowed during a meeting, allow the public to submit oral testimony by telephone, video or other electronic or virtual means; and if in-person written testimony is allowed, written testimony must be allowed by email or other electronic means.

- GBA: Equal Employment Opportunity
- GBEA: Workplace Harassment

House Bill 3041 (2021) revised the statutory definition of sexual orientation (removed gender identity) and created a new definition for gender identity.

- IGBI: Bilingual Education

The 2021 Oregon Legislature updated statute in ORS 329.451 (House Bill 2056) modifying Oregon diploma requirements by changing 'English language arts' to 'language arts' and redefining definitions for language arts, world languages and holocaust and genocide studies. Statute updates to ORS 329.045 made changes to the required characteristics of a school system and to Essential Skills.

Senate Bill 744 (2021) has suspended the requirement for a student to show proficiency in Essential Skills as a condition of receiving a high school diploma for the 2021-2022, 2022-23 or the 2023-2024 school year.

Lastly, there has been two versions of policy for IKF – Graduation Requirements and an AR to accompany version 2. The decision was made to maintain one version of IKF – Graduation Requirements and remove the alternate version (2) and the AR from the model samples, leaving one version of model policy IKF. The designation for IKF – Graduation Requirements has been changed to conditionally required because the ESD offers a diploma, it is required to adopt policy if the ESD has established additional credit and/or graduation requirements above the state-adopted

## Board Chair

### D. Land Acknowledgement

Director Wilde requests the Board discuss deepening a commitment to decolonization and uplifting of Indigenous people within educational systems and communities. Director Wilde would like the Board to incorporate land acknowledgements into each meeting, and to discuss how to do this.

Rose Wilde

### 9. Information from Administrative Staff

The directors of Human Resources and Title Programs, Special Education, Business Services, Technology and School Improvement have submitted written

reports to the Board on matters of interest concerning his/her area of responsibility.

#### Technology:

Technology Services is currently focused on completing the backup Solution project, working through the TLE (trusted learning environment) Seal process:

- The TLE Seal takes the agency through a process that is focused on ensuring our systems are secure for student data.
- Focused on bring the ESD's systems up to current cyber security insurance standards.

Technology services is collaborating with ESD's across the state to provide cybersecurity support to districts and regions outside our own.

Statewide collaboration for consortium pricing on security applications

#### Administrative Staff

Special Education Report November 2021

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### 10. Board Member Reports and Comments/Agenda Planning

Lane ESD Board, Liaisons, Advisors

#### A. Agenda Planning

Board members are invited to send agenda items to be considered for the next board meeting. Please call or email to the Board Chair or Superintendent.

Board Chair

#### B. Board Member Reports

Board members are asked to submit their reports in writing to be attached to Boardbook. Reports can be sent to the Executive Assistant in advance of the meeting.

As Board Members prepare their reports, please consider the following questions:

1. What programs did I visit over the last month? What committees did I participate in?
2. What is the connection to the LESD services and programs to the

component districts or community?

3. What significance or meaning does the activity have to the broader community?

4. What are the next steps or follow-up activities planned?

**Sherry Duerst-Higgins**

**Linda Hamilton**

**Leslie Harris**

**Nora Kent**

**Vanessa Truett**

**Rose Wilde**

**Johnie Matthews**, Superintendents' Council Advisor

**Emilio Hernandez**, Community Advisor

**Mike Anderson**, Liaison, Creswell School District

**Mark Boren**, Liaison, Fern Ridge School District

Board, Advisors, Liaisons

## 11. Announcements/Correspondence

Board Chair

### A. Acknowledgements and Recognition

Superintendent Tony Scurto

### B. Kudos

Kudos to: Cameron Yee, Christian Chase, Tracey Ward, John Mambira, Chad Rauschenberger, Blake Velkinburg

Reported by: Tony Scurto

Reason: For creating awesome recruiting videos. Christian setting up and filming the videos, Cameron conducting the interviews and John, Chad and Blake sharing heart-felt reasons they like what they do, and Tracey for the graphics. All star performances!

Kudos to: Alia, Donna, Kim, and Nick

Reported by: Jenn Williams

Reason: These IA's are the BEST staff I have ever worked with. They are passionate, dedicated, talented, hardworking, and resilient. I am successful because of them. I can't thank them enough for all of their incredible work. Go Team Churchill!

Kudos to: Rhonda Brown, Mandy Langston, Justine Sutton

Reported by: Brad Johnston

Reason: Thank you Rhonda, Mandy, and Justine for stepping in to help the facilities department while we were short-staffed. Your contributions to the Westmoreland Campus over the summer made a big impact! Appreciate you!!!

Thank you to those who took the time to acknowledge co-workers/staff with kudos. Employees and Board members can submit a "kudo" any time during the month. To submit a kudo visit:

[www.lesd.k12.or.us/forms/kudos.html](http://www.lesd.k12.or.us/forms/kudos.html)

Administrators

C. Announcements

Board Chair

1. **Lane ESD Board Member Activities and Opportunities**

- National School Psychologists Week, November 8-12, 2021
- OSBA Board Meeting, November 12-13, 2021
- OSBA Annual Membership Meeting, November 13, 2021
- AC Webinar - ODE: A Snapshot of How Schools are Safely Operating In-Person Learning, November 16, 2021
- OSBA Board Meeting, December 3-4, 2021

2. **Component District Board Meeting Dates**

Component District Board Meeting Dates

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12. Adjournment

- The next regular meeting is scheduled to be held Tuesday, December 7, 2021, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.
- A Strategic Planning session is scheduled for November 30, 2021.



Lane ESD Board Work Session Regarding the Strategic Plan  
Tuesday, November 2, 2021  
4:30PM – 6:00PM

Time	Agenda Items
4:30PM – 5:00PM Nancy (30 minutes)	<b>Create the Final Vision and Mission Statement</b>  The board members will review the five vision and mission statements created by Strategic Planning Committee members at their October 12 meeting and use them as a guide to create a final vision and mission statement. This final statement will be shared with the Strategic Planning Committee on November 30.
5:00PM – 5:30PM Nancy (30 minutes)	<b>Create the Goals for the Lane ESD Strategic Plan</b>  The board members will provide feedback to draft goals that were developed from the information in the Strategic Planning Process Booklet, the Lane ESD Equity Lens document and the “We won’t stop until” statements. The goals will be revised based on feedback from the board members and then taken to the Strategic Planning Committee for input. The goals will be finalized after the feedback from the committee.
5:30PM -5:50PM	<b>Discuss Next Steps</b>  The following steps will be discussed: <ol style="list-style-type: none"><li>1. Final Equity Lens and Vision and Mission Statements will be shared with the Strategic Planning Committee at the Nov. 30 meeting.</li><li>2. The Strategic Planning Committee members will provide feedback on the goals generated by the board.</li><li>3. The goals will be revised based on the feedback.</li><li>4. Departments will take the board goals and create department actions and strategies, and outcomes based on the goals.</li><li>5. The final Strategic Plan with goals, actions, strategies and outcomes will be sent to all committee members once they are developed.</li></ol> <b>Please note: At the final Strategic Planning Committee Meeting there will be a thought exchange about how to ensure that the Lane ESD Strategic Plan is a living and loving document.</b>
5:50PM – 6:00PM	<b>Break before the Board Meeting</b>

Notes:

Thanks for the time, energy, and talents that you contributed to this meeting!



# Lane ESD Strategic Planning

## Suggested Vision and Mission Statements

<b>Group 1</b>	<p><b>Vision:</b> Equitable, engaging, educational excellence</p> <p><b>Mission:</b> Anchoring our community by strongly supporting our students, educators, and school districts with responsive, inclusive, and innovative services.</p>
<b>Group 2</b>	<p><b>Vision:</b> Transforming systems, building beloved communities, leading with love for equity and igniting the soul.</p> <p><b>Mission:</b> We are becoming equity leaders by providing critical discourse and equitable perspective to policy, practice and professional development. Fostering cooperation with community and districts for equitable representation in curriculum and achievement with diversity and representation among all strata of institutions honoring all cultural values to redefine success.</p>
<b>Group 3</b>	<p><b>Vision:</b> All students are assets and valuable contributors to our beloved community.</p> <p><b>Mission:</b> To be relentless in providing justice-centered opportunities for those served by the Lane ESD community.</p>
<b>Group 4</b>	<p><b>Vision:</b> A beloved community of learners with equitable, vibrant futures</p> <p><b>Mission:</b> Collaborating to create community responsive schools that support students, staff and community learning.</p>
<b>Group 5</b>	<p><b>Vision:</b> A beloved community that intentionally empowers each person to flourish through respect and safety where everyone belongs.</p> <p><b>Mission:</b> To foster a safe working and learning environment that promotes resilience, confidence, and independence. We achieve equity for all by building and maintaining healthy relationships where every voice is heard and valued. We ignite a passion for life-long learning in each student.</p>

**Lane ESD Goals for the Strategy Planning Process**  
**Work Session with the Lane ESD Board**  
**November 2, 2021**  
**Draft #1**

**Goal 1:**

All decisions and actions will reflect the guiding principles and affirmations in our Equity Lens document.

**Goal 2:**

Students will have access to highly engaging and culturally relevant learning opportunities connected to our communities and delivered by passionate, qualified, and diverse educators.

**Goal 3:**

All educators we serve will have access to equity tools and training needed to unleash student learning so there is no opportunity gap.

**Goal 4:**

Lane ESD staff and community partners will be equity leaders, trained to dismantle systems of oppression through interrupting inequitable policies and practices by providing culturally sustaining curriculum that reflects the histories of our students.

**Goal 5:**

We will build trusted and inclusive relationships with our families while amplifying student voice and community partners that lead to increased and equitable student outcomes.

# HUMAN RESOURCES REPORT TO LANE ESD BOARD

November 1, 2021

## LICENSED STAFF (Action)

	Employee Name	Position	Effective Date	Notes
<i>Appointments</i>				
<i>Leaves of Absence</i>				
<i>Discontinuation of Employment</i>				
<i>Change of Status</i>				

## PROFESSIONAL STAFF (Information)

	Employee Name	Position	Effective Date	Notes
<i>Appointments</i>	Clemons, Vanessa	Student Success Navigator, LAABSS	10/27/2021	
	Joyce-Stringer, Shanae	Student Success Navigator, LAABSS	10/29/2021	
<i>Leaves of Absence</i>				
<i>Discontinuation of Employment</i>				
<i>Change of Status</i>				

## CLASSIFIED STAFF (Information)

	Employee Name	Position	Effective Date	Notes
<i>Appointments</i>	Anderson, Tracey	Instructional Assistant, Life Skills	11/3/2021	
	Bond, Roxann	Instructional Assistant, Lane School	10/27/2021	
	Eason, Kathleen	Instructional Assistant, Life Skills	10/19/2021	
	Ervin, Zoe	Instructional Assistant, Life Skills	11/3/2021	
	Fabian Alvizo, Maria Rosa	Attendance Advocate/Truancy Officer	10/18/2021	
	Gardner, Rachel	Instructional Assistant, Life Skills	11/3/2021	
	Goold, Bailey	Instructional Assistant, Life Skills	11/3/2021	
	Hamilton, Nicole	Instructional Assistant, Life Skills	11/3/2021	
	Meadows, Lori	Instructional Assistant, Life Skills	11/3/2021	
	O'Connell, Marlika	Instructional Assistant, Life Skills	11/3/2021	
Squire, Joseph	Instructional Assistant, Lane School	10/27/2021		
<i>Leaves of Absence</i>				
<i>Discontinuation of Employment</i>	Bennett, Emily	Instructional Assistant, Life Skills	10/11/2021	
	Lyons, Heather	Instructional Assistant, Life Skills	10/1/2021	
	Lyons, Caitlin	Instructional Assistant, Life Skills	10/21/2021	
<i>Change of Status</i>				

## VACANCY NOTICES (Information)

Posting #	Position	Closing Date	Notes
300	Instructional Assistant, Life Skills	Until filled	In process
352	Community Engagement, MEP (Douglas County)	11/19/2021	In process
378	Early Childhood Parent Educator	10/29/2021	In process
391	Attendance Advocate/Truancy Officer	9/10/2021	Position filled
414	MEP Program Assistant/Records Management	11/15/2021	In process
440	Sign Language Interpreter	11/15/2021	In process

**VACANCY NOTICES (Information continued)**

<b>Posting #</b>	<b>Position</b>	<b>Closing Date</b>	<b>Notes</b>
441	Coordinator, Driver Education Initiative	Until filled	In process
457	Instructional Assistant, Life Skills	Until filled	Position filled
459	Instructional Assistant, Life Skills	Until filled	Position filled
467	Instructional Assistant, Life Skills	Until filled	Position filled
468	Instructional Assistant, Life Skills	Until filled	Position filled
469	Instructional Assistant, Life Skills	Until filled	In process
470	Instructional Assistant, Life Skills	Until filled	Position filled
471	Instructional Assistant, Life Skills	Until filled	Position filled
472	Instructional Assistant, Life Skills	Until filled	In process
473	Instructional Assistant, Life Skills	Until filled	In process
474	Instructional Assistant, Life Skills	Until filled	In process
475	Instructional Assistant, Life Skills	Until filled	In process
476	Instructional Assistant, Life Skills	Until filled	In process
478	Instructional Assistant, Life Skills	Until filled	In process
484	Instructional Assistant, Life Skills	Until filled	Position filled
485	Specialist, Science	10/29/2021	In process
486	Instructional Assistant, Life Skills	Until filled	In process
487	Specialist, Teacher Pathways Program	10/15/2021	In process
488	Instructional Assistant, Lane School	Until filled	In process
490	Projects Assistant, Connected Lane County	11/14/2021	In process
492	Instructional Assistant, Life Skills	Until filled	Position filled
493	Instructional Assistant, Life Skills	Until filled	In process
494	Instructional Assistant, Life Skills	Until filled	In process
495	Instructional Assistant, Life Skills	Until filled	In process
496	Instructional Assistant, Life Skills	Until filled	In process
497	Teacher, Life Skills	11/15/2021	In process
498	Student Success Navigator, LAABSS	9/22/2021	Position filled
500	Specialist, Continuous Improvement Design and Im	10/29/2021	In process
501	Instructional Assistant, Life Skills	Until filled	In process
502	Instructional Assistant, Life Skills	Until filled	In process
503	Instructional Assistant, Life Skills	Until filled	In process
504	Instructional Assistant, Life Skills	Until filled	In process
505	Instructional Assistant, Life Skills	Until filled	In process
506	Instructional Assistant, Life Skills	Until filled	In process
507	Instructional Assistant, Life Skills	Until filled	In process
508	Instructional Assistant, Life Skills	Until filled	In process
511	Student Success Navigator, LAABSS	9/23/2021	Position filled
513	Instructional Assistant, Life Skills	Until filled	In process
514	Instructional Assistant, Lane School	10/11/2021	Position filled
515	Instructional Assistant, Lane School	Until filled	Position filled
517	Instructional Assistant, At-Large	11/15/2021	In process
521	Instructional Assistant, Life Skills	Until filled	In process
523	Instructional Assistant, Life Skills	Until filled	In process
524	Teacher, Life Skills	11/15/2021	In process
529	HR Specialist	11/8/2021	In process
531	Network Administrator	11/12/2021	In process

Lane Education Service District  
**2021-22 General Fund Financial Summary**  
 October 31, 2021

Budget	Actual: Jul-Oct	Projected: Nov-Jun	Projected Total	Projected vs Budget \$ %
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**Resources**

State School Fund	14,248,500	6,091,562	8,506,378	14,597,940	349,440	2.5%
Property Tax & Timber	8,100,500	31,019	8,078,128	8,109,147	8,647	0.1%
Services to Districts	1,158,400	-	919,344	919,344	(239,056)	-20.6%
Other Local Revenue	318,000	176,187	175,700	351,887	33,887	10.7%
Indirect from Grants	330,000	27,921	302,079	330,000	-	0.0%
<b>Total Revenues</b>	<b>24,155,400</b>	<b>6,326,689</b>	<b>17,981,629</b>	<b>24,308,318</b>	<b>152,918</b>	<b>0.6%</b>
Beginning Fund Balance: Unreserved	3,087,000	3,247,000	-	3,247,000	160,000	5.2%
Beginning Fund Balance: District Reserves	718,000	863,577	-	863,577	145,577	20.3%
<b>Total Resources</b>	<b>27,960,400</b>	<b>10,437,266</b>	<b>17,981,629</b>	<b>28,418,895</b>	<b>458,495</b>	<b>1.6%</b>

**Requirements**

Salaries	8,306,689	1,734,550	6,132,398	7,866,948	(439,741)	-5.3%	(1)(2)
Benefits	5,703,455	1,166,161	4,278,563	5,444,723	(258,732)	-4.5%	(1)
Services	2,770,007	723,980	2,164,990	2,888,970	118,963	4.3%	(2)
Supplies	278,402	119,450	153,040	272,490	(5,912)	-2.1%	
Other	167,400	177,369	6,400	183,769	16,369	9.8%	
Interfund Transfers	387,200	357,200	30,000	387,200	-	0.0%	
Transit Cash to Districts	6,745,364	-	6,637,676	6,637,676	(107,688)	-1.6%	
<b>Total Expenditures</b>	<b>24,358,517</b>	<b>4,278,709</b>	<b>19,403,067</b>	<b>23,681,776</b>	<b>(676,741)</b>	<b>-2.8%</b>	
Ending Fund Balance: Unreserved	2,521,119	-	-	3,507,715	986,596	39.1%	
Ending Fund Balance: District Reserves	1,080,764	-	-	1,229,404	148,640	13.8%	
<b>Total Requirements</b>	<b>27,960,400</b>	<b>4,278,709</b>	<b>19,403,067</b>	<b>28,418,895</b>	<b>458,495</b>	<b>1.6%</b>	

Change in Unreserved Fund Balance	(565,881)	260,715
Unreserved Ending Fund Balance	10.4%	14.4%

(1) Position vacancies.

(2) Contracting for School Psychologist services.

# OSBA Model ESD Sample Policy

Code: JGA  
Adopted:

## Corporal Punishment\*\*

The use of corporal punishment in any form is strictly prohibited in the ESD. No student will be subject to the infliction of corporal punishment.

“Corporal punishment” is defined as the willful infliction of, or willfully causing the infliction of, physical pain.

No teacher, administrator, other ESD personnel or ESD volunteer will subject a student to corporal punishment or condone the use of corporal punishment by any person under their supervision or control. Permission to administer corporal punishment will not be sought or accepted from any parent.

A staff member is authorized to employ reasonable physical force upon a student when, ~~in their professional judgment, the physical force is necessary to prevent a student from harming self, others or doing harm to ESD property~~ and to the extent the application of physical force is consistent with ORS 339.285-339.303. Physical force shall not be used to discipline or punish a student. A staff member found in violation of this policy may be subject to discipline up to and including dismissal. A volunteer found in violation of this policy by administration may be subject to sanctions and/or prohibited from volunteer service in the ESD.

The superintendent shall inform all staff members and volunteers of this policy.

END OF POLICY

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### Legal Reference(s):

[ORS 161.205](#)  
[ORS 334.125](#)  
[ORS 339.240](#)

[ORS 339.250](#)

[OAR 584-020-0040](#)

[OAR 581-021-0050 - 0075](#)

# Lane Education Service District Policy

Code: GCBAB  
Adopted: 1/25/94  
Revised/Readopted: 9/25/01  
Orig. Code(s): GCBAB

## Education Advancement on Licensed Salary Schedule

Education credits shall be granted only for work done at an accredited institution of higher learning. Education credits shall be granted only for graduate credits earned subsequent to receipt of the baccalaureate or master's degree unless there is a waiver by the superintendent. **Education credits for undergraduate credits earned subsequent to receipt of the a baccalaureate degree may be granted by waiver by the superintendent if such credits were earned during employment with the ESD and are part of a program approved by the service area director.**

Education credits shall be granted only for academic work relevant to the employee's responsibilities. The relevance to program must be established by the service area director and approved in advance.

Salary advances based on education credit ~~shall occur only at the beginning of the employment year~~ are effective the month following receipt of the following.

~~As a licensed employee completes credit hours to qualify for placement on an advanced column on the salary schedule, that person is responsible for providing appropriate notice and documentation of additional hours to the human resources office as follows:~~

1. A written ~~memorandum~~ letter, not later than ~~the February 15<sup>th</sup> of the month~~, requesting salary ~~change for the coming year and change and stating all pertinent facts: nature of change, projected date of completion, etc.;~~ describing the nature of the change and relevancy of degree or credits acquired to employee responsibilities.
2. Copy of official transcripts presented at the time of request for salary change, ~~if hours have been achieved. If spring term and/or summer school classes are involved, transcripts must be received no later than September 15 of the school year in which the change is to be made.~~

The responsibility for appropriate and timely placement submission of the request rests with the employee.

END OF POLICY

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Legal Reference(s):

[ORS 332.505](#)  
[ORS 334.125 \(4\)](#)

[OAR 581-024-0245](#)

(continued)

Report to the Lane ESD Board of Directors  
Special Education  
November 2021

### **Special Education Staffing Levels**

Our Lane School and Life Skills Programs continue to be understaffed with resignations outpacing hiring. Lane County districts are facing similar challenges. We have stepped up our recruitment efforts on social media and negotiated a recruitment bonus with LCEA. Life Skills continues to operate on a reduced schedule until staffing is scaled up.

**Lane County Component District Board Meeting Dates 2021-22**

	August	September	October	November	December	January	February	March	April	May	June
<b>Bethel</b>	8/30/2021	9/13/2021	10/11/2021	11/8/2021	12/13/2021	1/10/2022	2/14/2022	3/14/2022	4/11/2022	5/9/2022	6/13/2022
		9/27/2021	10/25/2021			1/24/2022	2/28/2022		4/25/2022		6/27/2022
<b>Blachly</b>	8/4/2021	9/15/2021	10/20/2021	11/17/2021	12/15/2021	1/19/2022	2/16/2022	3/16/2022	4/20/2022	5/18/2022	6/15/2022
<b>Creswell</b>	8/11/2021	9/8/2021	10/13/2021	11/10/2021	12/8/2021	1/12/2022	2/9/2022	3/9/2022	4/13/2022	5/11/2022	6/8/2022
<b>CAL</b>	8/19/2021	9/16/2021	10/21/2021	11/18/2021	12/16/2021	1/20/2022	2/17/2022	3/17/2022	4/21/2022	5/19/2022	6/16/2022
<b>Eugene</b>	8/4/2021	9/1/2021	10/6/2021	11/3/2021	12/1/2021	1/12/2022	2/2/2022	3/2/2022	4/20/2022	5/4/2022	6/1/2022
	8/18/2021	9/22/2021	10/20/2021	11/17/2021	12/15/2021		2/16/2022	3/16/2022		5/18/2022	6/22/2022
<b>Fern Ridge</b>	8/12/2021	9/20/2021	10/18/2021	11/15/2021	12/20/2021	1/24/2022	2/28/2022	3/14/2022	4/18/2022	5/16/2022	6/20/2022
								3/21/2022			
<b>Junction City</b>	8/23/2021	9/27/2021	10/25/2021	11/22/2021	skip	1/24/2022	2/28/2022	3/28/2022	4/25/2022	5/23/2022	skip
<b>Lowell</b>	8/23/2021	9/27/2021	10/25/2021	11/22/2021	12/13/2021	1/24/2022	2/14/2022	3/28/2022	4/25/2022	5/23/2022	6/27/2022
<b>Mapleton</b>	8/18/2021	9/15/2021	10/20/2021	11/17/2021	12/15/2021	1/19/2022	2/16/2022	3/16/2022	4/20/2022	5/18/2022	6/15/2022
<b>Marcola</b>	8/9/2021	9/13/2021	10/11/2021	11/8/2021	12/13/2021	1/10/2022	2/14/2022	3/14/2022	4/11/2022	5/9/2022	6/13/2022
<b>McKenzie</b>	8/18/2021	9/15/2021	10/20/2021	11/17/2021	12/15/2021	1/19/2022	2/16/2022	3/16/2022	4/20/2022	5/18/2022	6/15/2022
<b>Oakridge</b>	8/9/2021	9/13/2021	10/11/2021	11/8/2021	12/13/2021	1/10/2022	2/14/2022	3/14/2022	4/11/2022	5/9/2022	6/13/2022
<b>Pleasant Hill</b>	8/23/2021	9/13/2021	10/4/2021	11/1/2021	12/6/2021	1/3/2022	2/14/2022	3/14/2022	4/4/2022	5/2/2022	6/6/2022
			10/18/2021	11/15/2021			2/28/2022		4/18/2022	5/16/2022	6/27/2022
<b>Siuslaw</b>	8/11/2021	9/8/2021	10/13/2021	11/10/2021	12/8/2021	1/12/2022	2/9/2022	3/9/2022	4/13/2022	5/11/2022	6/8/2022
<b>South Lane</b>	8/9/2021	9/13/2021	10/4/2021	11/1/2021	12/6/2021	1/10/2022	2/7/2022	3/7/2022	4/4/2022	5/2/2022	6/6/2022
<b>Springfield</b>	8/9/2021	9/13/2021	10/11/2021	11/8/2021	12/13/2021	1/10/2022	2/14/2022	3/14/2022	4/11/2022	5/9/2022	6/13/2022
	8/23/2021	9/27/2021	10/25/2021			1/24/2022	2/28/2022		4/25/2022		6/27/2022