



# PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Regular Board Meeting - 6:00 PM

Thursday, June 1, 2023

In-Person at Phoenix Elementary School

<https://us02web.zoom.us/j/86009805114?pwd=YWpmOEtdK1p4MmR0aVFWVmt4d0lQQT09>

Password: 382560

**Agenda Español**

**Minutas Español**

## AGENDA

- A. **Executive Session – 5:30 p.m. - In accordance with the provisions of ORS 192.660 (2)(d)**
- B. **Call to Order - 6:00 p.m.**
- C. **PUBLIC HEARING 2023-2024 BUDGET**
- D. **Accentuate the Positive**
- E. **Student Representative Report**
- F. **Citizen Comments**
- G. **Superintendent Report**
- H. **Program Report from Long Term Recovery Group**
- I. **Consent Agenda**
  - 1. Approval of Agenda
  - 2. Approval of Minutes from 5/18/2023
  - 3. Personnel Report
- J. **Action Items**
  - 1. **Budget Resolutions**
    - a. **Resolution 23-1: Adopting the Budget**
    - b. **Resolution 23-2: Making Appropriations for Fiscal Year 2023/2024**
    - c. **Resolution 23-3: Imposing Ad Valorem Taxes**
    - d. **Resolution 23-4: Categorizing Ad Valorem Taxes**
  - 2. **Resolution 22-11 - Supplemental Budget for 2022-2023**
  - 3. **SRO Contract for PHS**
  - 4. **SRO Contract for TMS**
- K. **Recess**
- L. **Information and Discussion - 7:00 p.m.**
  - 1. **Facilities/Bond Update**

2. **Financial Update**
  3. **Legislative / OSBA Update**
  4. **Equity, Diversity & Inclusion Committee Update**
  5. **Board Policy JBB – District Equity Policy**
  6. **Board Policy JBB-AR – District Equity Policy - Proposed**
- M. **Review of the Next Meeting Agenda - 8:00 p.m.**
- N. **Adjournment - 8:05 p.m.**

Phoenix-Talent School District #4 is an Equal Opportunity Employer and, in accordance with Federal and State Legislation, does not discriminate on the basis of race, sex, religion, age, national origin, or marital status, physical or mental disability in employment practices or education programs. **If you need special accommodations for language interpretation or because of a disability**, please contact the District Office Executive Assistant two days prior to meeting at 541-535-1511 Voice/TD.

**FORM ED-1**

**NOTICE OF BUDGET HEARING**

A public meeting of the Phoenix-Talent School District #4 will be held on **June 1, 2023 at 6:00 p.m.** at Phoenix Elementary School, 215 N. Rose St., Phoenix, Oregon 97535. Members of the public may watch the meeting live by joining via ZOOM using the following link:

<https://us02web.zoom.us/j/86009805114?pwd=YWpmOEtDK1p4MmR0aVFWVmt4d0lOQT09>

Meeting ID: 860 0980 5114 Passcode: 382560

The purpose of this meeting is to discuss the budget for the fiscal year beginning July 1, 2023 as approved by the Phoenix-Talent Schools Budget Committee. A summary of the budget is presented below. A copy of the budget may be inspected or obtained at 401 W. 4th Street, Phoenix, OR 97535 between the hours of 8:00 a.m. and 4:00 p.m., or online at [www.phoenix.k12.or.us](http://www.phoenix.k12.or.us). This budget is for an annual budget period. This budget was prepared on a basis of accounting that is the same as the preceding year.

Contact: Yazmin Karabinas

Telephone: (541) 535-1517 Email: [yazmin.karabinas@phoenix.k12.or.us](mailto:yazmin.karabinas@phoenix.k12.or.us)

<b>FINANCIAL SUMMARY - RESOURCES</b>			
<b>TOTAL OF ALL FUNDS</b>	Actual Amount Last Year 2021-2022	Adopted Budget This Year 2022-2023	Approved Budget Next Year 2023-2024
Beginning Fund Balance	25,147,328	21,033,355	\$18,265,000
Current Year Property Taxes, other than Local Option Taxes	13,113,052	13,443,000	14,295,000
Current Year Local Option Property Taxes	0	0	0
Other Revenue from Local Sources	1,356,560	1,765,405	1,802,100
Revenue from Intermediate Sources	643,641	521,000	722,000
Revenue from State Sources	26,754,972	26,800,000	25,985,750
Revenue from Federal Sources	6,182,513	9,857,240	13,910,150
Interfund Transfers	1,000,000	150,000	740,000
All Other Budget Resources	5,766	0	0
<b>Total Resources</b>	<b>\$74,203,832</b>	<b>\$73,570,000</b>	<b>\$75,720,000</b>

<b>FINANCIAL SUMMARY - REQUIREMENTS BY OBJECT CLASSIFICATION</b>			
Salaries	\$17,802,730	\$20,670,683	\$20,324,522
Other Associated Payroll Costs	9,089,228	10,914,171	11,005,578
Purchased Services	7,066,523	10,830,569	10,749,326
Supplies & Materials	3,112,655	3,913,691	4,123,469
Capital Outlay	10,228,059	6,705,195	9,205,468
Other Objects (except debt service & interfund transfers)	483,082	827,336	2,078,637
Debt Service*	5,088,904	5,210,000	5,401,000
Interfund Transfers*	1,000,000	150,000	600,000
Operating Contingency	0	800,000	800,000
Unappropriated Ending Fund Balance & Reserves	20,332,651	13,548,355	11,432,000
<b>Total Requirements</b>	<b>\$74,203,832</b>	<b>\$73,570,000</b>	<b>\$75,720,000</b>

<b>FINANCIAL SUMMARY - REQUIREMENTS AND FULL-TIME EQUIVALENT EMPLOYEES (FTE) BY FUNCTION</b>			
1000 Instruction	\$20,947,274	\$25,481,098	\$24,530,393
FTE	197.83	208.17	205.84
2000 Support Services	14,762,905	18,260,587	19,447,598
FTE	96.25	103.45	107.18
3000 Enterprise & Community Service	1,308,694	2,070,845	2,253,009
FTE	0.4	3.15	4.3
4000 Facility Acquisition & Construction	10,763,404	8,049,115	10,256,000
FTE	0.5	0	0
5000 Other Uses	0	0	1,000,000
5100 Debt Service*	5,088,904	5,210,000	5,401,000
5200 Interfund Transfers*	1,000,000	150,000	600,000
6000 Contingency	0	800,000	800,000
7000 Unappropriated Ending Fund Balance	20,332,651	13,548,355	11,432,000
<b>Total Requirements</b>	<b>\$74,203,832</b>	<b>\$73,570,000</b>	<b>\$75,720,000</b>
<b>Total FTE</b>	<b>294.98</b>	<b>314.77</b>	<b>317.32</b>

\* not included in total 5000 Other Uses. To be appropriated separately from other 5000 expenditures.

**STATEMENT OF CHANGES IN ACTIVITIES and SOURCES OF FINANCING**

<b>PROPERTY TAX LEVIES</b>			
	Rate or Amount Imposed	Rate or Amount Imposed	Rate or Amount Approved
Permanent Rate Levy (Rate Limit \$4.2422 per \$1,000)	4.2422	4.2422	4.2422
General Obligation Bonds	\$120,476,000		
Other Bonds	\$8,476,911		
Other Borrowings			
<b>Total</b>	<b>\$128,952,911</b>		

**BEFORE THE BOARD OF DIRECTORS  
OF THE  
PHOENIX-TALENT SCHOOLS**

**RESOLUTION 22-12**

**A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE PHOENIX-TALENT SCHOOLS  
AUTHORIZING AND APPROVING  
THE TRANSFER OF MONIES FROM THE GENERAL FUND  
FOR FISCAL YEAR 2022/23**

**On motion by:  
Duly seconded by:**

**the following resolution is hereby adopted:**

**WHEREAS**, pursuant to OAR 150-294.0540, transfer of appropriations and a like amount of budget resources may be made between funds by governing body resolution; and

**WHEREAS**, it has been deemed advisable to transfer monies to reflect expected actual expenditures in accordance with aforesaid regulation; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Phoenix-Talent Schools' Board of Directors does hereby approve the transfer of appropriations with the General Fund for the Fiscal Year 2022/2023 as stipulated below:

Support Services	<\$100,000>
Instruction	\$100,000

**PASSED AND ADOPTED** by the Board of Directors of the Phoenix-Talent Schools of the County of Jackson, State of Oregon, this 15th day of June 2023, by the following vote:

**Ayes:**  
**Noes:**  
**Absent:**  
**Abstain:**

**JACKSON COUNTY SCHOOL DISTRICT #4**

\_\_\_\_\_  
Michael Campbell, Board Chair

**ATTEST:**

\_\_\_\_\_  
Brent Barry, Superintendent/Clerk

# Bridging the Gap

Recovery & Resilience through Planning, Collaboration, and Care

June 1, 2023



JACKSON COUNTY COMMUNITY

LONG-TERM RECOVERY GROUP

# What is an LTRG?

- LTRGs are **backbone organizations** essential to the *local* recovery of a community devastated by disaster
- LTRGs are the **vital connection** between local on-the-ground, in-community needs of survivors and the many philanthropic, municipal, regional, state and federal resources that support recovery
- LTRGs are the primary local collaborative disaster recovery organization



# Background on Oregon LTRGs

- LTRGs in Oregon were created for communities affected by the 2020 and 2021 wildfires, with support from the FEMA-OEM Voluntary Agency Liaison (VAL), to focus specifically on meeting recovery needs
- LTRGs have already leveraged significant private funding and human capital to build locally led recovery infrastructure for wildfire-affected communities



# 2022 Highlights

- Convened the Unmet Needs Table to provide more than \$2.2M in funding to 360 fire survivors
- Secured funding to provide staffing support to critical recovery needs including
  - Housing Recovery
  - Emotional and Spiritual Wellbeing
  - Outreach and Engagement
- Recruited additional board members to improve representation of fire impacted communities
- Spearheaded, secured funding for, and launched a Regional Long Term Recovery Planning process



# Rogue Reimagined / Rogue Reimaginado

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Regional Long-Term Recovery Plan: Progress and Priorities at 24 months



# Signed Partners



Southern Oregon Re  
Economic Developme  
*Wildly Serious About I*

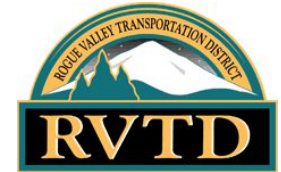


United Way of  
Jackson County



Humane  
Leadership  
Institute

ROGUE  
ACTION  
CENTER



HAJC

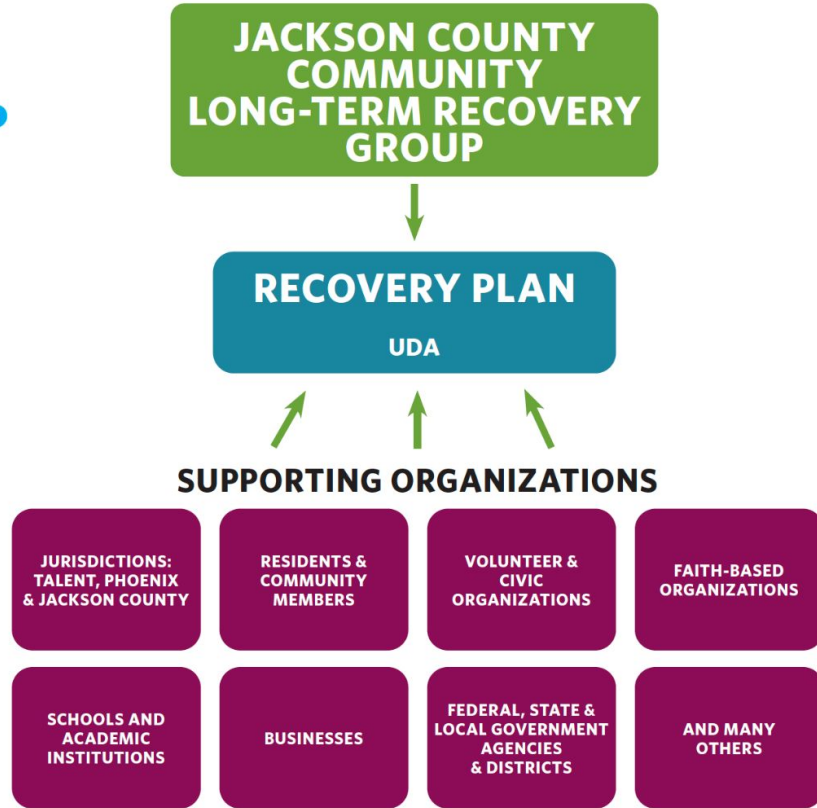
HOUSING AUTHORITY  
of JACKSON COUNTY

# What is a Regional LTRP?

It is an overarching approach to 2020 wildfire recovery.

## Principles:

- Locally controlled/coordinated
- Based on resident involvement
- Focused on projects that most contribute to community recovery.



# Objectives

- Measure progress
- Educate residents and stakeholders on the recovery efforts
- Provide opportunities for additional resident and stakeholder input
- Create one overall blueprint for rebuilding
- Strengthen future grant applications



**I'M HERE  
TO LISTEN**

# THE THREE STEPS IN THE RECOVERY PLANNING PROCESS

## STEP 1

Listening to residents and concerned organizations, including tonight's group

## STEP 2

Exploring ideas for recovery projects

## STEP 3

Choosing the best path forward

# COMMUNITY ENGAGEMENT ACTIVITIES

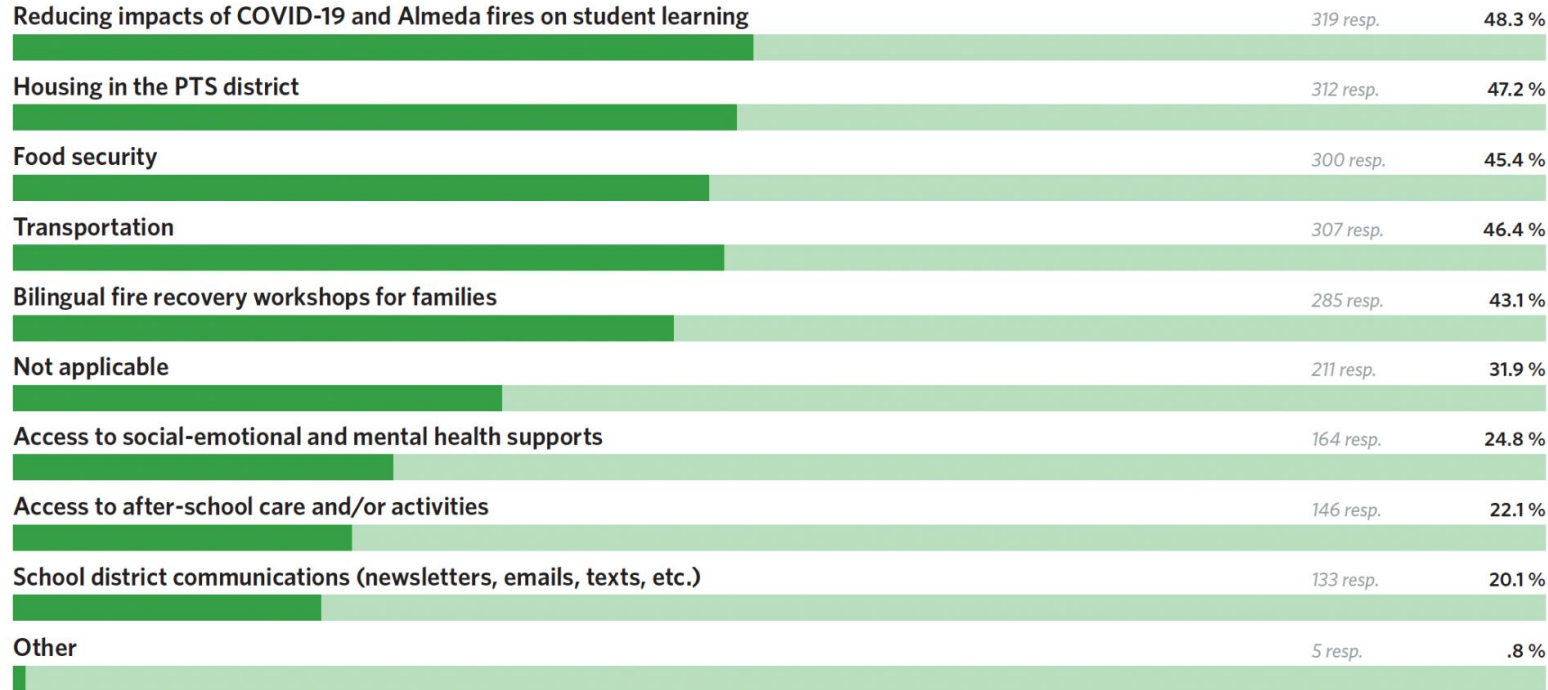
- 40+ Stakeholder Interviews
- 5 Public Meetings (Virtual and In-Person, English and Spanish)
- Open House Event
- Online Ideas Wall
- Online Interactive Feedback Map
- Community Survey (Virtual and In-Person, English and Spanish)
- Text Bot Conversations





## 26. If your student is enrolled in the Phoenix-Talent School District, what supports are important to you? Check all that apply.

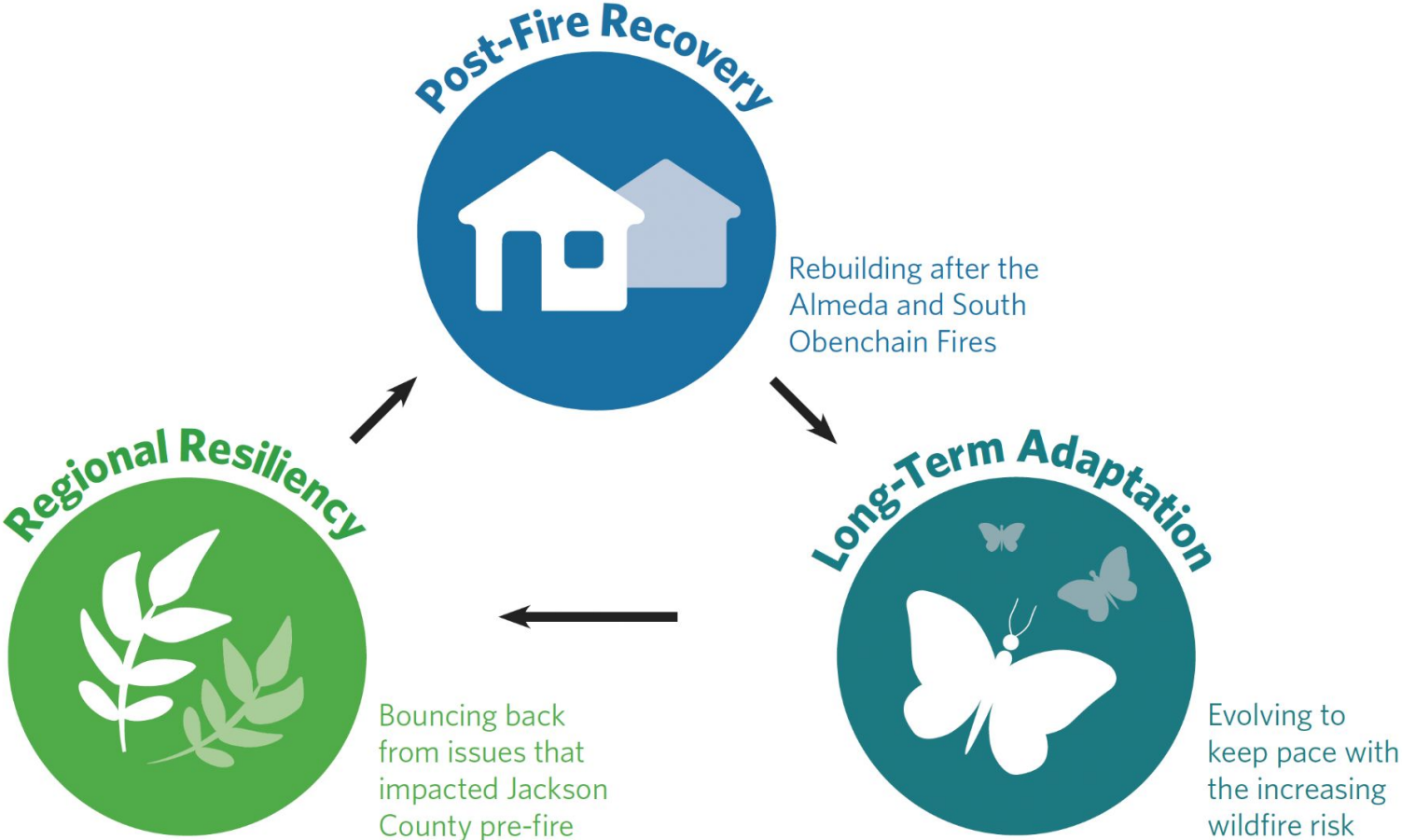
661 respondents



Answers included: Safe community; etc.

# RECOVERY PLAN ORGANIZATION





## SUPPORT FOR FIRST-TIME HOMEBUYERS

### Recovery Priority



#### Tier 1

#### Project Description

Hardening building envelopes combined with aggressive fuel reduction both increases safety and reduces insurance premiums. Restoring and creating new options to allow renters who are fire survivors to own a home. Traditional first-time homebuyer programs are limited to acquisition of an existing unit that meets health and safety code standards and to households earning 120% or less of local AMI. Most available units in proximity to the Alameda fire boundary are newly built and priced above 120% of Jackson County AMI. This mismatch generally precludes income-qualifying renters from purchasing a home.

As part of the State's ReOregon initiative, a new homeownership program for fire survivors who were renters and displaced by the fires has been created. OHCS is still working on the details of the Homeownership Opportunities Program (HOP) and a final timeline for implementation has yet to be published. OHCS is still asking former renters that are fire survivors to complete the forthcoming HARP eligibility survey to help assess potential needs. One unique aspect of the HOP program is that all the homes will be newly

constructed. This requirement is intended to take pressure off the limited existing inventory. OHCS will be working with partners to facilitate the construction of new home communities as part of this program.

#### Lead

Oregon Housing and Community Services (OHCS)

#### Partners

- Private residential developers
- ACCESS?
- Community-Based Organizations (CBOs)
- Habitat for Humanity

#### Action Steps

- Aggressively promote and fully leverage HOP
- Identify sites and partners for new residential neighborhoods
- Develop a long-range housing plan to stabilize the inventory of first-time homebuyer/naturally-occurring affordable housing

#### Cost Estimate (Projected)

- Inspection & enforcement \$60M

#### Potential Resources

- ReOregon HOP (CDBG DR grant funds)
- Habitat for Humanity
- OHCS DPA Program
- FHA Loans



#### Return on Investment

Expanding housing inventory, opportunity, choices, and equity.

#### Timeline

1 to 6 years



# POST-FIRE RECOVERY



# 7

## Provide for Long-Term Behavioral Health Services

Provide for long-term behavioral health services for wildfire survivors.





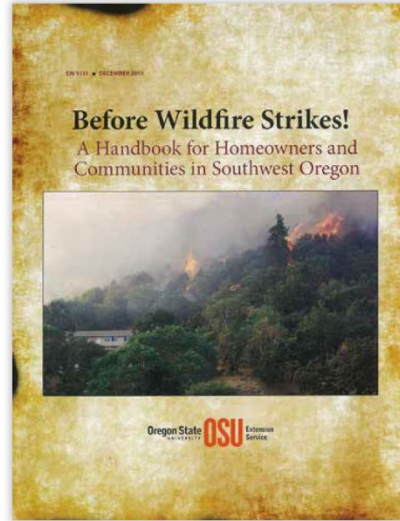
# LONG-TERM ADAPTATION



14

## Support Firesafe Education

Establish more robust and better-funded education programs to train residents about firesafe construction, fire-resistant landscaping, and defensible space.





# REGIONAL RESILIENCY



# 17

## Encourage Multilingual Communications

Encourage multilingual communications in all notifications, literature, and meetings related to recovery, adaptation, and resiliency.



# 18

## Address Food Insecurity Funding

Secure a sustainable funding source(s) to help reduce systemic food insecurity.



19

## Expand Transportation Options

Improve mobility options and headways between residential neighborhoods, employment centers, and commercial areas.



20

## Embrace Sustainable Development

Sustainable development strategies would minimize the negative impact of rebuilding and continuing growth on the natural systems of Jackson County.



# 21

## Improve Local Social Determinants of Health

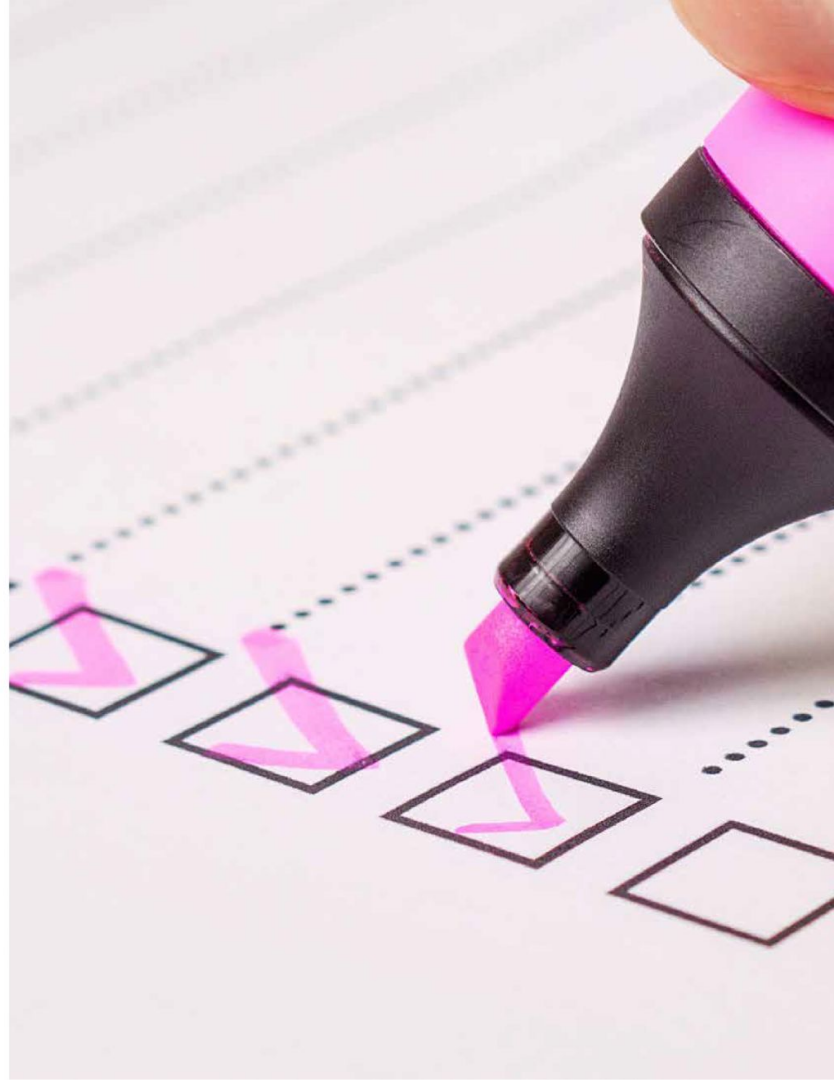
Work to further upgrade the non-medical factors that influence health outcomes.



Healthy People 2030, U.S. Department of Health and Human Services, Office of Disease Prevention and Health Promotion

# NEXT STEPS

- Ongoing Follow-Up Interviews
- Meet with the Jurisdictions
- Preference Survey
  - Social Media Polling
  - Website Polling
  - In-Person Poster Voting
  - Virtual Meeting Polling
- Issue Draft of the R-LTRP



# WELCOME

to the  
Rogue Reimagined

# Potential Recovery Project Polling Fair



## What is a Recovery Project?

A Recovery Project is an actionable project that breaks down big goals into manageable, implementable pieces. We're thinking big here in the Rogue Valley! Strategizing how to achieve those goals is the first step.

Each Recovery Project will be categorized by priority level and will assign a project advocate. Potential funding resources, support organizations, and action steps will follow.

## How can I participate?

We are here to listen! The boards you see today are all **POTENTIAL** Recovery Projects that have emerged as important topics from the last 6 months of community engagement.

Let us know what you think about each project by leaving a sticky note or green/red sticker on each board. Your feedback will help shape the future of the Rogue Valley.



 = I like this idea

 = I don't like this idea





## Support First-Time Homebuyers

*Apoyo a los compradores de su primera vivienda*

Create options to allow renters who are fire survivors to own a home.

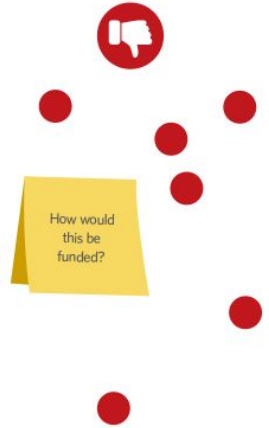
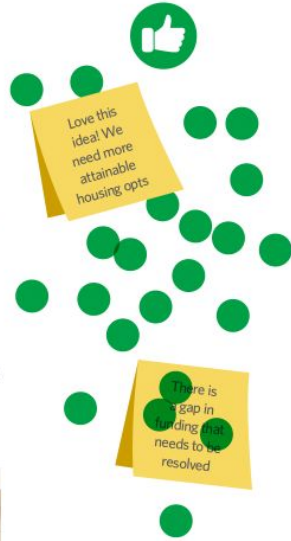
Traditional first-time homebuyer programs are limited to acquisition of and existing unit that meets health and safety code standards and to households earning 120% or less of local area median income (AMI). Most available units in proximity to the Alameda Fire boundary are newly-built and priced above 120% of Jackson County AMI. This mismatch generally precludes income-qualifying renters from purchasing a home.

*Crear opciones que permitan a los inquilinos supervivientes de incendios ser propietarios de una vivienda.*

*Los programas tradicionales para compradores de vivienda por primera vez se limitan a la adquisición de una unidad existente que cumpla con las normas de salud y seguridad y a los hogares que ganan el 120% o menos del ingreso medio del área local (AMI). La mayoría de las unidades disponibles en las proximidades de los límites de Alameda Fire son de nueva construcción y el precio por encima del 120% del Condado de Jackson AMI. Este desajuste generalmente impide a los inquilinos que califican de ingresos de comprar una casa.*



ROGUE REIMAGINED / REGIONAL LONG-TERM RECOVERY PLAN / JACKSON COUNTY, OREGON



© 2023 URBAN DESIGN ASSOCIATES



# Questions?

Caryn Wheeler Clay  
Executive Director  
[caryn@jccltrg.org](mailto:caryn@jccltrg.org)



JACKSON COUNTY COMMUNITY

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LONG-TERM RECOVERY GROUP



# PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Board Meeting - 6:00 PM

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Meeting ID: 860 0980 5114 Passcode: 382560

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- B. Call to Order - 6:00 p.m.
- C. **PUBLIC HEARING 2023-2024 BUDGET** – 6:00 p.m.
- D. Accentuate the Positive - 6:10 p.m.
- E. Student Representative Report - 6:20 p.m.
- F. Citizen Comments - 6:25 p.m.
- G. Superintendent Report - 6:50 p.m.
- H. Program Report with Long Term Recovery Group – 6:55 p.m.
- I. Consent Agenda – 7:15 p.m.
  - 1. Approval of Agenda
  - 2. Approval of Minutes from 5/18/23
  - 3. Personnel Report
- J. Action Items 7:20 p.m.
  - 1. Budget Resolutions for 2023-24
    - a. Resolution 23-1: Adopting the Budget
    - b. Resolution 23-2: Making Appropriations for Fiscal Year 2023/2024
    - c. Resolution 23-3: Imposing Ad Valorem Taxes
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  - 4. SRO Contract for TMS
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- L. Information and Discussion – 7:30
  - 1. Facilities/Bond Update
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  - 4. Equity, Diversity, and Inclusion Committee Update
  - 5. Board Policy JBB – District Equity Policy
  - 6. Board Policy JBB-AR – District Equity Policy - Proposed
- M. Review of the Next Meeting Agenda - 7:50 p.m.
- N. Adjournment - 7:55 p.m.



# PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Regular Board Meeting  
Thursday, May 18, 2023 6:00 PM Pacific

Talent Elementary School  
307 Wagner Creek Road  
Talent, OR 97540

Michael Campbell: Present  
Sara Crawford: Present  
Polly Farrimond: Present  
Nancy McKinnis: Present  
Rick Nagel: Present  
Dawn Watson: Present  
Rebecca Weathers: Present  
Present: 7. Absent:0

A. Executive Session called to order at 5:30 and adjourned at 6:00 p.m. This session was closed to the public.

**B. Call to Order - 6:00 p.m.**

**C. Accentuate the Positive**

**TES Principal Heather Lowe-Rogers shared the following:**

- TES is hosting our annual jog-a-thon tomorrow, May 19, at 1:30 p.m. The top winner will get to be principal for the day.
- May 31 at 5pm, we will have our final family engagement event, which we are calling our Spring Showcase. We will have Rogue World Music, Rogue Valley Farm to School, our traditional art show, and a celebration of our academic growth.
- Spring assessment results are rolling in and we are on-track to meet our goals. Thanks to our title team, ERC team, and especially the teachers for all their work to gather this important data.

**PES Principal Shawna Schleif shared the following:**

- Teacher appreciation was great and so fun to recognize the hard work and dedication of our teachers.
- The Spring Showcase is coming up next week on Wednesday, May 24, and we look forward to rounding up our family engagement work around reading and celebrating with families.
- We are in a friendly competition with the other schools for registration for next year and we are leading the charge. Kuddos to Wendy Duffie and Nuvia Pineda for reaching out to our families and making sure we have up to date information.

**OHES Principal Brandon Hammond shared the following:**

- Mr. Hammond gave a shout out to Maria Lee for helping out at OES during his absence. Maria did an awesome job.
- Mr. Hammond gave a shout out to Andrey Walcott (Nicholson) for organizing an elementary choir event, which will be on May 22 at 5:30 p.m. at the middle school.
- Mr. Hammond shared an analogy of using data and said that if we do not do anything with it, the data is useless.

**PTRA Principal Aaron Santi shared the following:**

- PTRA is gearing up for the end of the year with celebration planning.
- Our last Art in the Park for the year is tomorrow morning with our elementary students meeting at Blue Heron Park at 11:00 a.m. for a science & art project along with games and snacks.
- We are organizing a Popsicles in the Park day to collect Chromebooks and celebrate the end of the year with all of our students.
- We are getting excited about our big 8th-grade celebration and recognition--certificates are being printed, Puck's donuts have been ordered, and a final field trip on the Hellgate Jetboats has been secured. We have packed as much fun, excitement, and learning as we can into our last three weeks of school.

**TMS Principal Kathryn Holden shared the following:**

- We are winding down testing for the year and looking forward to some fun end-of-the-year activities. A big thank you to our Teacher Leader Group, Sandra Tringolo, Jen Bakker, Julie Stinson, and Jamar Boyd for their help in planning and organizing end-of-the-year activities, and thank you to Crystal (?), Amy Honts-Stark, and all the Sodexo folks for their wonderful partnership all year and being flexible to accommodate the special schedules coming up.
- Ms. Holden recognizes and celebrates the end of a very successful track season. Over 100 athletes participated in track throughout the season and 65 of those athletes qualified for a SOMSAC district meet and 12 individual athletes and five relay teams placed fourth or above during the district meet. Of those, we had four individual athletes take first overall in their event. Thank you to our track coaches, Julie Ponder, Cindy Rutherford, Brittany Potts, Amber Jacobson, and Chad Arnoldy for their contributions to such a successful season.
- Last week we had a sweet teacher appreciation week and we had a lot of fun celebrating our wonderful teachers. We appreciate all the work that our TMS teachers do each day and we are so grateful to them. Also, a big thank you to our classified staff, Iris Moya and our community leadership students, our District Office, and everyone who contributed to making it such a special week last week.

**PHS Principal Kalin Cross shared the following:**

- Thank you to our Grad Night Committee, specifically Kendra Bolstad and Dean-A Croy, who spearheaded the committee that hosted a phenomenal event and raised \$28,000 for our Grad Night Event.
- There are a lot of sports and activities still going on. This week we have a theatre production tomorrow night and two on Saturday.

- Valedictorians and Salutatorians for the class of 2023 have been selected. The Valedictorians are Julius Bolstad - Speech, Morgan James, Kyla Potratz and Anthony Sanchez. Our Salutatorians are Islady Alvarez, Melody Chavez Corona and MaKenna Rowenhorst.
- Ms. Cross gave a shout out to the entire staff and students for doing an amazing job of following training and procedures during an unexpected lockdown situation last week. They all handled the situation phenomenally. Ms. Cross is grateful for our continued partnership with the local police departments and our SRO's.

**Asst Supt. Tiffanie Lambert** said that today is National Speech Language Pathologist Day and she thanked Jacquelyn Fortner, Carmen Edwards, Tatiana Ramos, Jody Korepta, and Kelly Reid. Yesterday there was a luncheon for the Soroptimists and we had three PHS seniors receive the Vocational-Technical award. Ms. Lambert said that at the luncheon, they announced that Director Rick Nagel and his wife Yolanda had donated the funds for the lunch at Ashland Hills Hotel. Ms. Lambert thanked Rick for his generous support.

**Vice Chair Dawn Watson** said that the community, parents, and staff are amazing. Ms. Watson attended the grad night auction, the plant sale, and an FFA tour, and they are all supporting our students and you can see that the students are aware of all of the support.

#### **D. Student Representative Report**

Paityn Croy shared the following:

- The FFA kid's day went very well. Both the little kids and the high school kids loved it and had so much fun.
- Next Tuesday is our symphonic band's last concert at 6:30 p.m.
- Link Crew just completed their May development day for next year's leaders.
- Link Crew is now getting ready for their freshman field day, which will include snow cones, water slides and obstacle courses and more to celebrate their first year of high school.
- Disney club is having another churro and sticker sale next Tuesday.

MaKenna Rowenhorst shared the following:

- The Multi-Cultural Club held an event yesterday that was very cool. There were booths that represented different cultures and different countries. They had different foods and different music playing, and it was a great opportunity to experience it.
- Seniors are wrapping up their capstone presentations.

**E. Citizen Comments** – There were no citizen comments.

#### **F. Superintendent Report**

- Supt. Barry said that we had our final Safe Schools Interagency team meeting on Wednesday. It was great to wrap up the year and there were many positive comments. We talked about the lockdown and SRO's Aaron Hull and Ken Lehman provided a good review.

#### **G. Program Report from Instructional Coaches**

Instructional coaches Lori Evans, Pamela Ward, Derek Dougherty, and Karinn Calhoun shared a presentation with the board (Jamar Boyd was not present). Each coach provided information about the program and the mission and focus. Several board members asked questions at the end of the presentation.

## H. Consent Agenda

Vice Chair Dawn Watson moved to approve the consent agenda as presented; Nancy McKinnis seconded the motion. Hearing no objections, the consent agenda was approved.

H.1. Approval of Agenda

H.2. Approval of Minutes from 5/04/23

H.3. Personnel Report

## I. Action Items

### I.1. Board Meeting Calendar for 23-24

I move to approve the 2023-24 school board meeting calendar as presented. This motion, made by Sara Crawford and seconded by Nancy McKinnis, Carried.

Michael Campbell: Yea, Sara Crawford: Yea, Polly Farrimond: Yea, Rick Nagel: Yea, Dawn Watson: Yea, Rebecca Weathers: Yea, Nancy McKinnis: Yea, (Yea: 7, Nay: 0, Absent: 0)

### I.2. Declaration of Surplus Item

I move to declare the 1005 Chevy G30 service truck as a surplus item as presented. This motion, made by Nancy McKinnis and seconded by Sara Crawford, Carried. Michael Campbell: Yea, Sara Crawford: Yea, Polly Farrimond: Yea, Rick Nagel: Yea, Dawn Watson: Yea, Rebecca Weathers: Yea, Nancy McKinnis: Yea (Yea: 7, Nay: 0, Absent: 0)

### I.3. Board Policy GCBDF/GDBDF – Paid Family Medical Leave Insurance

I move to adopt policy GCBDF/GDBDF – Paid Family Medical Leave Insurance as presented.

This motion, made by Sara Crawford and seconded by Rebecca Weathers, Carried. Michael Campbell: Yea, Sara Crawford: Yea, Polly Farrimond: Yea, Rick Nagel: Yea, Dawn Watson: Yea, Rebecca Weathers: Yea, Nancy McKinnis: Yea (Yea: 7, Nay: 0, Absent: 0)

## J. Information and Discussion

### J.1. Student Representative Discussion

Director Sara Crawford asked Student Representatives MaKenna Rowenhorst and Paityn Croy what they thought of their experiences and what suggestions they might have to make this experience better for the next student representatives.

MaKenna shared that she is appreciative of being able to have a voice and share with the board.

MaKenna suggested having four student representatives on the board and each representative is from a different grade level. It would be nice to have a different voice for each grade level.

Makenna thought, in addition to the opportunity being available to all students, that it would be nice for the staff to make recommendations for the student representative positions.

Paityn shared the same thoughts as MaKenna and said it would also be good to have students with a variety of different experiences to be able to represent and share, including sports, band, theater, and art.

Principal Kalin Cross said that it would be nice for students from our alternative programs, such as Compass and PTR, to be able to participate and have them share their perspectives. Ms. Cross said

she would like to meet with the student representatives prior to the board meetings to discuss what they share and to be more intentional.

Chair Campbell said that the board would like to see students be more influential in policy decisions.

MaKenna said that, in addition to sharing positives, it would be nice to be able to share things that are not necessarily going so well and to see how we can improve on something.

Kalin said that the Leadership Team is working on finding opportunities to get together with students in leadership roles from across the state. It would be nice to send our leadership students along with our board student representatives to the Oregon Association of Student Councils (OASC) fall conference on November 5 & 6 in Seaside.

**J.2. Recess – 7:07 – 7:20**

### **J.3. Facilities/Bond Update**

- Jon McCalip said he attended the Safe Routes to schools debrief and we have identified a few items that we will work on at TMS and TES.
- Mr. McCalip said we had our first meeting about the design of the Colver complex last night. We had a good turn out and Mr. McCalip will have updates on their findings from that meeting at the next board meeting on June 1.
- Mr. McCalip said that as of 4pm today, the Oregon Department of Energy notified us that we have officially been awarded the community renewable energy program grant for 1 million dollars to add solar and battery back up to Talent Middle School.

The board asked several questions about the Colver Road project and discussions ensued.

### **J.4. Financial Update**

- Supt. Barry said that we will have a resolution on the agenda as an action item for June 1 to move some funds to make sure we have funding in the proper categories for the end of the year wrap up.
- The revenue forecasts for the state came out and they were very favorable for our state. It is very important to reach out to our legislators about funding even though we have ADM security for the next two years. We saw at the budget meeting what that would look like for us if we did not have the security and we would be looking at major cuts currently and in the next biennium.

### **J.5. Legislative / OSBA Update**

- Vice Chair Watson and Supt. Barry shared information and concerns on several of the current legislative bills.

### **J.6. Community Recovery Update**

- Supt. Barry shared that we will have a Program Report from the Long Term Recovery Group at the next meeting. There is also a big grant opportunity that was just released yesterday, so we will be looking forward to hearing more information about that.

**J.7. Board Policy JFCF-AR(1) – Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, or Teen Dating Violence Reporting Procedures – Student**

**J.8. SRO Contracts for PHS and TMS**

- Supt. Barry said that the contracts are similar to last year. We are looking to expanding the TMS SRO to a full five days per week to serve both the middle and elementary schools. Supt. Barry appreciates the City of Talent expanding this opportunity for us. The contract with the City of Phoenix for PHS is very similar. We heard at the Safe Schools meeting that they are looking to annex more property into the city and when they do, they will be adding more officers. The City of Phoenix is interested in seeing how we want to expand the SRO program.
- Board members Nancy McKinnis and Dawn Watson had questions and concerns about mental health and cross-cultural training and possibly adding language to the contracts to address that.
- Supt. Barry said that we make sure their contracts start during inservice week so that they receive our training. Supt. Barry also mentioned that there are certain agreements within the contract, but just because it does not live in the contract, does not mean it is not a priority or not being done.

**K. Review of the Next Meeting Agenda**

**L. Adjournment** - The meeting adjourned at 8:05 p.m.

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Michael Campbell, Chair

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Brent Barry, Superintendent

**FORM ED-1**

**NOTICE OF BUDGET HEARING**

A public meeting of the Phoenix-Talent School District #4 will be held **on June 1, 2023 at 6:00 p.m.** at Phoenix Elementary School, 215 N. Rose St., Phoenix, Oregon 97535. Members of the public may watch the meeting live by joining via ZOOM using the following link:

<https://us02web.zoom.us/j/86009805114?pwd=YWpmOEtDK1p4MmR0aVFWVmt4d0lOQT09>

Meeting ID: 860 0980 5114 Passcode: 382560

The purpose of this meeting is to discuss the budget for the fiscal year beginning July 1, 2023 as approved by the Phoenix-Talent Schools Budget Committee. A summary of the budget is presented below. A copy of the budget may be inspected or obtained at 401 W. 4th Street, Phoenix, OR 97535 between the hours of 8:00 a.m. and 4:00 p.m., or online at [www.phoenix.k12.or.us](http://www.phoenix.k12.or.us). This budget is for an annual budget period. This budget was prepared on a basis of accounting that is the same as the preceding year.

Contact: Yazmin Karabinas

Telephone: (541) 535-1517 Email: [yazmin.karabinas@phoenix.k12.or.us](mailto:yazmin.karabinas@phoenix.k12.or.us)

<b>FINANCIAL SUMMARY - RESOURCES</b>			
<b>TOTAL OF ALL FUNDS</b>	Actual Amount Last Year 2021-2022	Adopted Budget This Year 2022-2023	Approved Budget Next Year 2023-2024
Beginning Fund Balance	25,147,328	21,033,355	\$18,265,000
Current Year Property Taxes, other than Local Option Taxes	13,113,052	13,443,000	14,295,000
Current Year Local Option Property Taxes	0	0	0
Other Revenue from Local Sources	1,356,560	1,765,405	1,802,100
Revenue from Intermediate Sources	643,641	521,000	722,000
Revenue from State Sources	26,754,972	26,800,000	25,985,750
Revenue from Federal Sources	6,182,513	9,857,240	13,910,150
Interfund Transfers	1,000,000	150,000	740,000
All Other Budget Resources	5,766	0	0
<b>Total Resources</b>	<b>\$74,203,832</b>	<b>\$73,570,000</b>	<b>\$75,720,000</b>

<b>FINANCIAL SUMMARY - REQUIREMENTS BY OBJECT CLASSIFICATION</b>			
Salaries	\$17,802,730	\$20,670,683	\$20,324,522
Other Associated Payroll Costs	9,089,228	10,914,171	11,005,578
Purchased Services	7,066,523	10,830,569	10,749,326
Supplies & Materials	3,112,655	3,913,691	4,123,469
Capital Outlay	10,228,059	6,705,195	9,205,468
Other Objects (except debt service & interfund transfers)	483,082	827,336	2,078,637
Debt Service*	5,088,904	5,210,000	5,401,000
Interfund Transfers*	1,000,000	150,000	600,000
Operating Contingency	0	800,000	800,000
Unappropriated Ending Fund Balance & Reserves	20,332,651	13,548,355	11,432,000
<b>Total Requirements</b>	<b>\$74,203,832</b>	<b>\$73,570,000</b>	<b>\$75,720,000</b>

<b>FINANCIAL SUMMARY - REQUIREMENTS AND FULL-TIME EQUIVALENT EMPLOYEES (FTE) BY FUNCTION</b>			
1000 Instruction	\$20,947,274	\$25,481,098	\$24,530,393
FTE	197.83	208.17	205.84
2000 Support Services	14,762,905	18,260,587	19,447,598
FTE	96.25	103.45	107.18
3000 Enterprise & Community Service	1,308,694	2,070,845	2,253,009
FTE	0.4	3.15	4.3
4000 Facility Acquisition & Construction	10,763,404	8,049,115	10,256,000
FTE	0.5	0	0
5000 Other Uses	0	0	1,000,000
5100 Debt Service*	5,088,904	5,210,000	5,401,000
5200 Interfund Transfers*	1,000,000	150,000	600,000
6000 Contingency	0	800,000	800,000
7000 Unappropriated Ending Fund Balance	20,332,651	13,548,355	11,432,000
<b>Total Requirements</b>	<b>\$74,203,832</b>	<b>\$73,570,000</b>	<b>\$75,720,000</b>
<b>Total FTE</b>	<b>294.98</b>	<b>314.77</b>	<b>317.32</b>

\* not included in total 5000 Other Uses. To be appropriated separately from other 5000 expenditures.

**STATEMENT OF CHANGES IN ACTIVITIES and SOURCES OF FINANCING**

<b>PROPERTY TAX LEVIES</b>			
	Rate or Amount Imposed	Rate or Amount Imposed	Rate or Amount Approved
Permanent Rate Levy (Rate Limit \$4.2422 per \$1,000)	4.2422	4.2422	4.2422
General Obligation Bonds	\$120,476,000		
Other Bonds	\$8,476,911		
Other Borrowings			
<b>Total</b>	<b>\$128,952,911</b>		

BEFORE THE BOARD OF DIRECTORS  
OF THE  
PHOENIX TALENT SCHOOLS

**RESOLUTION NO. 23-4**

A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE PHOENIX-TALENT SCHOOLS  
**CATEGORIZING THE AD VALOREM TAXES**  
FOR FISCAL YEAR 2023/2024

On motion by:  
Duly seconded by:

the following resolution is hereby adopted:

**CATEGORIZING THE TAX**

**BE IT RESOLVED**, that the taxes imposed are hereby categorized for purposes of Article XI section 11b as:

**Subject to the Education Limitation**

Permanent Rate Tax.....\$4.2422/\$1000

**Excluded from Limitation**

General Obligation Bond Debt Service.....\$3,675,000

**PASSED AND ADOPTED** by the Board of Directors of the Phoenix-Talent Schools of the County of Jackson, State of Oregon, this 1<sup>st</sup> of June 2023, by the following vote:

**Ayes:**  
**Noes:**  
**Absent:**  
**Abstain:**

**JACKSON COUNTY SCHOOL DISTRICT #4**

\_\_\_\_\_  
Michael Campbell, Board Chair

**ATTEST:**

\_\_\_\_\_  
Brent Barry, Superintendent/Clerk

BEFORE THE BOARD OF DIRECTORS  
OF THE  
PHOENIX TALENT SCHOOL DISTRICT

RESOLUTION 22-11

A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE  
PHOENIX-TALENT SCHOOL DISTRICT #4, JACKSON COUNTY, OREGON  
ADOPTING A SUPPLEMENTAL BUDGET FOR 2022/2023

On motion by  
Duly seconded by

the following resolution is hereby adopted:

**WHEREAS**, the District is authorized by ORS 294.480 to prepare a supplemental budget under certain conditions, i.e. when a condition was not known at the time the adopted budget was prepared, requires a change in financial planning, and when a situation that was not foreseen at the time the adopted budget was prepared requires prompt action; and

**WHEREAS**, the District now deems it necessary and appropriate to adopt a supplemental budget to provide for unanticipated increased resources and financing;

**BE IT RESOLVED** that for the fiscal year beginning July 1, 2022, the amounts shown below are hereby appropriated for the purposes indicated within the Funds listed:

Special Revenue Fund

Additional Resources – Other Sources	\$300,000
Change in Requirements – Other Uses – Fund Modifications	\$300,000

\* The Special Revenue Fund Resource and Requirement Sum now totals \$22,645,000.

To transfer SB 1149 Energy Schools Program Activities to the Capital Projects Fund.

**Capital Projects Fund**

Additional Resources – Other Sources \$300,000

Additional Requirements – Other Uses  
- Fund Modifications \$300,000

\*The Capital Projects Fund Resources and Requirements sum totals \$5,130,000.

To transfer SB 1149 Energy Schools Program Activities to the Capital Projects Fund.

**NOW, THEREFORE,** the Board of Directors of Phoenix-Talent School District #4, Jackson County, hereby adopts and appropriates the supplemental budget as presented.

**PASSED AND ADOPTED** by the Board of Directors of Phoenix-Talent School District #4, Jackson County, this 1st day of June 2023, by the following vote:

**Ayes:**

**Noes:**

**Absent:**

**Abstain:**

**By:** \_\_\_\_\_  
Michael Campbell, Board Chair

**ATTEST:**

**By:** \_\_\_\_\_  
Brent Barry, Superintendent/Clerk

**AGREEMENT BETWEEN  
CITY OF PHOENIX AND PHOENIX-TALENT SCHOOLS  
REGARDING SCHOOL RESOURCE OFFICER  
FOR  
2023/2024**

**School Resource Officer Program**

This Agreement is entered into by and between the Phoenix-Talent Schools (herein referred to as the "**District**"), and the City of Phoenix (herein referred to as the "**City**");

Goal and objectives of the Agreement include:

1. The Purpose of the School Resource Officer (**SRO**) Program is to:
  - a. Provide a safe learning environment and help reduce school violence;
  - b. Improve school-law enforcement collaboration on issues impacting students, staff and the local community;
  - c. Improve the perceptions and relations between students, school faculty, parents and law enforcement officials; and,
  - d. Provide a resource for students, school faculty, parents, law enforcement and other governmental agencies.
2. The District and the City desire to provide policing and community oriented services to the Phoenix High School located within the jurisdictional boundaries of the City of Phoenix, Oregon.
3. The District and the City recognize the potential for outstanding benefits of the School Resource Officer (SRO) Program to the citizens of the Phoenix-Talent School District and particularly to the students and faculty of Phoenix High School.
4. It is in the best interest of the District and the City, and the citizens within the boundaries of the Phoenix-Talent School District to initiate and continue this program.

**NOW, THEREFORE**, in consideration of mutual promises and covenants herein contained, the District and the City agree as follows:

**ARTICLE I**

**Term; Roles and Responsibilities**

The term of this Agreement is for the 2023-24 school year, which is currently scheduled to begin on August 28, 2023 and continue through June 11, 2024; provided that the school dates are subject to change by District for unforeseen circumstances. During the term of this Agreement, the City will be responsible for the roles and responsibilities outlined below as they pertain to the School Resource Officer Program:

## SRO Agreement

1. Establishing a School Resource Officer (SRO) Program for Phoenix High School, the costs of which are to be shared between City and District as further described below. Such costs shall include salary and benefits for the SRO and all of the law enforcement equipment required to perform the duties of a police officer.
2. Engage in information sharing with the District and the High School Administrative Team to the extent necessary to ensure the safety of students, staff and visitors, so long as such sharing does not violate or compromise any privileges or confidentiality rights, any criminal investigations or the identity of confidential informants.

## **ARTICLE II**

### **Rights and Duties of the City**

The City shall provide a School Resource Officer (SRO) as follows:

1. The City shall assign one regularly employed police officer to Phoenix High School located at 745 N. Rose Street, Phoenix, Oregon.
2. The City shall assign the duties and supervision of the SRO to the Chief of Police, or his designee, who shall perform scheduled and non-scheduled visits to the school for the purpose of evaluating the performance of the SRO.
3. Regular Duty Hours of the SRO shall be as follows:
  - a. The SRO shall be assigned to the school on a full-time eight- (8) hour basis on those days and during those hours that the school is in regular session. The SRO shall further be responsible for law enforcement coverage at after-school activities such as football games, basketball games, dances, etc. The SRO will assist in coordinating the activities and assignments of other law enforcement personnel (reserve police officers) at these activities.
  - b. When school is closed due to in-service training, the SRO will perform patrol functions, unless otherwise specified by the Police Chief or designee.
  - c. During extended non-school periods, the SRO will be assigned to other non-school law enforcement duties as needed by the Chief of Police or designee.
  - d. The SRO will make every effort to schedule time off for vacations and floating holidays during periods when school is not in session.
  - e. The District will be consulted regarding any requests by the SRO for time off during periods that school is in session. Requests shall be submitted in a timely manner unless the request is an emergency such as illness of the SRO or a family member, injury or death. The SRO also must notify District of the SRO's absence in emergency situations.

## SRO Agreement

- f. The SRO may be temporarily reassigned by the City during a law enforcement emergency or to participate in mandatory police training necessary to maintain the officer's proficiency as required by the Oregon Department of Public Safety and Standards (DPSST).

### 4. Duties, Obligations and Procedures of the SRO:

The SRO shall/will:

- a. Wear the established patrol uniform unless special circumstances require another form of dress as approved by District supervisor.
- b. Make classroom presentations when requested by a teacher on such topics as the role of policing in the community, search and seizure, laws of arrest, traffic laws, crime prevention, victim's rights, community involvement, drug and alcohol issues, youth programs and the like.
- c. Participate in discussions during class to establish rapport with students.
- d. Take appropriate law enforcement action in and around the school as required by law and consistent with the policies and procedures of the police department and District. Appropriate law enforcement action includes all those duties normally performed by a police officer, such as issuing traffic citations, investigating crimes and motor vehicle accidents, conducting interviews of suspects, victims and witnesses, collecting evidence, making arrests and writing reports.
- e. Notify the District as soon as practical of any violations or actions which impact school discipline, order or safety and such other violations and actions as the District reasonably requests to be reported.
- f. Assist other law enforcement personnel in conducting investigations involving students or employees of the District when requested and required to do so.
- g. Obtain prior permission, advice and guidance from school administrators before enacting any program within the school.
- h. Provide assistance to school administrators, faculty and staff, upon request, in developing emergency procedures and emergency management plans to include prevention and/or minimization of dangerous situations that may result from students' unrest, unauthorized intruders, terrorist acts, bombs threats, active shooters, etc.
- i. Be thoroughly familiar with District policies and regulations related to safety and student conduct and discipline issues, including the District's Code of Conduct.
- j. Assist the District, its administrators, faculty and staff with violations of such policies as requested by District administrative personnel. However, the SRO shall not be expected to, or asked, to detain or take into physical custody any student or

## SRO Agreement

other individual who has only violated a District policy or the District's Code of Conduct. It shall be understood and agreed upon that the SRO, as a law enforcement officer, can only detain or take into physical custody those students or other persons for whom there is reasonable suspicion or probable cause that they have committed a crime as defined under Oregon Revised Statute or Federal laws. The SRO shall not be used for regularly assigned lunchroom duties, hall monitoring or other monitoring duties. If there is a temporary problem or emergency, the SRO may assist the school, if the SRO's duties permit, until the problem is resolved.

- k. Be familiar with and abide by all relevant District policies and regulations while on District property.
- l. Work to develop rapport with students and a working relationship with student organizations, faculty, staff members, district administrators, parents, law enforcement, other governmental agencies and community members.
- m. Coordinate efforts with campus supervisory personnel, i.e. student managers, campus supervisors, hall monitors, parking attendants and building security personnel.
- n. Maintain detailed, accurate and up to date records as required by the City and District.
- o. Meet regularly with juvenile authorities concerning information of juvenile delinquency issues and problems as well as work proactively with all law enforcement agencies and other governmental agencies that service the District's community.
- p. Attend parent, faculty, student, administration and other meetings to provide information regarding the SRO program and provide opportunities for involvement and support.
- q. Provide information regarding community programs so that proper referrals can be made and appropriate assistance can be accessed by students in need of such services. These programs may include mental health programs, drug treatment programs, etc. The SRO may refer students to such agencies, when necessary, thereby acting as a resource person to the students, staff faculty, parents and administration. The SRO may also refer students to school counselors as needed. Referral guidelines shall be determined by the District.
- r. Maintain confidentiality of any and all information obtained during investigations and interviews and shall not disclose the information, except as provided by law or court order, or as deemed necessary to ensure the safety of students and staff and the physical security of the high school.
- s. Maintain confidentiality of District records and information, discussions, etc., in accordance with District policies and State and Federal law. Without limiting the foregoing, the Phoenix Police Department and SRO acknowledge and agree that student education records are subject to the provisions of the Family Educational

## SRO Agreement

Rights to Privacy Act (FERPA), that SROs are deemed to be “school officials” under FERPA, that SROs are under the direct control of District with respect to the use and maintenance of education records by SROs, and that SROs will only use personally identifiable information from education records in connection with the purposes of this Agreement and will not redisclose any such personally identifiable information, including but not limited to any other employees of the Phoenix Police Department who are not also SROs, without the consent required by FERPA unless such disclosure is otherwise exempt from the FERPA consent requirements.

- t. Perform other duties that will promote the purpose of the SRO program and which are mutually agreed upon by the District and the City.

The Chief of Police and the District must mutually agree upon any additions or changes to the above instructions.

### ARTICLE III

The District shall provide the SRO with the following materials, facilities and assurances that are deemed necessary for the performance of the SRO Program:

1. A private, secure office to conduct interviews, investigations, and other law enforcement activities in a confidential environment and access to records that are deemed necessary and appropriate by the District in order for the SRO to successfully accomplish his assigned task. The SRO shall maintain the confidentiality of all such activities. The school administrator, or his/her designee, shall be apprised of any information of a sensitive nature once the SRO has conferred with the Chief of Police or his designee, if there is a possibility of any impact upon the school, faculty or students. The school administrator shall discuss such information only with those necessary on a "need to know" basis.
2. The District shall provide a desk, filing cabinet with locking system, telephone, computer with peripherals, internet access, office supplies and office furniture for use of the SRO.
3. Assure that all District employees cooperate in investigations and interviews consistent with District policies and procedures in those cases where the District employee is not a suspect in a criminal investigation.

### ARTICLE IV

#### Funding

1. The City shall be responsible for paying the SRO's salary and benefit package and supplying all law enforcement equipment to SRO. District will reimburse the City in the amount of one-half the SRO's salary and benefits for those days the SRO is on duty and children are attending school [i.e. SRO salary per day multiplied by 176 (approximate) days divided by two].

## **ARTICLE V**

### **Evaluation and Future Funding**

Prior to June 30 of the current year of agreement, the parties shall meet to evaluate the effectiveness of the School Resource Officer (SRO) Program and consider whether modifications to the program are necessary or advisable to accomplish its purpose prior to the succeeding school year. The parties agree to cooperate and negotiate in good faith in fulfilling the intent of the parties concerning continuation of the program. The determination of future funding availability for the SRO program will be the responsibility of the City, and largely based on the City's ability to otherwise maintain or increase the current levels of police officer staffing to serve the citizens of Phoenix.

## **ARTICLE VI**

### **Appropriations**

The obligations of each party under this agreement are contingent upon adequate funds for that purpose being available, budgeted, appropriated and otherwise made available.

## **ARTICLE VII**

### **Employment Status of School Resource Officer**

The School Resource Officer shall remain at all times an employee of the City and shall not be an employee of the Phoenix-Talent School District. The City shall be responsible for paying all salary and other compensation to the SRO and shall be responsible for providing workers compensation to SRO. The District and the City acknowledge that the School Resource Officer is a law enforcement officer who shall uphold the law under the direct supervision and control of the Phoenix Police Department. The School Resource Officer shall remain responsive to the chain of command of the Phoenix Police Department.

The School Resource Officer shall be accountable to the District Superintendent or his/her designee (i.e. high school principal) for his/her behavior and conduct while at the school. The District has the rights and responsibilities to report any alleged misconduct, malfeasance or nonfeasance of office, non-compliance with the District's policies or other questionable behavior on the part of the SRO, to the Chief of Police or his designee. Such reports shall be made in writing unless circumstances dictate making such reports in person or by phone. All such reports, either written or verbal, shall have, as a minimum, a statement of the allegations, a description of any supporting documentation and/or evidence and a list of all witnesses that have any knowledge of such allegations.

The Chief of Police, or his/her designee, and the District Superintendent, or his/her designee, shall meet annually prior to the SRO's anniversary date of assignment to complete a performance evaluation.

## **ARTICLE VIII**

### **Qualifications of the School Resource Officer**

1. The School Resource Officer must meet all of the following requirements and perform in accordance with the attached position description:
  - a. Must be a volunteer for the position of School Resource Officer.
  - b. Must indicate a willingness to hold the position for a minimum of three (3) years.
  - c. Must be a full-time permanent certified police officer with the Phoenix Police Department with a preferred minimum of three (3) years law enforcement experience.
  - d. Must have maintained the requirements necessary for employment as a police officer with the Phoenix Police Department and State of Oregon.
  - e. Must agree that if voluntarily assigned for the position of School Resource Officer, he/she will not seek a transfer from the position until the end of the school year and that he/she will not schedule time off or vacations during the periods when school is in session.
  - f. Among additional criteria for consideration for the position of School Resource Officer are job knowledge, experience, training, education, appearance, attitude, communication skills and bearing, ability to deal with difficult individuals, ability to mediate disputes and engage in conflict resolution.
  - g. When it becomes necessary to replace the School Resource Officer due to transfer, promotion, resignation or other causes, the Chief of Police or his designee shall notify the District of the impending vacancy within five (5) working days of becoming aware of such pending vacancy.

## **ARTICLE IX**

### **Termination of Agreement**

Any party may terminate this agreement by giving the other party sixty (60) days written notice. The District may also terminate this Agreement for cause as provided in Article X, Section 2, of this Agreement.

## **ARTICLE X**

### **Dismissal or Replacement of the School Resource Officer**

1. In the event that the District believes the School Resource Officer is not effectively performing his/her duties and responsibilities, the District shall recommend to the Chief of Police, or his designee, that the School Resource Officer be removed from the program, and shall state the reasons in writing. The Chief of Police, or his designee, shall formally meet with the School Resource Officer and the District to mediate or resolve any problems that may exist. At such meeting, specified school staff will be invited to be present and offer pertinent information as necessary. If, within thirty (30) days after the commencement of such mediation, the problem cannot be resolved or mediated, or in the event, the Chief of Police does not seek mediation, the School Resource Officer shall be removed from the program.

## SRO Agreement

2. The District may terminate this agreement without prior notice or demand the immediate removal and replacement of the SRO based upon acts of flagrant misconduct by the SRO.
3. The Chief of Police may dismiss or reassign the School Resource Officer based upon violation of departmental rules, regulations, and/or departmental directives, or when it is in the best interest of the Phoenix Police Department to do so in emergency situations.
4. In the event of resignation, dismissal or reassignment of the School Resource Officer, or in the case of long-term absences by the SRO, the Police Department will attempt to provide a temporary replacement of the School Resource Officer within thirty (30) days of receiving notice of such absence. A permanent replacement for the School Resource Officer shall be attempted to be made as soon as practical.
5. The School Resource Officer may be transferred from his/her position, for administrative reasons, during the school year at the discretion of the Chief of Police. The SRO may request transfer to another position at the end of the school year, and said request must be in writing. Transfer decisions shall be made at the discretion of the Chief of Police.

## **ARTICLE XI**

### **Good Faith**

The Parties, their agents and employees agree to cooperate in good faith in fulfilling the terms of this agreement. The parties agree that they will attempt to resolve any disputes concerning the interpretation of this agreement and unforeseen questions and difficulties that may arise by good faith negotiations before resorting to any litigation.

## **ARTICLE XII**

### **Modification**

This document constitutes the full understanding of the parties, and no terms, conditions, understanding or agreement purported to modify or vary the terms of this agreement shall be binding, unless hereafter made in writing and signed by the affected parties.

## **ARTICLE XIII**

### **Non-Assignment**

This agreement, and each and every covenant herein, shall not be capable of assignment except with prior consent of all parties.

## **ARTICLE XIV**

### **Merger**

This agreement constitutes a final written expression of all terms and conditions of this agreement and is a complete and exclusive statement of these forms.

**ARTICLE XV**

**Indemnification**

Each Party is responsible, to the extent required by the Oregon Tort Claims Act (ORS 30.260 through 30.300), only for the acts, omissions, or negligence of its own officers, employees or agents. Each Party shall maintain at its own expense and keep in effect during the term of this Agreement comprehensive general liability insurance or self-insurance including contractual liability, with minimum limits that are not less than the limits stated in ORS 30.270. The Phoenix Police Department shall be included as additional insured on the District's policy, and the District shall be included as additional insured on the Phoenix Police Department's policy. To the extent permitted by the Oregon Tort Claims Act, each Party (the Indemnifying Party) shall be responsible for an shall indemnify, defend and hold the other (the Indemnified Party) free and harmless from any and all costs, claims, losses, expenses (including but not limited to attorneys' fees), actions or causes of action, and liability of any nature including, without limitation, liability for any damages to property (whether real or personal) and injury (up to and including death) to persons, suffered by the Indemnified Party directly or from a third-party claim arising out of or relating to the actions of the Indemnifying Party under this Agreement.

**ARTICLE XVI**

**Effective Date**

This agreement is effective upon the date of the last party to sign.

By: \_\_\_\_\_  
Michael Campbell, Board Chair  
Phoenix-Talent Schools

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

By: \_\_\_\_\_  
Brent Barry, Superintendent  
Phoenix-Talent Schools

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

By: \_\_\_\_\_  
Kalin Cross, Principal, Phoenix High School

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

By: \_\_\_\_\_  
Terry Baker, Mayor, City of Phoenix

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

**AGREEMENT BETWEEN  
CITY OF TALENT AND PHOENIX-TALENT SCHOOLS  
REGARDING SCHOOL RESOURCE OFFICER  
FOR  
2023-24**

**School Resource Officer Program**

This Agreement is entered into by and between the Phoenix-Talent Schools (herein referred to as the "**District**"), and the City of Talent (herein referred to as the "**City**");

The goals and objectives of this Agreement are:

- a. To provide a safe learning environment at Talent Middle School and help reduce school violence;
  - b. To improve school-law enforcement collaboration on issues impacting students, staff and the local community;
  - c. To improve the perceptions and relations between students, school faculty, parents, and law enforcement officials; and,
  - d. To provide a resource for students, school faculty, parents, law enforcement, and other governmental agencies.
2. In order to meet those goals and objectives, the District and the City desire to provide policing and community-oriented services to the Talent Middle School located within the jurisdictional boundaries of the City of Talent, Oregon by providing a School Resource Officer (SRO) for the school campus.
  3. The District and the City recognize the potential for outstanding benefits to the residents of the Phoenix-Talent School District and to the students and faculty of Talent Middle School by providing a SRO.
  4. It is in the best interest of the District and the City, and the residents within the boundaries of the Phoenix-Talent School District to initiate this program.

**NOW, THEREFORE**, in consideration of mutual promises and covenants herein contained, the District and the City agree as follows:

**ARTICLE I**

**Term**

The term of this agreement is for the 2023-24 school year, which is currently scheduled to begin August 28, 2023 and continue through June 11, 2024; provided that the school dates are subject to change by District for unforeseen circumstances.

## **Roles and Responsibilities**

The City will be responsible for the roles and responsibilities outlined below as they pertain to the School Resource Officer:

1. Provide a School Resource Officer (SRO) for Talent Middle School, the costs of which are to be shared between City and District as further described below. Such costs shall include salary for the SRO and duty-appropriate law enforcement equipment required to perform the applicable duties.
2. Engage in information sharing with the District and the Talent Middle School Administrative Team to the extent necessary to ensure the safety of students, staff, and visitors, so long as such sharing does not violate or compromise any privileges or confidentiality rights, any criminal investigations, or the identity of confidential informants.

## **ARTICLE II**

### **Rights and Duties of the City**

The City shall provide a School Resource Officer (SRO) as follows:

1. The City shall assign a police officer to Talent Middle School, located at 102 Christian Ave, Talent, Oregon.
2. The City shall assign the supervision of the SRO to the Chief of Police, or his designee, who shall perform scheduled and non-scheduled visits to the school for the purpose of evaluating the performance of the SRO.
3. Regular Duty Hours of the SRO shall be as follows:
  - a. The SRO shall be assigned to the school for up to 40 hours per week during the hours that the school is in regular session. The SRO may also be responsible for law enforcement coverage at after-school activities such as football games, basketball games, dances, and other similar events. The SRO's schedule will be at the discretion of the City, in consultation with the District.
  - b. The SRO will make every effort to schedule time off periods when school is not in session.

The District will be notified if the SRO will be absent for any reason during his/her regularly scheduled hours.

4. Duties, Obligations and Procedures of the SRO:

The SRO shall/will:

- a. Wear the established patrol uniform unless another form of dress is approved by his/her supervisor.
- b. Make classroom presentations when reasonably requested by a teacher on such topics as the role of policing in the community, search and seizure, laws of arrest, traffic laws, crime prevention, victim's rights, community involvement, drug and alcohol issues, youth programs, and the like.
- c. Participate in discussions during class to establish rapport with students.
- d. Take appropriate law enforcement action in and around the school as required by law and consistent with the policies and procedures of the police department and District. Appropriate law enforcement action includes all those duties normally performed by a police officer, such as issuing traffic citations; investigating crimes and motor vehicle accidents; conducting interviews of suspects, victims and witnesses; collecting evidence; making arrests; and writing reports.
- e. Notify the District as soon as practical of any violations or actions which impact school discipline, order, or safety, and such other violations and actions as the District reasonably requests to be reported.
- f. Assist other law enforcement personnel in conducting investigations involving students or employees of the District when requested and required to do so.
- g. Obtain prior permission, advice, and guidance from school administrators before enacting any program within the school.
- h. Provide assistance to school administrators, faculty, and staff, upon request, in developing emergency procedures and emergency management plans to include prevention and/or minimization of dangerous situations that may result from students' unrest, unauthorized intruders, terrorist acts, bombs threats, active shooters, and the like.
- i. Be thoroughly familiar with District policies and regulations related to safety and student conduct and discipline issues, including the District's Code of Conduct.
- j. Assist the District, its administrators, faculty, and staff with violations of such policies as requested by District administrative personnel. However, the SRO shall not be expected to, or asked, to detain or take into physical custody any student or other individual who has only violated a District policy or the District's Code of Conduct. The SRO, as a law enforcement officer, can only detain or take into physical custody those students or other persons for whom there is reasonable suspicion or probable cause that they have committed a crime as defined under Oregon Revised Statutes or Federal laws.

- k. Be familiar with and abide by all relevant District policies and regulations while on District property.
- l. Work to develop rapport with students and a working relationship with student organizations, faculty, staff members, district administrators, parents, law enforcement, other governmental agencies, and community members.
- m. Coordinate efforts with campus supervisory personnel, i.e., student managers, campus supervisors, hall monitors, parking attendants, and building security personnel.
- n. Maintain detailed, accurate, and up to date records as required by the City and District.
- o. Meet regularly with juvenile authorities concerning information of juvenile delinquency issues and problems, as well as work proactively with all law enforcement agencies and other governmental agencies that service the District's community.
- p. Attend parent, faculty, student, administration, and other meetings to provide information regarding the SRO program and provide opportunities for involvement and support.
- q. Provide information regarding community programs so that proper referrals can be made and appropriate assistance can be accessed by students in need of such services. These programs may include mental health programs, drug treatment programs, and/o other similar types of services. The SRO may refer students to such agencies when necessary, thereby acting as a resource person to the students, staff faculty, parents, and administration. The SRO may also refer students to school counselors as needed. Referral guidelines shall be determined by District.
- r. Maintain confidentiality of any and all information obtained during investigations and interviews and shall not disclose the information, except as provided by law or court order, or as deemed necessary to ensure the safety of students and staff and the physical security of the middle school.
- s. Maintain confidentiality of District records and information, discussions, and other sensitive information, in accordance with District policies and State and Federal law. Without limiting the foregoing, the Talent Police Department and SRO acknowledge and agree that student education records are subject to the provisions of the Family Educational Rights To Privacy Act (FERPA), that SROs are deemed to be "school officials" under FERPA, that SROs are under the direct control of District with respect to the use and maintenance of education records by SROs, and that SROs will only use personally identifiable information from education records in connection with the purposes of this Agreement and will not redisclose any such personally identifiable information,

including but not limited to any other employees of the Talent Police Department who are not also SROs, without the consent required by FERPA, unless such disclosure is otherwise exempt from the FERPA consent requirements.

- t. Perform other duties that will promote the purpose of the SRO program and which are mutually agreed upon by the District and the City; however, the SRO shall not be used for regularly assigned lunchroom duties, hall monitoring, or other monitoring duties. If there is a temporary problem or emergency, the SRO may assist the school, if the SRO's duties permit, until the problem is resolved.

## ARTICLE III

### Duties of the District

The District shall provide the SRO with the following materials, facilities, and assurances that are deemed necessary for the performance of the SRO Program:

1. A private, secure office at Talent Middle School to conduct interviews and investigations and other law enforcement activities in a confidential environment and access to records that are deemed necessary and appropriate by the District in order for the SRO to successfully accomplish his/her assigned task. The SRO shall maintain the confidentiality of all such activities. The school administrator, or his/her designee, shall be apprised of any information of a sensitive nature once the SRO has conferred with the Chief of Police or his/her designee, if there is a possibility of any impact upon the school, faculty, or students. The school administrator shall discuss such information only with those necessary on a "need to know" basis.
2. A desk, filing cabinet with locking system, telephone, computer with peripherals, internet access, office supplies and office furniture for use of the SRO.
3. Assurance District employee cooperation in investigations and interviews consistent with District policies and procedures in those cases where the District employee **is not** a suspect in a criminal investigation.

## ARTICLE IV

### Funding

The City shall be responsible for paying the SRO's salary and supplying duty-appropriate law enforcement equipment to SRO. District agrees to pay the City up to \$75,000 toward the employment costs of the SRO during the term of this Agreement. The District's payment toward the employment costs of the SRO is based upon the expectation that the SRO will be on duty at the Talent Middle School an average of forty (40) hours per week when school is in regular session during the term of this Agreement. Upon the expiration of the term of this Agreement, if it is determined that the SRO's average weekly hours on duty at Talent Middle School were fewer than 40 hours per week, the City shall reimburse the District on a pro-rata basis.

## **ARTICLE V**

### **Evaluation and Future Funding**

Prior to June 30<sup>th</sup> of the current year of agreement, the parties shall meet to evaluate the effectiveness of the School Resource Officer (SRO) Program and consider whether modifications to the program are necessary or advisable to accomplish its purpose prior to the next school year. The parties agree to cooperate and negotiate in good faith in fulfilling the intent of the parties concerning continuation of the program. Neither the City nor the District make any representations in this agreement regarding future funding availability for an SRO at Talent Middle School after the 2023-2024 school year.

## **ARTICLE VI**

### **Appropriations**

The obligations of each party under this agreement are contingent upon adequate funds for that purpose being available, budgeted, appropriated, and otherwise made available.

## **ARTICLE VII**

### **Employment Status of School Resource Officer**

The School Resource Officer shall remain at all times an employee of the City and shall not be an employee of the Phoenix-Talent School District. The City shall be responsible for paying all salary and other compensation to the SRO pursuant to an employment agreement between the City and the SRO. The District and the City acknowledge that the School Resource Officer is a law enforcement officer who shall uphold the law under the direct supervision and control of the Talent Police Department. The School Resource Officer shall observe the chain of command structure of the Talent Police Department at all times.

The District has the rights and responsibilities to report any alleged misconduct, malfeasance, or nonfeasance of office; non-compliance with the District's policies, or other questionable behavior on the part of the SRO to the Chief of Police or his/her designee. Such reports shall be made in writing unless circumstances dictate making such reports in person or by phone. All such reports, either written or verbal, shall have, as a minimum, a statement of the allegations, a description of any supporting documentation and/or evidence, and a list of all witnesses that have any knowledge of such allegations.

## **ARTICLE VIII**

### **Qualifications of the School Resource Officer**

1. The School Resource Officer must meet all of the following requirements and perform in accordance with the attached position description:

- a. Must voluntarily agree to be assigned to the position of School Resource Officer.
- b. Must be a certified police officer with a preferred minimum of three (3) years law enforcement experience.
- c. Must have maintained the requirements necessary for employment as a police officer with the Talent Police Department and State of Oregon.
- d. Must agree that if voluntarily assigned for the position of School Resource Officer, he/she will not seek a transfer from the position until the end of the school year and that he/she will not schedule time off or vacations during the periods when school is in session.
- e. Must have sufficient job knowledge, experience, training, education, appearance, attitude, communication skills and bearing, ability to deal with difficult individuals, and ability to mediate disputes and engage in conflict resolution.

## **ARTICLE IX**

### **Termination of Agreement**

Any party may terminate this agreement by giving the other party not less than fifteen (15) days prior written notice. The District may also terminate this Agreement for cause as provided in Article X, Section 1. In the event of the termination of this Agreement for any reason, the amount to be paid by the District under Article IV for the costs of the SRO shall be prorated accordingly.

## **ARTICLE X**

### **Dismissal or Replacement of the School Resource Officer**

In the event that the District believes the School Resource Officer is not effectively performing his/her duties and responsibilities, the District may request, that the School Resource Officer be removed from the program, and shall state the reasons in writing. The Chief of Police, or his/her designee, may formally meet with the School Resource Officer and the District to mediate or resolve any problems that may exist.

1. Notwithstanding anything herein to the contrary, the District may terminate this agreement without prior notice and demand the immediate removal of the SRO for unlawful conduct or conduct that violates any terms of this agreement or the employment agreement between City and the SRO.
2. The Chief of Police may dismiss or reassign the School Resource Officer based upon violation of departmental rules, regulations, and/or departmental directives, or when it is in the best interest of the Talent Police Department to do so in emergency situations.

3. In the event of any resignation, dismissal, or reassignment of the SRO, the Talent Police Department shall use its best efforts to provide a replacement SRO to fulfill the duties under this Agreement. The amount to be paid by the District under Article IV for the costs of the SRO shall be prorated accordingly for any period of time during the Term in which there is no SRO assigned to Talent Middle School.

## **ARTICLE XI**

### **Good Faith**

The Parties, their agents, and employees agree to cooperate in good faith in fulfilling the terms of this agreement. The parties agree that they will attempt to resolve any disputes concerning the interpretation of this agreement and unforeseen questions and difficulties that may arise by good faith negotiations before resorting to any litigation.

## **ARTICLE XII**

### **Modification**

This document constitutes the full understanding of the parties, and no terms, conditions, understanding, or agreement purported to modify or vary the terms of this agreement shall be binding, unless hereafter made in writing and signed by the affected parties.

## **ARTICLE XIII**

### **Non-Assignment**

This agreement, and each and every covenant herein, shall not be capable of assignment except with prior consent of all parties.

## **ARTICLE XIV**

### **Merger**

This agreement constitutes a final written expression of all terms and conditions of this agreement and is a complete and exclusive statement of these forms

## **ARTICLE XV**

### **Insurance and Indemnification**

Each Party is responsible, to the extent required by the Oregon Tort Claims Act (ORS 30.260 through 30.300), only for the acts, omissions, or negligence of its own officers, employees, or agents. Each Party shall maintain at its own expense and keep in effect during the term of this Agreement comprehensive general liability insurance or self-insurance including contractual liability, with minimum limits that are not less than the limits stated in ORS 30.270. The City of

Talent Police Department shall be included as additional insured on the District's policy, and the District shall be included as additional insured on the City of Talent's policy. To the extent permitted by the Oregon Tort Claims Act, each Party (the Indemnifying Party) shall be responsible for and shall indemnify, defend, and hold the other (the Indemnified Party) free and harmless from any and all costs, claims, losses, expenses (including but not limited to attorneys' fees), actions or causes of action, and liability of any nature including, without limitation, liability for any damages to property (whether real or personal) and injury (up to and including death) to persons, suffered by the Indemnified Party directly or from a third-party claim arising out of or relating to the actions of the Indemnifying Party under this Agreement.

## ARTICLE XVI

### Effective Date

This agreement is effective upon the date of the last party to sign.

By: \_\_\_\_\_  
Michael Campbell, Board Chair  
Phoenix-Talent Schools

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

By: \_\_\_\_\_  
Brent Barry, Superintendent  
Phoenix-Talent Schools

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

By: \_\_\_\_\_  
Jordan Rooklyn, City Manager  
City of Talent

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

# Phoenix-Talent Schools District 4

Code: JBB  
Adopted: 1/14/21  
Revised/Readopted: 9/01/22  
Orig. Code(s): JBB

## District Equity Policy

Phoenix-Talent Schools believes in, and is committed to, honoring the inherent worth and dignity of every human being. We believe in, and are committed to, creating an inclusive culture where every student, staff member, and family feels seen, heard, and validated in their existence as a human being. We believe in, and are committed to, fostering a culture of belonging where people can show up as their full and authentic selves. In short, we believe, and are committed to, creating and maintaining an antiracist and equitable school environment.

In order to best accomplish this vision, as well as hold ourselves and one another accountable to it, we affirm the following:

1. Schools should seek to narrow the opportunity (i.e. achievement) gap. In order to help accomplish this, resources should be distributed equitably, not equally. We therefore commit to directing resources based on need in order to address issues of equity first and foremost.
2. A student's success should not be predicated upon, or influenced by, their race, gender, socioeconomic status, sexual orientation, gender identity, language, ability, age or any other demographic factor beyond their control. We therefore commit to using disaggregated data – as much as possible – to inform district decision-making.
3. Equity should ensure that all students have an opportunity to reach their fullest potential. We therefore desire to see that no student demographic group is disproportionately overrepresented in our disciplinary systems nor is underrepresented in our academic success rates. Because we believe in addressing systemic inequities rather than blaming those who suffer from such inequities, we therefore commit to measuring equity in our district according to outcomes, not intentions.
4. Diversity is an asset that broadens not only our understanding of the world and others, but ourselves as well. We believe in the value of diverse perspectives and diverse experiences not only because of the enriching educational value they offer, but because they also make us and our students more well rounded, better, and more empathetic human beings. We therefore commit to recruiting, hiring, and retaining a workforce that reflects the diversity and demographics of our student body.
5. Professional development should be designed to help staff grow professionally as well as personally. We therefore commit to providing professional development that is culturally competent, culturally responsive, and curriculum that is culturally relevant in order to affirm the identity of both students and staff.

With this in mind, and to ensure that everyone's voice is heard in the decision-making process, the Board will adopt an equity lens using the following questions to guide decisions that come before the Board:

- a. What data has been used to inform the initiative, and what does the data tell us about our subgroups?
- b. What subgroups does the decision or initiative affect, both positively and negatively?
- c. How has the community (students, staff, families, and community partners) been intentionally involved in the decision-making process?

END OF POLICY

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**Legal Reference(s):**

[ORS 174.100\(7\)](#)  
[ORS 332.075](#)

[ORS 332.107](#)  
[ORS 342.437 to -342.449](#)

**Cross Reference(s):**

AC - Nondiscrimination  
ACB - Every Student Belongs  
JB - Equal Educational Opportunity

# Phoenix-Talent Schools District 4

Code: JBB-AR  
Adopted:  
Revised/Readopted:  
Orig. Code(s): JBB-AR

## District Equity Policy

In order to best accomplish Phoenix-Talent Schools vision of the District Equity Policy, the following will be implemented:

1. Provide every student equitable access to high quality curriculum, support, facilities and other educational resources, even when this means redistributing resources in order to ensure under-served and under-represented students are supported.
2. Conduct yearly audits of comprehensive district, school, and classroom level data, disaggregated by race, ethnicity, language, special education, gender, socioeconomic background, and those students identified as English learners, Migrant, in foster care, or homeless to inform decision-making.
3. Review existing practices, policies, procedures, and professional development with educational equity in mind. Identify any areas that may contribute to disparities or disproportionate levels of student success and take action to address findings.
4. Invite and include a diverse group of voices, cultures and perspectives that reflect our community demographics to support and enhance student success.
5. Conduct a yearly audit measuring student and staff demographics to reflect progress in our commitment to a diverse workforce. Create an action plan based on the findings of the audit and exit interview feedback to continue progress.
6. Prioritize current, trauma-informed equity, diversity, and inclusion professional development and continuing education opportunities. Ensure annual trainings occur with all staff. Administration will support ongoing professional development by allocating resources that remove barriers for participation. Equity, diversity, and inclusion trainings are made available to all community partners and school district volunteers.
7. Maintain and expand comprehensive curriculum that reflects diverse population. Identify any opportunity gaps for access to advanced courses across all demographics and address any identified disparities.



# PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Board Meeting - 6:00 PM

Thursday, June 15, 2023

In-Person at Phoenix Elementary School

Join the Zoom Meeting:

<https://us02web.zoom.us/j/85229302623?pwd=U3F2OGxPU3luakljOVMIeXN6NTEyZz09>

Meeting ID: 852 2930 2623    Passcode: 139701

## AGENDA

- A. Executive Session – 5:30 p.m. - In accordance with the provisions of ORS 192.660 (2)(d)
- B. Call to Order - 6:00 p.m.
- C. Accentuate the Positive - 6:00 p.m.
- D. Citizen Comments - 6:10 p.m.
- E. Superintendent Report - 6:20 p.m.
- F. Consent Agenda – 6:25 p.m.
  - 1. Approval of Agenda
  - 2. Approval of Minutes from 6/1/23
  - 3. Personnel Report
- G. Action Items 6:30 p.m.
  - 1. Board Policy JBB – District Equity Policy
  - 2. Board Policy JBB-AR – District Equity Policy – Proposed New
- H. Recess - 6:40 - 6:50 p.m.
- I. Information and Discussion – 6:50
  - 1. Facilities/Bond Update
  - 2. Financial Update
  - 3. Legislative / OSBA Update
  - 4. Community Recovery Update
  - 5. Annual Agenda Items
  - 6. Consent Agenda for July 6
  - 7. Resolutions for July 6
- J. Review of the Next Meeting Agenda - 7:30 p.m.
- K. Adjournment - 7:35 p.m.