

Alsea School Board Meeting

Thursday, June 20, 2024 6:00 PM

Alsea School Library, 301 S 3rd St, Alsea, OR 97324

1. **Call to Order**
 - a. Approval of Agenda
2. **Consent Agenda**
 - a. Approval of Minutes - May 16, 2024



Board Members present: Risteen Follett, Soren Rounds Jamie Olsen and Russ Ceperich

Board Members absent: Deb Lindberg

Staff Members present: Krista Nieraeth, Don Staehely and Lora Nickle

Staff present online: Heather Shunk, Brynn Campbell, Bart Rothenberger

1. Call to Order - 7:01 PM

- a. Flag Salute
- b. Approval of Agenda

Agenda approved with the addition of 5c. under new business to discuss the dates of the June and July meetings.

2. Consent Agenda

- a. Approval of Minutes - April 17, 2024
- b. Budget Committee Minutes - April 23, 2024

Soren Rounds approved the consent agenda as presented. Russ Ceperich seconded. Jamie Olsen noted that Russ Ceperich was not listed as a board member present at the April meeting. With the correction the agenda was approved 4-0

3. Patron Comments:

Soren Rounds read a message sent to the Board from Deb Lindberg - " Tonight I would like to take a moment and thank the students in the Art Class for all their hard work. As you go around town, you can see the efforts they are making in helping businesses such as mine. The class not only repainted my sign but one of the students redesigned it. It looks fabulous.

As a business owner and a community member I am proud of all their efforts. As these students get older and go through town they will look at not only my sign but John boys and now the grange signs and know they were a part of making our town just a bit nicer. For all their hard work, when I return I will be making a donation to the art class on behalf of Deb's Cafe.

4. Reports

- a. Superintendent Report
Ms. Nieraeth presented the Superintendent, COPS-SVPP and Regular Attenders reports. Documents available online. The board discussed the Regular Attender report at length asking clarifying questions.
 - i. COPS-SVPP
 - ii. Regular Attenders
- b. K-6 Brick and Mortar Principal Report
Ms. Nieraeth presented the K-6 report for the building. Documents available online.
- c. K-5 LaHO Principal Report
Ms. Shunk thanked Jamie Olsen for attending a LaHO classroom. She presented the LaHO report. Documents available online.
- d. 7-12 Brick and Mortar Principal Report
 - i. Senior Spotlights
Mr. Rothenberger presented the 7-12 report. Documents available online.

- e. Financial Report
Mr. Staehely presented the financial report. Documents available online.
- f. Bond Update
Chris and Nancy Giggy were not able to be present. Documents available online.
- g. Enrollment
Ms. Nieraeth presented the enrollment report. She let the Board know what we are doing as a school district to market our school and LaHO to bring enrollment numbers up. Documents available online.
- h. Safety
Ms. Nickle presented the safety committee report. Documents available online.

5. New Business

- a. WLA .ASD Transportation Contract
Ms. Nieraeth presented the 2-year contract. Documents available online. No discussion. Russ Ceperich approved the Transportation Services Agreement between Alsea School District and Willamette Leadership Academy. Jamie Olsen seconded. Motion carried 4-0.
- b. WLA.ASD Bus Purchases Recommendation
Mr. Rothenberger presented his recommendation to purchase two 77 passenger buses for WLA. WLA will be responsible for the lease payments each month. No discussion. Jamie Olsen motioned to approve Resolution 24-07 as presented. Russ Ceperich seconded. Motion carried 4-0.
- c. Discuss dates for June and July board meetings.
June conflict of date, move the June meeting from June 13th to the following week. June 20th at 7:00 PM. July conflict no power at the school due to construction. Move the July 11th meeting to July 25th. Jamie Olsen motioned to approve the dates of June 20th and July 25th as the next board meetings. Russ Ceperich seconded. Motion carried 4-0.

6. Old Business

- a. K - 6 Math Curriculum Adoption
Russ Ceperich motioned to accept the K-6 Math Curriculum Adoption. Soren Rounds seconded. The board discussed. Motion carried 4-0.
- b. Resilience Grant Update
Ms. Nieraeth updated the board. Benton County Foundation needed to decline partnering with us at this time due to their own staffing issues. However, we will continue to move forward with upgrading to a commercial kitchen.

7. First Reading *(Shaded words are new/strikethroughs are deleted)

8. Second Reading

- a. AC – Nondiscrimination
- b. CBG – Evaluation of the Superintendent
- c. CCG – Evaluation of Administrators
- d. EBBB – Injury or Illness Reports
- e. EBC – Emergency Plan and First Aid
- f. EBCA – Safety Threats
- g. EBCB – Emergency Procedure Drills and Instruction
- h. GBEB – Communicable Diseases in Schools
- i. GBEB-AR – Communicable Diseases in Schools
- j. GBN/JBA – Sexual Harassment
- k. GBNAB/JHFE – Suspected Abuse of a Child Reporting Requirements
- l. GBNAB/JHFE-AR – Reporting of Suspected Abuse of a Child
- m. GCDG/GDDA – Criminal Records Check and Fingerprinting
- n. IGBAF – Special Education - Individualized Education Program (IEP)

- o. IGBAF-AR - Special Education: Individualized Education Program (IEP)
 - p. IGBAG - Special Education - Procedure Safeguards
 - q. IKC - Class Rankings
 - r. JBA/GBN - Sexual Harassment
 - s. JBAA-AR - Section 504 - Students**/*
 - t. JEA - Compulsory Attendance
 - u. JEA-AR - Compulsory Attendance
 - v. JGAB - Use of Restraint or Seclusion
 - w. JGAB-AR - Use of Restraint or Seclusion
 - x. JHCA/JHCB - Immunization and School Sports Participation
 - y. JHFE/GBNAB - Suspected Abuse of a Child Reporting Requirements
 - z. JHFE/GBNAB-AR - Reporting of Suspected Abuse of a Child
 - aa. KBA-AR - Public Records Request
- Russ Ceperich motioned to approve all of the second readings as presented. Jamie Olsen seconded. No discussion. Motion carried 4-0.

9. Board Comments

Jamie Olsen wanted to know what the board’s role and expectation is for graduation. Ms. Nieraeth said that she would ask that question of Mr. Rothenberger and Ms. Wilson and let the board know as soon as possible.

Risteen Follett commented about all the hard work that everybody has done this year. The board, the staff and the students.

Jamie Olsen had a question about overnight trips and board approval. Risteen recommended that Jamie and Krista meet to discuss her concerns.

10. Future Agenda Items

11. Key Dates

May 17th - Prom

May 21st, Budget Committee Meeting, 6:00 PM May 30th - Senior Banquet, 6:00 PM

June 7th - Graduation, 7:00 PM

June 11th - 6th, 7th and 8th - Awards Night and Promotion, 6:00 PM June 13th - Last Day of School (Half Day)

June 13th - Regular School Board Meeting, 7:00 PM

Meeting adjourned at: 8:28 PM

Risteen Follett, Board Chair
8:28

Date

Krista Nieraeth, Superintendent

Date

b. Budget Committee minutes - 5.21.2024

Alsea Budget Committee Meeting
Tuesday, May 21, 2024
6:00 PM
Alsea School Library



Alsea School District 7J 301
South 3rd Street Alsea, OR
97324
541.487.4305

Zoom Link: <https://us06web.zoom.us/j/89615198648?pwd=C6zFEcwbYefAY2o8AcmdzV1VTNOCEt.1>

Board Members Present: Risteen Follett, Soren Rounds, Jamie Olsen, Russ Ceperich

Budget Committee Members Present: Kimberly Lanning, Kathy Gamler, MacKenzie Webb, Cheryl VanLeuven

Budget Committee Members Absent: Tracy Foster

Staff Present: Krista Nieraeth, Don Staehely, Lora Nickle

Online Attendees: Heather Shunk, Holly Olsen, Bart Rothenberger

1. **Call to Order** - 6:11 PM

Speaker(s): Kim Lanning

- a. Flag Salute

2. **Approval of Agenda**

Risteen Follett approved the agenda as presented. Russ Ceperich seconded. Motion carried 8-0.

3. **Approval of Minutes** - April 23, 2024

Soren Rounds approved the minutes as presented. Cheryl VanLeuven seconded. Motion carried 8-0

4. **Budget Discussion**

Speaker(s): Don Staehely/Krista Nieraeth

Mr. Staehely explained the history of the Education Service District and how their services became a part of small school districts. He explained the Tier I and Tier II services are provided for Alsea. Ms. Nieraeth explained how she 'buys' services, mainly Special Education services for our district.

- a. Review 2024-25 Proposed Budget
- b. Recommended Changes to the 2024-25 Proposed Budget

Mr. Staehely gave an overview of the revised changes to the proposed budget as reflected in the Budget approval Resolution. On May 13, 2024, an award letter from Business Oregon for Seismic Rehabilitation Grant. An adjustment in the General Fund beginning balance as well as a balance transfer to the Capital Project funds.

- c. Discussion / Questions

The Budget Committee and Board members discussed length and asked clarifying questions.

5. Next Meeting Date May 28th or Approve Proposed Budget Resolution

Cheryl VanLeuven motioned to approve the 2024-2025 Budget Approval Resolution as presented. Risteen Follett seconded. Motion carried 8-0.

6. Meeting Adjourned 7:11 PM

Risteen Follett, Board Chair

Date

Krista Nieraeth, Superintendent

Date

c. Hires -
Nicolaas VanDerZwan, MS/HS Science Teacher

d. Resignations -
Bart Rothenberger, 7-12 Principal, Athletic Director, and Transportation Director

e. Retirement - Jan Olsen, Instructional Assistant III

3. Patron Comments:

The Alsea School Board of Directors values the opinions and input of students, staff, parents, and community members. Although board meetings are held in public, they are not meetings of the public. Please keep your comments to 3 minutes or less. If you intend to speak to the board this evening, you will need to fill out one of the blue comment cards and hand it to the Board Secretary, Lora Nickle. Public comments may also be made via Zoom. If you intend to speak via Zoom, please put your name in the comments so that the board chair can call on you. Before you begin your comments, please state your name and if you are speaking for an organization, please state that organization. For more information about public comments at a board meeting, please see Alsea School District Policy BDDH.

4. Reports

a. Superintendent Report

Alsea School District

June Board Meeting Board Report

Krista Nieraeth, Superintendent and Special Education Director

1. CEP Update for Food Service

The District has been approved to participate in the USDA Community Eligibility Provision (CEP) for the next four years. This provides free breakfast and lunch to our students. Thank you to Don, Lora, and Roxie for their hard work in getting the data together and submitting it to ODE for approval.

2. Outdoor School Update

The district has successfully completed all reports for this year's Outdoor School and submitted them to OSU. We are waiting for approval and then we should be reimbursed for all costs that are associated with sending students to Outdoor School.

3. Food Service Contract with Corvallis

We renewed our food service contract with Corvallis for the 2024 – 2025 school year. This contract goes into effect July 1, 2024, and ends June 30, 2025. The duties and responsibilities of CSD remain the same as in prior years. We are paying \$38,850 per year for their services.

4. COPS – SVPP Grant

I submitted on Friday, June 14th, the COPS – SVPP Grant for School Safety. The budget I submitted included a schoolwide intercom system, new exterior doors, and automatic closing and locking systems for a total of \$331,131. With this grant, the district must match 25% of the total budget, which is \$82,783. We should know by Fall 2024 if we are recipients of this grant.

5. Summer School

The district will be hosting online summer school for students in grades 8 – 11. This is a time for students to gain credits towards their graduation requirements, as well as earn necessary credits that they did not earn earlier in their careers. We currently have 6 students signed up for summer school, and they are able to access classes on June 21st. We will be using the Edgenuity platform and Kayla Wilson is the Summer School monitor. Our ability to provide this to our students comes entirely from the SIA grant.

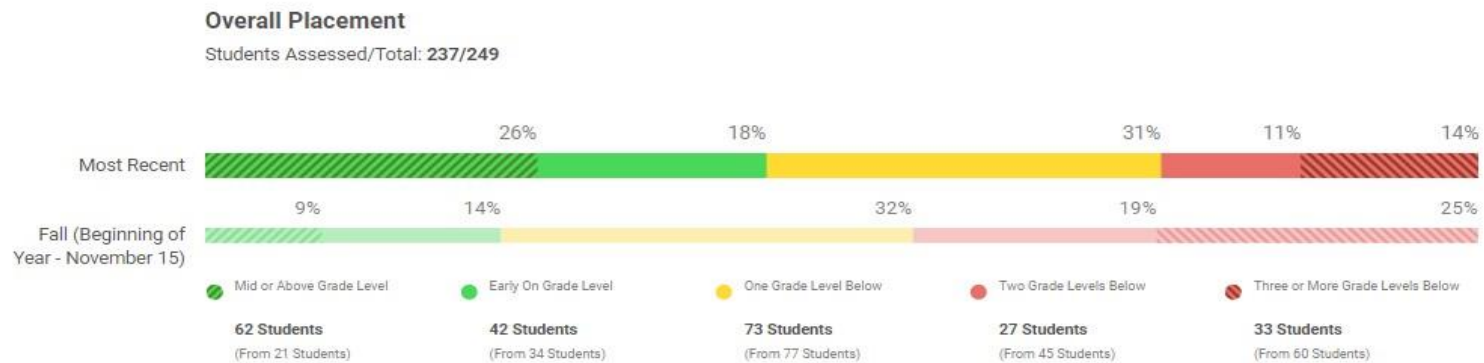
6. Construction Logistics for Seismic Grant

Don and I have been working with the Giggys to discuss logistics for the Seismic Grant, as well as consulting our legal counsel to ensure that the District is meeting all legal requirements.

7. End of Year i – Ready results

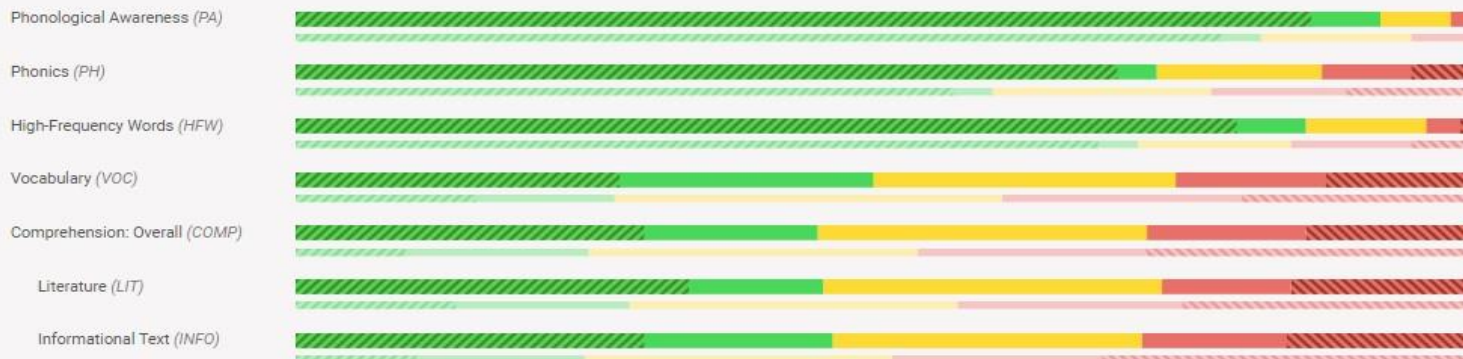
Final results of our I – Ready Diagnostic testing are in. Overall, we saw growth as a district, but we do have a long ways to go. Highlights include:

- Reading proficiency increased from 23% to 44%, while students who were two or more grade levels behind decreased from 44% to 25%.
- Overall, our students made 122% growth in reading based on national standards.
- Math proficiency increased from 14% to 31%, while students who were two or more grade levels behind decreased from 46% to 30%.
- Overall, our students made 79% growth in math based on national standards.



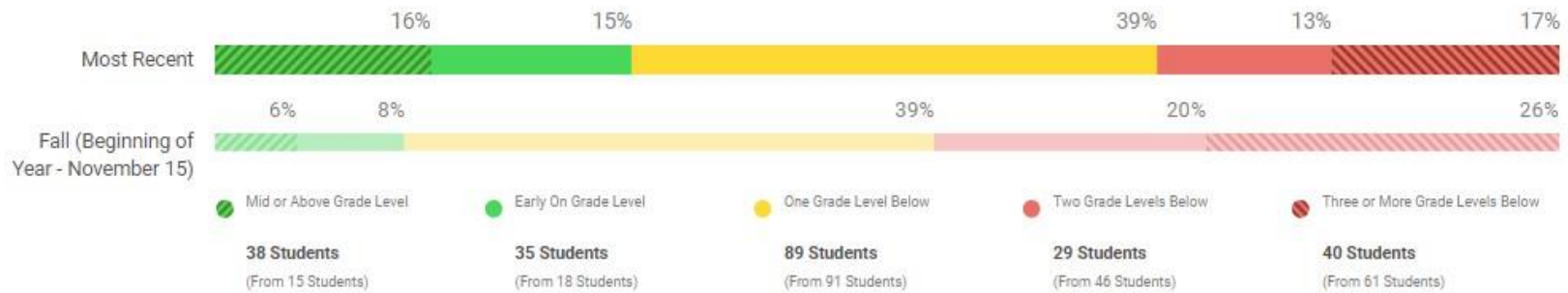
[The Mapping Between 5-Level and 3-Level Placements](#)

Placement by Domain



Overall Placement

Students Assessed/Total: 231/244



[i The Mapping Between 5-Level and 3-Level Placements](#)

Placement by Domain



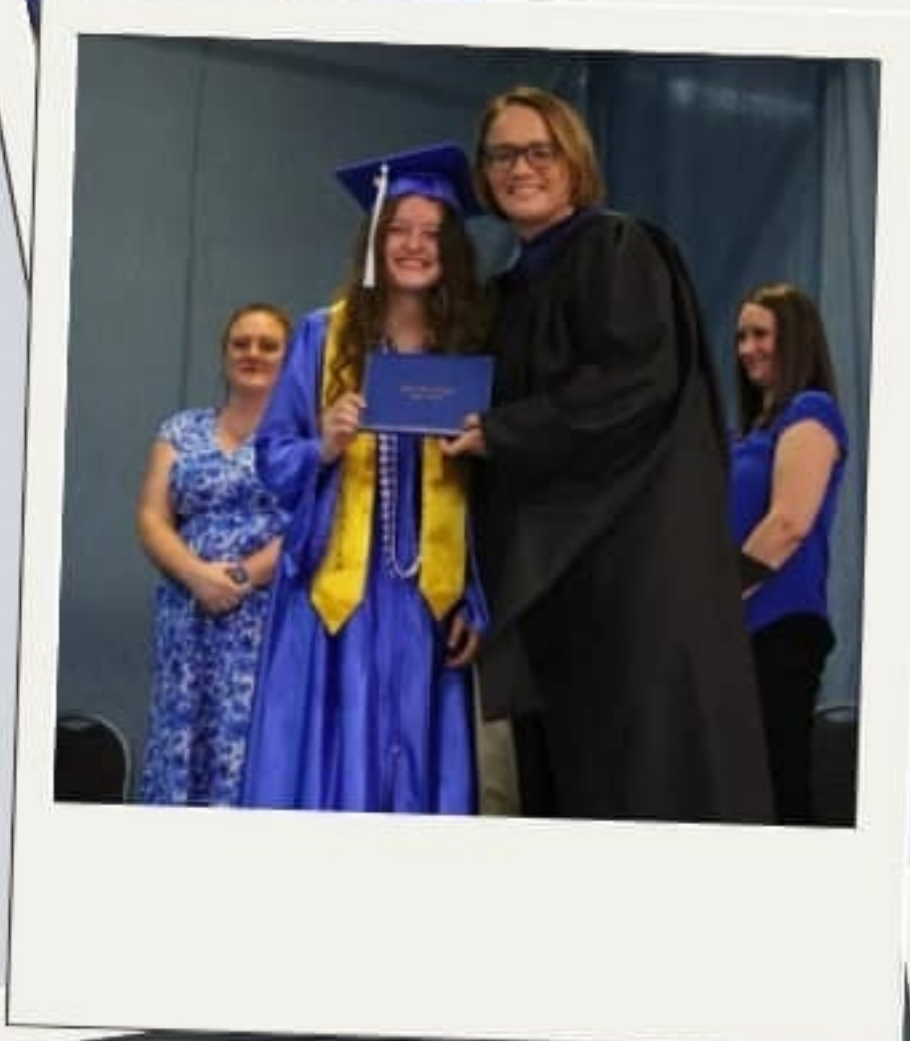
8. Facilities/Maintenance

Keenan has been gearing up for the summer projects. We will have at least 3 custodial/maintenance workers with Keenan this summer to help with projects, including cleaning of the building.

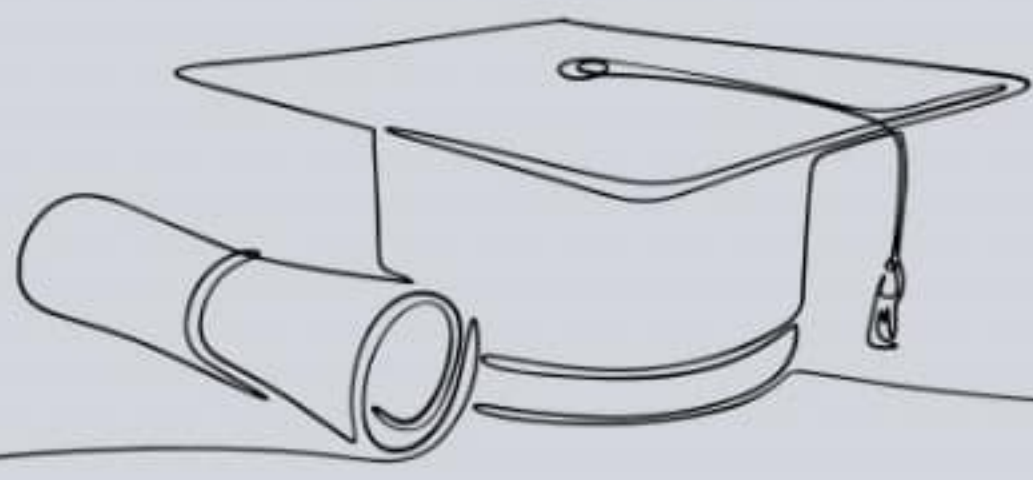
These projects include:

- Cleaning and painting the grandstands/install motion light to the back of the grandstands
- Removal of Surplus items/general clean up around the school property
- Remove two sets of lockers and replace tiles in the HS hallway
- Replace kindergarten and 2nd grade doors
- Install new doors and trim in the 4/5/6 grade bathrooms
- Install outlets for outside cameras
- Move classrooms and offices

Please remember due to construction, our building will be closed to all except maintenance employees and administration from June 24th – August 9th.



ALSEA HIGH SCHOOL



Fearless

**CLASS OF
2024**

i. Regular Attenders

REGULAR ATTENDERS

| Grade Level | Enrollment # | | Enrollment # | | Enrollment # | | Enrollment # | | Enrollment # | | Enrollment # | | Enrollment # | | Enrollment # | | | |
|-------------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|------------|---------------|
| | 01-Oct | | 01-Nov | | 01-Dec | | 01-Jan | | 01-Feb | | 01-Mar | | 01-Apr | | 01-May | | | |
| KG | 18 | 77.78% | 18 | 50.00% | 16 | 43.75% | 16 | 43.75% | 16 | 56.25% | 17 | 70.59% | 17 | 70.59% | 16 | 75.00% | 16 | 68.75% |
| 1st | 42 | 83.33% | 39 | 84.62% | 39 | 82.05% | 39 | 79.49% | 40 | 80.00% | 40 | 72.50% | 39 | 76.92% | 39 | 82.05% | 39 | 79.49% |
| 2nd | 36 | 72.22% | 36 | 69.44% | 37 | 78.38% | 37 | 81.08% | 37 | 83.78% | 37 | 86.49% | 37 | 91.89% | 37 | 89.19% | 35 | 91.89% |
| 3rd | 32 | 77.42% | 30 | 83.33% | 29 | 89.66% | 29 | 79.31% | 28 | 71.43% | 28 | 71.43% | 27 | 77.78% | 25 | 72.00% | 26 | 69.23% |
| 4th | 25 | 76.00% | 26 | 73.08% | 25 | 72.00% | 25 | 64.00% | 25 | 64.00% | 24 | 54.17% | 24 | 70.83% | 24 | 70.83% | 24 | 66.67% |
| 5th | 24 | 70.83% | 26 | 50.00% | 25 | 48.00% | 25 | 40.00% | 24 | 45.83% | 21 | 52.38% | 21 | 61.11% | 18 | 55.56% | 18 | 61.11% |
| 6th | 13 | 78.57% | 13 | 76.92% | 12 | 66.67% | 12 | 66.67% | 12 | 75.00% | 13 | 76.92% | 13 | 84.62% | 15 | 66.67% | 15 | 66.67% |
| 7th | 20 | 68.42% | 18 | 61.11% | 19 | 47.37% | 18 | 27.78% | 17 | 47.06% | 17 | 42.11% | 17 | 47.06% | 17 | 52.94% | 17 | 46.06% |
| 8th | 13 | 76.92% | 13 | 61.54% | 13 | 61.54% | 13 | 53.85% | 13 | 46.15% | 13 | 38.46% | 13 | 46.15% | 13 | 46.16% | 12 | 58.33% |
| 9th | 22 | 68.18% | 22 | 63.64% | 23 | 56.52% | 23 | 56.52% | 22 | 63.64% | 20 | 65.00% | 17 | 70.59% | 16 | 68.75% | 16 | 75.00% |
| 10th | 12 | 66.67% | 12 | 58.33% | 12 | 50.00% | 12 | 58.33% | 12 | 66.67% | 12 | 58.33% | 12 | 50.00% | 11 | 72.73% | 11 | 72.73% |
| 11th | 14 | 78.57% | 13 | 53.85% | 14 | 57.14% | 14 | 57.14% | 14 | 57.14% | 13 | 46.15% | 13 | 30.77% | 13 | 23.08% | 13 | 23.08% |
| 12th | 11 | 38.46% | 10 | 30.00% | 10 | 20.00% | 10 | 20.00% | 10 | 20.00% | 10 | 30.00% | 8 | 25.00% | 8 | 25.00% | 8 | 25.00% |
| Schoolwide | 282 | 71.80% | 276 | 62.76% | 274 | 59.47% | 273 | 55.99% | 270 | 59.77% | 265 | 58.81% | 258 | 61.79% | 252 | 61.54% | 250 | 61.85% |

b. K-6 Brick and Mortar Principal Report

Alsea School District

June School Board Report – K-6 B&M School

Krista Nieraeth, Principal

School / Classroom Updates / Accomplishments

- May's Theme for Student of the Month was Excellence. Congratulations to the following students for being chosen as May's Student of the Month!

Kindergarten: Ivan Olsen
1st Grade: Reese Pedder
2nd Grade: Arya Larson
3rd Grade: Kaylee Nelson
4th Grade: Logan Cleveland
5th Grade: Ashlyn Sapp
6th Grade: Connor Grimm

Elementary Student of the Month



Elementary Student of the Month



LIKE | SHARE | FOLLOW

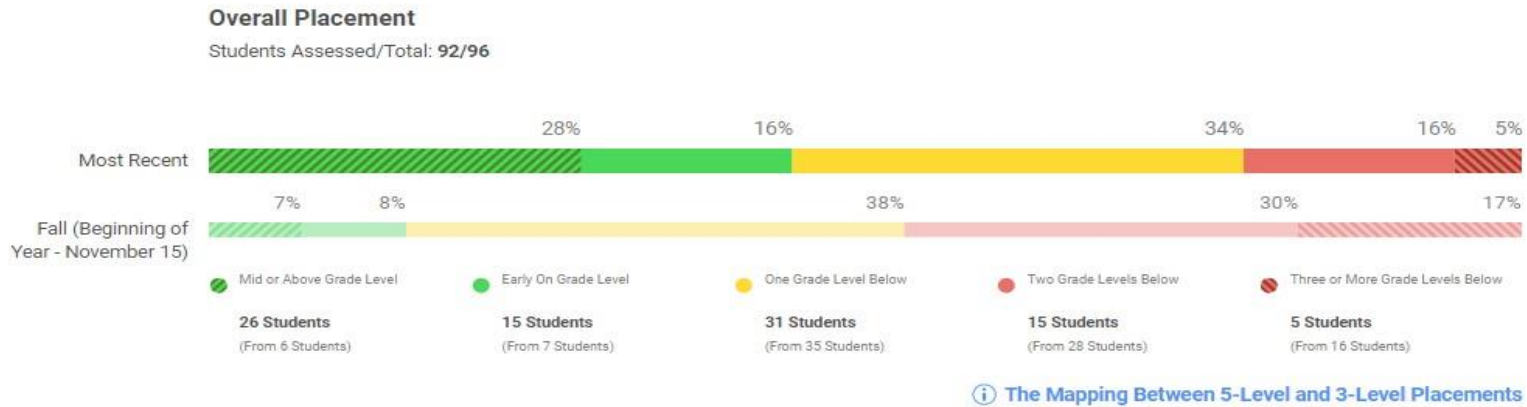
June's Theme for Student of the Month was Sincere. Congratulations to the following students for being chosen as June's Student of the Month

Kindergarten: Oaklynn Burk
1st Grade: Marlene Wamsley
2nd Grade: Harley Wamsley
3rd Grade: Ryder Petersen
4th Grade: Rylee Spohn
5th Grade: Taryn Woosley
6th Grade: Clove MacDonald

LIKE | SHARE | FOLLOW

- For the I – ready end of year results, there were improvements that we saw. For reading, K - 6 students at grade level or above rose from 15% at the beginning of the year to 44% and the students at 2 or more grade levels below decreased from 47% to 21%. For math, K - 6 students at grade level or above rose from 5% at the beginning of the year to 32% and the students at 2 or more grade levels below decreased from 47% to 21%.

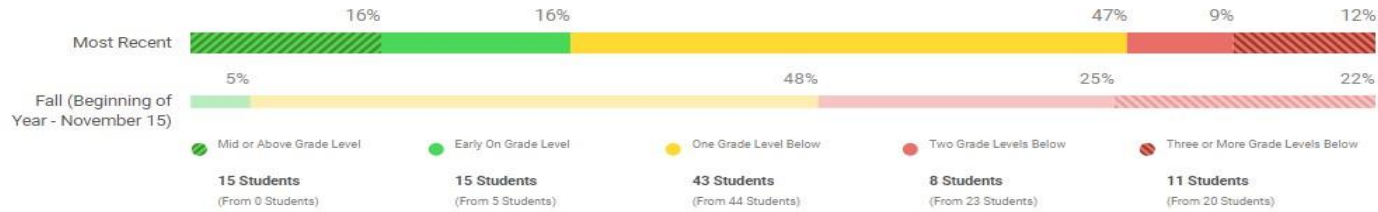
Overall, there was progress, but we do have a long ways to go. We will be using lessons learned from using this program from this year to improve our structure for next year.



Criterion Referenced

Overall Placement

Students Assessed/Total: 92/96



[The Mapping Between 5-Level and 3-Level Placements](#)

Placement by Domain



- The Benton County Sheriff's Office Marine Division visited Alsea on May 23rd to educate our K - 8 students about water safety. It was a great presentation that the students LOVED and we appreciate that BCSO came to visit us!

- Ms. Pinion's 3rd grade class held a Black Light Party at school to learn about Chemical Reactions and how the environment could affect those reactions.



- Field Day was a success! Students from Grade K – 6 spent the afternoon outside, competing in 7 different activities and ending the day with popsicles! Thank you to our parent volunteers, our Aides, Mr. Pearson and the teachers for planning and executing this day!



- We handed out Attendance Awards at an assembly the last week of school. Students who attended school 90% or more of the time received a black t-shirt that said “Alsea, Attendance Matters.” Those students who attended the school year 95% or more of the time received a blue sweatshirt that had the Alsea Wolverine logo on the front and on the back said “Attendance Matters.” We are proud of our students and hope to continue the upward trend of increasing our regular attendance rate.



c. K-5 LaHO Principal Report

ALSEA SCHOOL DISTRICT BOARD REPORT

Name: Heather Shunk Position: Principal

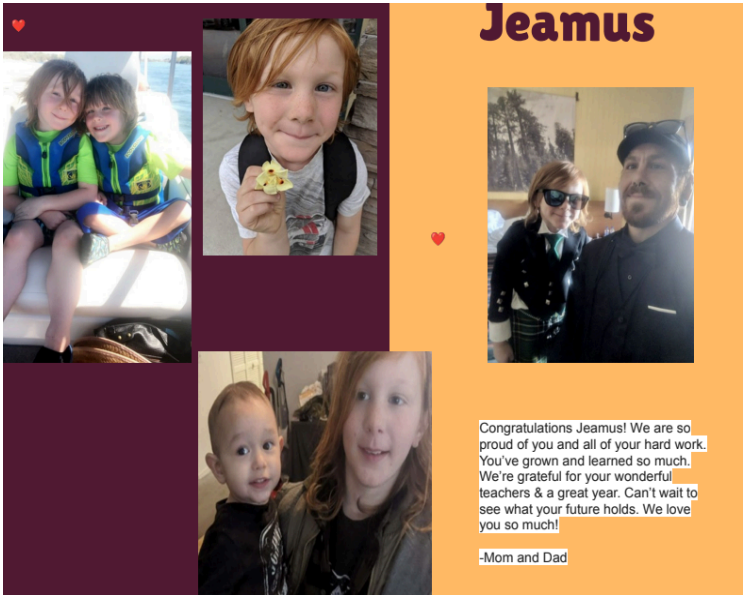
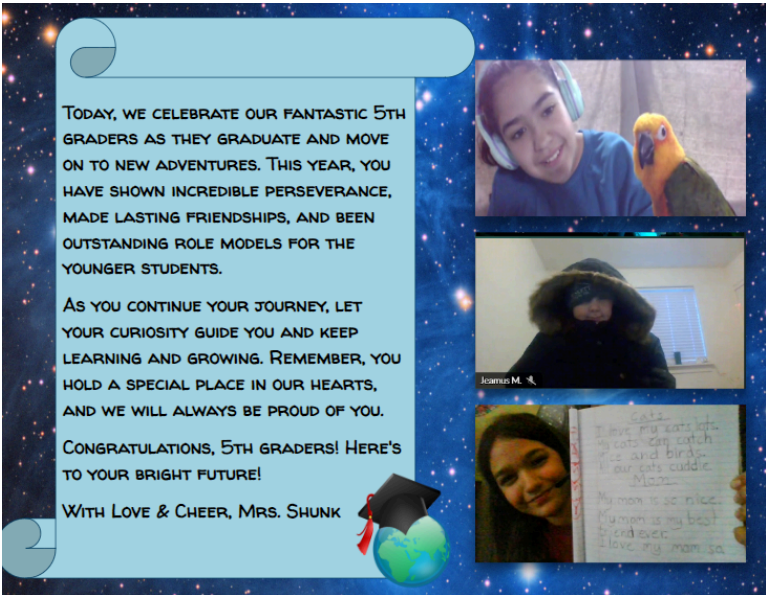
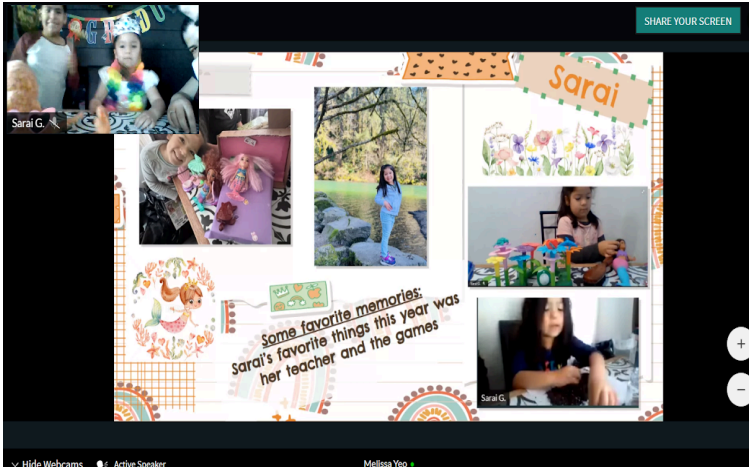
BOARD MEETING DATE: June, 2024

May 2024, Student of the Month Assembly - Character Trait - Happiness

June 2024 - Student of the Month Assembly - Character Trait - Open Minded

Highlights - Students of the Month, Character Trait - Happiness (May); Students of the Month, Character Trait - Being Open Minded) Celebrating Attendance and Punctuality, Genius Hour Passion Projects, Math, & Reading Superstars in I-Ready, Exploratory Class, Summer Vacation, Graduation for 5th Grade, Celebrating “Moving Up” to the next grade level, etc.

Kindergarten & 5th Grade Graduation



I-Ready

I am pleased to provide a summary of our first year using the I-Ready Diagnostic and progress monitoring platform. Overall, this initiative has been a very positive addition to our educational toolkit. Despite facing some hurdles, including technical issues, student absences, and varying levels of parent support at home, our teachers have shown remarkable perseverance and adaptability.

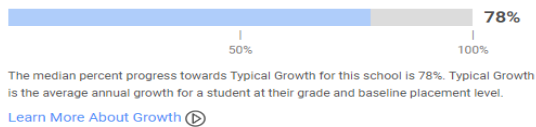
Through continuous communication and dedicated effort, teachers have successfully established routines and strategies that will benefit our students moving forward. The insights gained from I-Ready have already started to inform our instructional practices, and we are optimistic about the continued impact on student learning and achievement in the coming years. Thank you for your support in implementing this valuable tool.

Subject: Reading | School: LEARN AT HOME OREGON

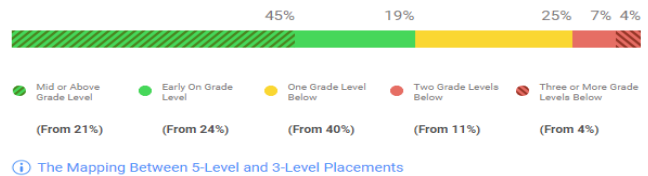
Academic Year: Current Year | Comparison Diagnostic: Most Recent

Students Assessed/Total: 75/77

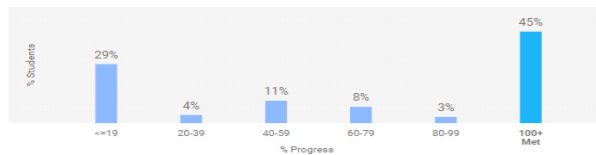
Progress to Annual Typical Growth (Median)



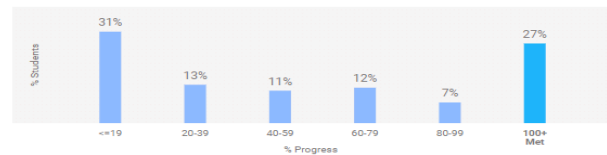
Current Placement Distribution



Distribution of Progress to Annual Typical Growth



Distribution of Progress to Annual Stretch Growth®

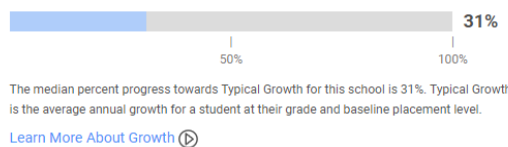


Subject: Math | School: LEARN AT HOME OREGON

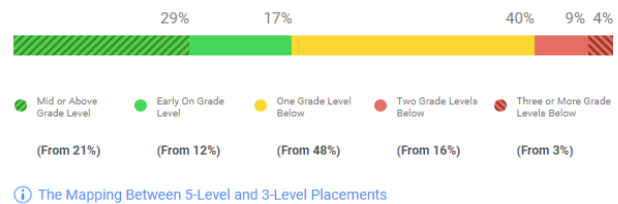
Academic Year: Current Year | Comparison Diagnostic: Most Recent

Students Assessed/Total: 75/77

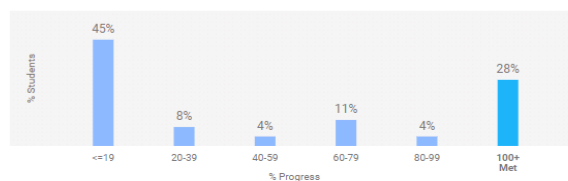
Progress to Annual Typical Growth (Median)



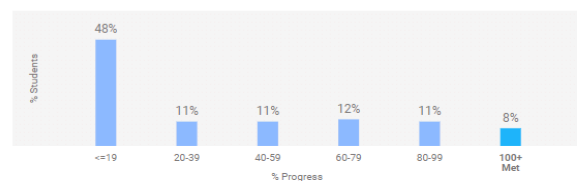
Current Placement Distribution



Distribution of Progress to Annual Typical Growth



Distribution of Progress to Annual Stretch Growth®



d. 7-12 Brick and Mortar Principal Report

Board Report for 7-12 for: June

From behind the principal's desk:

This past month has been very busy but very successful. We started off the month with 8 seniors walking across the stage. We went back to holding graduation in the gymnasium and let me tell you, it was HOT!! Catherine Ellis was the guest speaker, and she did a tremendous job. We then moved into Spring Sports Awards banquet honoring our middle school track, high school track and baseball. Following that banquet we moved right into honoring 6th, 7th and 8th graders for subject awards and promotions. This event went well with a large attendance. Nothing better than finishing the evening with root beer floats. Two days later was the last day of school and students were very excited.

Overall, it was a great year and I appreciate the opportunity to move up into the principal role and I appreciate the work I did with Krista.

Again, I asked my staff to give me a highlight of one positive from their department.

Health classes:

Both the HS and MS health classes worked on recognizing when accidents may occur and how to deal with some basic first aid situations. All students did extremely well in practicing wrapping lacerations and puncture wounds.

Social Studies

Overall, a good end to the year with most students doing well on their final, as well as the entire Junior class earning an A in history 2nd semester

Art & Yearbook

My elementary kids did an awesome job in art this year.

Yearbook staff has put together an awesome yearbook of the year.

Academic Advisor:

This year the seniors took their Senior trip to Sunriver. The students wanted to rent E-Bikes so they could ride around the resort, if you asked them they would say it was their favorite part of the trip. We learned about the lava beds and different plant and animal species that live in Central Oregon. We spent a day in Bend doing some shopping and on our last night we were able to watch Extreme Bulls a Sisters Rodeo. Overall, it was a great time, I am glad we were able to make it happen for them this year.

Transportation:

All buses are mechanically in good shape and running well. Fingers crossed!

e. Financial Report

Financial Summary

General Fund Resources

- State School Support – The Oregon Department of Education issued the final figures for the 22-23 with the May 15th payment. The district received an additional \$339,441, which was due to the state removing reserves, increasing the allocation percentage, and final audited figures. The financial statements (p2) provide the computation for 21-22 through 22-23 per the ODE. The final 23-24 will not be finalized until May 2025. The district has been receiving the funds based on the prior ADMw, which has been the prior fiscal year for the 3 year period. Beginning with the 24-25 fiscal year, the funding will be based on the actual ADMw. Monitoring the student enrollment is essential to determine the projected funding.
- 1510 - Earnings on investments – As shared last month funds in the Local Government Investment Pool (LGIP) are earning 5.2% compared to 1% last year at this time. The district earned \$22,000 in the General Fund and \$7,160 in the Bond Fund. The Capital Projects Fund (400) should have been earning interest also based on the balance in the fund. A \$12,599 amount was posted that represents earnings from July 2023 to May 2024.
- 1943 – Charter Fees – During the 22-23 fiscal year, WLA was invoiced 20%, including administration fees. The actual amount is based on the final 22-23 SSF. WLA was issued a 10% refund, which reduced the fees in this account. As shared last month, the 10% for 23-24 is reflected in deferred revenue rather than the revenue account. Once we receive the final 23-24 figures, this account will be adjusted to reflect a payment to WLA or revenue to the district.
- 5300 – The district will be issued \$5,000 for damages incurred during the ice storm from PACE and is working with FEMA on the remaining damages of \$1,000 FEMA.
- No other changes in revenues

General Fund Expenditures

- 1111/1250/1291 – Salaries were adjusted to the Early Literacy Grant.
- 5200 – Food Service Transfer – The statements have been adjusted to reflect the projected amount required to balance the Food Service Program (299) – Included in the statements are the per meal cost analysis and participation claim report that will be review in the meeting.

Ending Fund Balance - Presently the balance projected is \$6,700,000. The 24-25 Approved Budget includes a \$6,700,000 beginning cash balance.

Special Revenue

- 299 – As shared above, included in the financial statements is an analysis of the food service program and cost per meal.
- No major changes. All grants are being monitored by Krista Nieraeth, Brynn Campbell, and Don Staehely to ensure all funds spent are following the grant requirements.

Debt Service

- No change – the district is projecting an ending balance of \$23,000 which will be used as the beginning cash for the 24-25 Proposed Budget

Capital Projects

- Interest has been recorded for the period, July through May.

Bond 2021 and OSCIM Grant

- The only change is the available funds earned \$7,160 for the month of May.

**GENERAL FUND
STATEMENT OF RESOURCES
FOR THE FISCAL YEAR 2023-24
As of May 31, 2024**

| <u>LINE</u> | <u>SOURCE</u> | <u>BUDGET</u> | <u>Y-T-D 5/31/2024</u> | <u>PROJECTED</u> | <u>TOTAL 5/31/2024</u> | <u>BALANCE OVER/(UNDER)</u> | |
|------------------------------------------------------------|---------------|-----------------------------------------------------|----------------------------|-------------------------|----------------------------|---------------------------------|------------------------|
| STATE SCHOOL SUPPORT FORMULA | | | | | | | |
| 1 | 1111 | CURRENT YEAR'S TAXES | \$ 499,000.00 | \$ 493,363.99 | 3,969.43 | \$ 497,333.42 | \$ (1,666.58) |
| 2 | 1112 | PRIOR YEAR'S TAXES | 1,000.00 | 3,047.71 | | 3,047.71 | 2,047.71 |
| 3 | 1114 | OTHER TAXES | - | 4.72 | - | 4.72 | 4.72 |
| 4 | 1190 | INTEREST ON TAX COLLECTIONS | 800.00 | 593.96 | | 593.96 | (206.04) |
| 5 | 2101 | COUNTY SCHOOL FUND | 2,500.00 | 1,666.58 | | 1,666.58 | (833.42) |
| 6 | 3103 | COMMON SCHOOL FUND | 66,340.92 | 25,815.48 | 25,815.48 | 51,630.96 | (14,709.96) |
| 7 | 3101 | STATE SCHOOL SUPPORT FUND | 6,773,656.93 | 6,399,981.30 | | 6,399,981.30 | (373,675.63) |
| 8 | 4801 | FEDERAL FOREST FEES | - | - | - | - | - |
| 9 | | TOTAL 2023-24 SSSF SOURCES (Line 1 - Line 8) | 7,343,297.85 | 6,924,473.74 | 29,784.91 | 6,954,258.65 | (389,039.20) |
| STATE SCHOOL SUPPORT FORMULA (Prior Yr Adjustments) | | | | | | | |
| 10 | | STATE SCHOOL SUPPORT FUND 22-23 | | 339,440.93 | | 339,440.93 | 339,440.93 |
| 11 | | HIGH COST GRANT | | | | - | - |
| 12 | | TOTAL SSSF PRIOR YR ADJ (Line 10 - Line 11) | - | 339,440.93 | - | 339,440.93 | 339,440.93 |
| 13 | | TOTAL SSSF SOURCES (Line 9 + Line 12) | 7,343,297.85 | 7,263,914.67 | 29,784.91 | 7,293,699.58 | (49,598.27) |
| NON STATE SCHOOL SUPPORT FORMULA SOURCES | | | | | | | |
| LOCAL SOURCES | | | | | | | |
| 14 | 1510 | EARNINGS ON INVESTMENTS | 25,000.00 | 268,576.60 | 33,523.40 | 302,100.00 | 277,100.00 |
| 15 | 1710 | ADMISSIONS - GATE FEES | 7,500.00 | 5,245.71 | - | 5,245.71 | (2,254.29) |
| 16 | 1760 | FUND RAISING | - | 125.00 | - | 125.00 | 125.00 |
| 17 | 1910 | RENTAL INCOME | 12,000.00 | 3,300.00 | 300.00 | 3,600.00 | (8,400.00) |
| 18 | 1943 | SERVICES PROVIDED CHARTER SCHOOLS | 88,505.00 | 25,567.09 | 19,432.91 | 45,000.00 | (43,505.00) |
| 19 | 1960 | RECOVER PRIOR YEAR'S EXPENDITURES | - | 20,828.67 | 197.47 | 21,026.14 | 21,026.14 |
| 20 | 1920 | DONATIONS | 6,000.00 | - | - | - | (6,000.00) |
| 21 | 1980 | FEES CHARGED OTHER GRANTS | 15,000.00 | - | - | - | (15,000.00) |
| 22 | 1990 | MISCELLANEOUS REVENUE | 24,800.00 | 25,539.98 | | 25,539.98 | 739.98 |
| 23 | | TOTAL LOCAL SOURCES (Line 14 - Line 22) | 178,805.00 | 349,183.05 | 53,453.78 | 402,636.83 | 223,831.83 |
| OTHER SOURCES | | | | | | | |
| 24 | 2102 | REVENUE THROUGH ESD | 4,000.00 | 7,647.06 | - | 7,647.06 | 3,647.06 |
| 25 | 2199 | OTHER INTERMEDIATE SOURCES | - | 4.23 | - | 4.23 | 4.23 |
| 26 | 3203 | SPECIAL EDUCATION PROGRAMS | 8,000.00 | - | - | - | (8,000.00) |
| 27 | 5300 | INSURANCE REIMBURSEMENT | 5,000.00 | - | 5,000.00 | 5,000.00 | - |
| 28 | 5400 | BEGINNING CASH | 2,999,999.65 | 4,390,473.33 | | 4,390,473.33 | 1,390,473.68 |
| 29 | | TOTAL OTHER SOURCES (Line 24 - Line 28) | 3,016,999.65 | 4,398,124.62 | 5,000.00 | 4,403,124.62 | 1,386,124.97 |
| 30 | | TOTAL NON SSSF SOURCES (Line 23 + Line 29) | 3,195,804.65 | 4,747,307.67 | 58,453.78 | 4,805,761.45 | 1,609,956.80 |
| 31 | | TOTAL RESOURCES (Line 13 + Line 30) | \$ 10,539,102.50 | \$ 12,011,222.34 | \$ 88,238.69 | \$ 12,099,461.03 | \$ 1,560,358.53 |

**Alsea School District 7J
State School Support Formula History and Estimate**

| | ODE Weight | 21-22 | | 22-23 | | new | | 23-24 | |
|---------------------------------------------|-----------------------|--------------|-------------------------|------------------|--------|-------------------------|----------|--------------|------------------------|
| ADMr | 1.00 | 934.77 | 934.77 | | 468.80 | 468.80 | | 268.77 | 268.77 |
| ESL | 0.50 | 6.29 | 3.15 | | 12.63 | 6.32 | | 4.00 | 2.00 |
| Pregnant and Parenting | 1.00 | - | - | | | - | | - | - |
| IEP | 1.00 | 86.00 | 86.00 | | 51.57 | 51.57 | | 29.56 | 29.56 |
| IEPs above 11% | 1.00 | 2.30 | 2.30 | | 25.40 | 25.40 | | 2.30 | 2.30 |
| Students in Poverty | 0.25 | 20.00 | 5.00 | | 29.00 | 7.25 | | 29.00 | 7.25 |
| Foster Care | 0.25 | 2.00 | 0.50 | | 1.00 | 0.25 | | 1.00 | 0.25 |
| Remote Elementary | 1.00 | - | - | | | - | | - | - |
| Small High School | 1.00 | 88.35 | 88.35 | | 53.85 | 53.85 | | 53.86 | 53.86 |
| Total ADMw | | | 1,120.07 | | | 613.44 | | 388.49 | 363.99 |
| Prior Yrs ADMw | | | 959.14 | | | 1,120.07 | | | 613.44 |
| Greater ADMw Amt between Yrs | | | 1,120.07 | | | 1,120.07 | | | 613.44 |
| Base Amount | | | \$ 4,500.00 | | | \$ 4,500.00 | | | \$ 4,500.00 |
| Teacher Experience Base Amount | | | \$ 25.00 | | | \$ 25.00 | | | \$ 25.00 |
| Experience | | | (4.32) | | | (2.30) | | | (2.30) |
| Teacher Experience Amount | | | (108.00) | | | (57.50) | | | (57.50) |
| Total Base Amount | | | \$ 4,392.00 | | | \$ 4,442.50 | | | \$ 4,442.50 |
| Ratio | | | 2.03681370200 | | | 2.13779121796 | | | 2.24088649993 |
| State School Funding Per ADMw | | | \$ 8,945.69 | | | \$ 9,497.14 | | | \$ 9,955.14 |
| General Purpose Grant | Rounding | | \$ 1.00 | Rounding | | \$ 2.00 | Rounding | | \$ 78.00 |
| | | | \$ 10,019,755 | | | \$ 10,637,416 | | | \$ 6,106,909 |
| Transportaiton | | | 1,425,572.00 | | | 1,423,029.00 | | | 940,000.00 |
| Percent | | | 80% | | | 90% | | | 90% |
| Transportation Grant | | | \$ 1,140,458.00 | | | \$ 1,280,726.00 | | | \$ 846,000.00 |
| Rounding | | | -6 | | | -5 | | | |
| Total Formula Revenue | | | \$ 11,160,207 | | | \$ 11,918,137 | | | \$ 6,952,909 |
| Less Local Collections | | | | | | | | | |
| Property Taxes | | | 458,301.00 | | | 485,130.00 | | | 500,000.00 |
| Common School | | | 48,709.00 | | | 63,817.04 | | | 51,630.96 |
| County School | | | 8,805.00 | | | 7,543.00 | | | - |
| Federal Forest Fees | | | - | | | - | | | - |
| Total Local Offsets | | | \$ 515,815.00 | | | \$ 556,490.04 | | | \$ 551,630.96 |
| State School Support Payments | | | \$ 10,644,392.00 | | | \$ 11,361,646.96 | | | \$ 6,401,278.04 |
| | | | | | | Estimate | | | Estimate |
| General Education | | | | Line | | 10,637,411.00 | | | 6,106,909.00 |
| | | | | 1 | | | | | |
| Transportation Exp | | | | | | 1,325,729.00 | | | 840,548.59 |
| WLA | | | | | | | | | 40,000.00 |
| ODE Depreciation | | | | | | 164,016.64 | | | 124,563.00 |
| Total Transportation Costs | | | | | | 1,489,745.64 | | | 1,005,111.59 |
| Non Reimbursable Miles (Per Annual Report) | | | | | | | | | |
| Vehicles 20 or less | | | | | | (22,896.83) | | | (22,896.83) |
| Vehicles 21 or more | | | | | | (43,819.84) | | | (43,819.84) |
| Total Non-Reimbursable | | | | | | (66,716.67) | | | (66,716.67) |
| Net Transportation Cost | | | | | | 1,423,028.97 | | | 938,394.92 |
| Reimbursement Percentage | | | | | | 90% | | | 90% |
| Total Transporation SSF Reimb | | | | 2 | | 1,280,726.07 | | | 844,555.43 |
| Total Estimated SSF Reimb | | | | | | | | | |
| Total SSF | | | | 3 (1+2) | | \$ 11,918,137.07 | | | \$ 6,951,464.43 |
| Pre Audit | | | | | | | | | |
| Property Taxes | | | | | | 485,130.00 | | | 500,979.81 |
| Common School | | | | | | 63,817.04 | | | 51,630.96 |
| County School | | | | | | 7,543.00 | | | 1,666.58 |
| Federal Forest Fees | | | | | | - | | | - |
| Total Local Offsets | | | | 4 | | \$ 556,490.04 | | | \$ 554,277.35 |
| Net Amount Due Alsea | | | | 5 (3-4) | | \$ 11,361,647.03 | | | \$ 6,397,187.08 |
| SSF Paid YTD | | | | Per SSF Schedule | | 11,022,206.47 | | | 6,401,278.04 |
| Additional Payment 22-23 | | | | 5-6 | | \$ 339,440.56 | | | \$ (4,090.96) |

**GENERAL FUND
STATEMENT OF EXPENDITUES COMPARED TO BUDGET
FOR THE FISCAL YEAR 2023-24
As of May 31, 2024**

| | | <u>BUDGET</u> | <u>ACTUAL Y-T-D</u> | <u>ENCUMBERED</u> | <u>TOTAL 5/31/2024</u> | <u>BALANCE FAVORABLE/ (UNFAVORABLE)</u> | <u>--%-- COMMITTED</u> |
|-------------------------|------------------------------------------------------|---------------------|-------------------------|-------------------|----------------------------|-------------------------------------------------|----------------------------|
| INSTRUCTION | | | | | | | |
| 1111 | Elementary, K-5 | \$ 1,321,195.00 | \$ 828,413.17 | \$ 242,482.99 | \$ 1,070,896.16 | \$ 250,298.84 | |
| 1113 | Elementary Extra-curricular | 3,000.00 | 2,484.78 | 1,229.54 | 3,714.32 | (714.32) | |
| 1121 | Middle/Junior High Programs | 518,950.00 | 183,883.65 | 61,613.92 | 245,497.57 | 273,452.43 | |
| 1122 | Middle/Junior High School Extra-curricular | 48,400.00 | 29,418.32 | 114.99 | 29,533.31 | 18,866.69 | |
| 1131 | High School Programs | 556,600.00 | 287,271.21 | 84,332.43 | 371,603.64 | 184,996.36 | |
| 1132 | High School Extra-curricular | 221,300.00 | 112,981.16 | 4,219.57 | 117,200.73 | 104,099.27 | |
| 1210 | Programs for the Talented and Gifted | 3,499.50 | - | - | - | 3,499.50 | |
| 1250 | Less Restrictive Programs: Students w/ Disability | 1,187,200.00 | 368,647.03 | 64,902.08 | 433,549.11 | 753,650.89 | |
| 1280 | Alternative Education | 21,000.00 | - | - | - | 21,000.00 | |
| 1291 | English Second Language Programs | 9,600.00 | 5,409.08 | 502.86 | 5,911.94 | 3,688.06 | |
| | TOTAL INSTRUCTION | 3,890,744.50 | 1,818,508.40 | 459,398.38 | 2,277,906.78 | 1,612,837.72 | 58.55% |
| SUPPORT SERVICES | | | | | | | |
| 2114 | Student Accounting Services | 53,920.00 | 25,291.43 | 2,318.57 | 27,610.00 | 26,310.00 | |
| 2134 | Nurse Services | 12,000.00 | 7,841.04 | - | 7,841.04 | 4,158.96 | |
| 2142 | Psychological Testing Services | 35,000.00 | 50,200.00 | - | 50,200.00 | (15,200.00) | |
| 2152 | Speech Pathology Services | 161,360.00 | 62,543.92 | - | 62,543.92 | 98,816.08 | |
| 2160 | Other Student Treatment Services | 28,000.00 | 21,685.03 | 18,038.08 | 39,723.11 | (11,723.11) | |
| 2190 | Service Direction, Student Support Services | 34,050.00 | 31,531.04 | 5,907.80 | 37,438.84 | (3,388.84) | |
| 2210 | Improvement of Instruction Services | - | 4,716.59 | 71.92 | 4,788.51 | (4,788.51) | |
| 2222 | Library/Media Center | 1,250.00 | - | - | - | 1,250.00 | |
| 2230 | Assessment and Testing | 6,848.00 | 3,564.35 | 719.28 | 4,283.63 | 2,564.37 | |
| 2240 | Instructional Staff Development | 26,000.00 | 1,088.73 | 650.00 | 1,738.73 | 24,261.27 | |
| 2310 | Board of Education Services | 161,200.00 | 73,506.77 | 1,645.32 | 75,152.09 | 86,047.91 | |

**GENERAL FUND
STATEMENT OF EXPENDITUES COMPARED TO BUDGET
FOR THE FISCAL YEAR 2023-24
As of May 31, 2024**

| | | | <u>ACTUAL</u> | | | BALANCE | |
|--------------------------------------|---------------------------------------------|-------------------------|------------------------|------------------------|------------------------|------------------------|------------------|
| | | | Y-T-D | | | FAVORABLE/ | --%-- |
| | | <u>BUDGET</u> | <u>5/31/2024</u> | <u>ENCUMBERED</u> | <u>5/31/2024</u> | <u>(UNFAVORABLE)</u> | <u>COMMITTED</u> |
| 2321 | Office of the Superintendent Services | 335,100.00 | 250,821.73 | 20,451.22 | 271,272.95 | 63,827.05 | |
| 2410 | Office of the Principal Services | 527,070.00 | 333,014.59 | 60,708.32 | 393,722.91 | 133,347.09 | |
| 2520 | Fiscal Services | 370,900.00 | 256,932.06 | 45,809.24 | 302,741.30 | 68,158.70 | |
| 2540 | Operation and Maintenance of Plant Services | 613,500.00 | 477,430.31 | 34,731.73 | 512,162.04 | 101,337.96 | |
| 2550 | Student Transportation Services | 1,645,150.00 | 771,492.56 | 69,056.03 | 840,548.59 | 804,601.41 | |
| 2660 | Technology Services | 92,400.00 | 113,156.75 | 6,300.77 | 119,457.52 | (27,057.52) | |
| 2700 | Supplemental Retirement Program | - | 6,751.92 | - | 6,751.92 | (6,751.92) | |
| TOTAL SUPPORT SERVICES | | 4,103,748.00 | 2,491,568.82 | 266,408.28 | 2,757,977.10 | 1,345,770.90 | 67.21% |
| OTHER REQUIREMENTS | | | | | | | |
| 5110 | Long-Term Debt Service | 20,100.00 | 19,978.69 | - | 19,978.69 | 121.31 | |
| 5200 | Transfers of Funds | | | | | | |
| 5200 790 | Food Service | 123,405.00 | - | 82,510.22 | 82,510.22 | 40,894.78 | |
| 5200 792 | Bus Fund | 259,000.00 | - | 259,000.00 | 259,000.00 | - | |
| 6110 | Operating Contingency | 120,000.00 | - | - | - | 120,000.00 | |
| 7000 | Unappropriated Ending Fund Balance | 2,022,105.00 | - | - | - | 2,022,105.00 | |
| TOTAL OTHER REQUIREMENTS | | 2,544,610.00 | 19,978.69 | 341,510.22 | 361,488.91 | 2,183,121.09 | 14.21% |
| TOTAL EXPENDITURES | | \$ 10,539,102.50 | \$ 4,330,055.91 | \$ 1,067,316.88 | \$ 5,397,372.79 | \$ 5,141,729.71 | 51.21% |
| PROJECTED ENDING FUND BALANCE | | \$ - | | | \$ 6,702,088.24 | \$ 6,702,088.24 | |

**SPECIAL REVENUE FUNDS
STATEMENT OF GRANTS AND OTHER SPECIAL REVENUE FUNDS**

| | | 5 | REVENUE | | | | | | EXPENDITURES | | | |
|-----|-------------------------------------------------------------|-----------|---------------------|----------------|-------------------|-------------------|----------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|
| # | Fund Title | End Date | Grant Amount | Beginning Cash | Y-T-D | PROJECTED | Transfer from General Fund | TOTAL | Y-T-D | Encumbered | TOTAL | Balance |
| 200 | Donations | | | \$ 3,353.63 | \$ 14,155.39 | | | \$ 17,509.02 | \$ 14,113.77 | \$ 638.22 | \$ 14,751.99 | \$ 2,757.03 |
| 203 | Title I-A | 9/30/2023 | 10,477.16 | - | 10,477.16 | - | | 10,477.16 | 10,477.16 | 600.00 | 11,077.16 | |
| 203 | Title I-A | 9/30/2024 | 49,679.00 | | 26,434.14 | 23,244.86 | | 49,679.00 | 35,799.91 | 2,030.11 | 37,830.02 | |
| 203 | Total Title I | | 60,156.16 | | 36,911.30 | 23,244.86 | | 60,156.16 | 46,277.07 | 2,630.11 | 48,907.18 | 11,248.98 |
| 207 | YTP | 9/15/2024 | 38,493.70 | - | 23,767.23 | 14,726.47 | | 38,493.70 | 28,818.27 | 4,702.47 | 33,520.74 | 4,972.96 |
| 208 | E-Rate | | | - | 28,529.71 | | | 28,529.71 | 2,174.83 | - | 2,174.83 | 26,354.88 |
| 210 | IDEA Part B 611 | 9/30/2024 | 16,528.60 | - | 16,528.60 | - | | 16,528.60 | 16,528.60 | - | 16,528.60 | |
| 210 | IDEA Part B 611 | 9/30/2025 | 94,297.70 | | 13,257.96 | 81,039.74 | | 94,297.70 | 51,600.78 | 25,440.24 | 77,041.02 | |
| 210 | Total IDEA Part B 611 | | 110,826.30 | | 29,786.56 | 81,039.74 | | 110,826.30 | 68,129.38 | 25,440.24 | 93,569.62 | 17,256.68 |
| 216 | IDEA Part B, Section 619 2021-22 ARP | 9/30/2023 | 849.00 | | - | 849.00 | | 849.00 | - | - | - | |
| | IDEA Part B, Section 619 PassThru 2022-23 | 9/30/2023 | - | | - | - | | - | - | - | - | |
| | IDEA Part B, Section 619 PassThru 2022-23 | 9/30/2024 | 1,453.00 | | - | 1,453.00 | | 1,453.00 | - | - | - | |
| 216 | Total IDEA Part B 619 | | 2,302.00 | | - | 2,302.00 | | 2,302.00 | - | - | - | 2,302.00 |
| 220 | Title II-A - Teacher Quality 23-24 | 9/30/2024 | 6,439.00 | - | 968.61 | 5,470.39 | | 6,439.00 | 1,133.34 | - | 1,133.34 | |
| | Title IV-A - Student Support and Academic Enrichment 23-24 | 9/30/2024 | 10,000.00 | | | 10,000.00 | | 10,000.00 | - | - | - | |
| 220 | Title V- B REAP | | 16,439.00 | | 968.61 | 15,470.39 | | 16,439.00 | 1,133.34 | - | 1,133.34 | 15,305.66 |
| 227 | Early Literacy Grant | 6/30/2024 | 91,682.01 | - | 91,682.01 | - | | 91,682.01 | 56,690.38 | 20,215.83 | 76,906.21 | 14,775.80 |
| | ESSER | | | | | | | | | | | |
| 230 | ESSER II | 9/30/2023 | 65,974.11 | - | 65,974.11 | - | | 65,974.11 | 65,974.11 | - | 65,974.11 | - |
| 232 | ESSER III | 9/30/2024 | 172,510.72 | - | 50,709.93 | 121,800.80 | | 172,510.73 | 50,709.93 | 121,800.80 | 172,510.73 | - |
| | Total ESSER Grants | | 238,484.83 | | 116,684.04 | 121,800.80 | - | 238,484.84 | 116,684.04 | 121,800.80 | 238,484.84 | - |
| | Integrated Guidance | | | | | | | | | | | |
| 226 | Early Indicator Intervention | 6/30/2024 | \$ 1,505.04 | \$ - | \$ 527.41 | \$ 977.63 | | \$ 1,505.04 | \$ 1,505.04 | \$ - | \$ 1,505.04 | |
| 248 | Federal School Improvement Funds to CSI & TSI Schools 22-23 | 9/30/2024 | 85,011.15 | - | 50,902.87 | 34,108.28 | | 85,011.15 | 65,144.71 | 19,703.15 | 84,847.86 | |
| 251 | Student Investment Account | 9/30/2024 | 894,970.05 | - | 894,970.05 | - | | 894,970.05 | 589,228.97 | 150,678.21 | 739,907.18 | |
| 252 | High School Success M98 | 8/31/2025 | 116,492.52 | - | 39,605.92 | 76,886.60 | | 116,492.52 | 87,333.95 | 30,803.90 | 118,137.85 | |
| | Total Integrated Guidance | | 1,097,978.76 | | 986,006.25 | 111,972.51 | - | 1,097,978.76 | 743,212.67 | 201,185.26 | 944,397.93 | 153,580.83 |
| 257 | Baseball/Softball Program | | - | 3,706.92 | - | | | 3,706.92 | - | - | - | 3,706.92 |
| 259 | Student Activity Funds | | - | | 84,786.53 | | | 84,786.53 | 34,424.91 | 343.09 | 34,768.00 | 50,018.53 |
| 263 | Outdoor School | 6/30/2024 | 11,628.19 | - | - | 11,628.19 | | 11,628.19 | 6,237.34 | 5,390.85 | 11,628.19 | - |

**SPECIAL REVENUE FUNDS
STATEMENT OF GRANTS AND OTHER SPECIAL REVENUE FUNDS**

5

| # | Fund Title | End Date | Grant Amount | REVENUE | | | | | EXPENDITURES | | | |
|--------------|------------------------------------|------------|-----------------|------------------|---------------------|-------------------|----------------------------|---------------------|---------------------|-------------------|---------------------|-------------------|
| | | | | Beginning Cash | Y-T-D | PROJECTED | Transfer from General Fund | TOTAL | Y-T-D | Encumbered | TOTAL | Balance |
| 265 | Menstrual Dignity Act | 6/30/2025 | 2,343.30 | - | - | 2,343.30 | | 2,343.30 | 157.97 | - | 157.97 | 2,185.33 |
| 267 | TAP Asbestos Assessment | 12/31/2023 | 11,500.00 | - | 11,500.00 | - | | 11,500.00 | 11,500.00 | - | 11,500.00 | - |
| 272 | TAP Grant - Seismic | | 25,000.00 | - | - | 25,000.00 | | 25,000.00 | 7,500.00 | 17,500.00 | 25,000.00 | - |
| 290 | Bus Replacement Fund | | - | 33,225.19 | 220,075.85 | | 259,000.00 | 512,301.04 | 424,985.00 | - | 424,985.00 | 87,316.04 |
| 299 | Nutrition Services | | - | - | 105,519.00 | 22,894.97 | 82,510.22 | 210,924.19 | 155,124.35 | 55,799.84 | 210,924.19 | - |
| 126 | CNP Equipment Grant | 6/30/2024 | 3,158.00 | - | - | 3,158.00 | | 3,158.00 | 3,064.88 | - | 3,064.88 | 93.12 |
| 125 | Local Food for Schools (LFS) 23-24 | 8/31/2024 | 1,316.95 | - | - | 1,316.95 | | 1,316.95 | - | - | - | 1,316.95 |
| 120 | Farm to School | 6/30/2025 | 3,500.00 | - | - | 3,500.00 | | 3,500.00 | - | - | - | 3,500.00 |
| 299 | Total Nutrition Services | | 7,974.95 | | 105,519.00 | 30,869.92 | 82,510.22 | 218,899.14 | 158,189.23 | 55,799.84 | 213,989.07 | 4,910.07 |
| TOTAL | | | | 40,285.74 | 1,750,372.48 | 440,398.18 | 341,510.22 | 2,572,566.62 | 1,720,228.20 | 455,646.71 | 2,175,874.91 | 396,691.71 |

**DEBT SERVICE
STATEMENT OF EXPENDITURES COMPARED TO BUDGET
FOR THE FISCAL YEAR 2023-24
As of May 31, 2024**

| | | <u>BUDGET</u> | <u>ACTUAL Y-T-D</u> | <u>ENCUMBERED</u> | <u>TOTAL 5/31/2024</u> | <u>BALANCE FAVORABLE/ (UNFAVORABLE)</u> | <u>--%-- COMMITTED</u> |
|--------------------------------------|------------------------------------|-------------------|-------------------------|-------------------|----------------------------|-------------------------------------------------|----------------------------|
| RESOURCES | | | | | | | |
| 1111 | CURRENT YEAR'S TAXES | \$ 91,400.00 | \$ 91,596.55 | | 91,596.55 | 196.55 | |
| 1112 | PRIOR YEAR'S TAXES | 500.00 | 410.72 | | 410.72 | (89.28) | |
| 1190 | OTHER TAXES | 100.00 | 60.69 | | 60.69 | (39.31) | |
| 1510 | INTEREST EARNINGS | - | 576.79 | | 576.79 | 576.79 | |
| 5400 | BEGINNING FUND BALANCE | 18,000.00 | 23,161.82 | | 23,161.82 | 5,161.82 | |
| | TOTAL INSTRUCTION | 110,000.00 | 115,806.57 | - | 115,806.57 | 5,806.57 | |
| EXPENDITURES | | | | | | | |
| 5110 | Long-Term Debt Service | | | | | | |
| 5110 610 | Redemption of Principal | 30,000.00 | 30,000.00 | - | 30,000.00 | - | |
| 5110 621 | Regular Interest | 62,000.00 | 61,950.00 | - | 61,950.00 | 50.00 | |
| 7000 | Unappropriated Ending Fund Balance | 18,000.00 | - | - | - | 18,000.00 | |
| | TOTAL EXPENDITURES | 110,000.00 | 91,950.00 | - | 91,950.00 | 18,050.00 | 83.59% |
| PROJECTED ENDING FUND BALANCE | | \$ - | \$ 23,856.57 | \$ - | \$ 23,856.57 | \$ 23,856.57 | |

CAPITAL PROJECTS (400)
STATEMENT OF EXPENDITUES COMPARED TO BUDGET
FOR THE FISCAL YEAR 2023-24
As of May 31, 2024

| | | <u>BUDGET</u> | <u>ACTUAL</u> <u>Y-T-D</u> | | <u>TOTAL</u> | <u>BALANCE</u> <u>FAVORABLE/</u> | <u>--%--</u> |
|--------------------------------------|------------------------------------|-------------------|-------------------------------|-------------------|----------------------|-------------------------------------|------------------|
| | | | <u>5/31/2024</u> | <u>ENCUMBERED</u> | <u>5/31/2024</u> | <u>(UNFAVORABLE)</u> | <u>COMMITTED</u> |
| RESOURCES | | | | | | | |
| 1510 | Interest Earnings | \$ - | \$ 12,599.43 | | 12,599.43 | (12,599.43) | |
| 5200 | Transfer from General Fund | - | - | | - | - | |
| 5400 | Beginning Fund Balance | 274,747.25 | 274,747.25 | | 274,747.25 | - | |
| | TOTAL INSTRUCTION | 274,747.25 | 287,346.68 | - | 287,346.68 | (12,599.43) | |
| EXPENDITURES | | | | | | | |
| 4150 | Building Improvement | 274,747.25 | - | - | - | 274,747.25 | |
| 7000 | Unappropriated Ending Fund Balance | - | - | - | - | - | |
| | TOTAL EXPENDITURES | 274,747.25 | - | - | - | 274,747.25 | 0.00% |
| PROJECTED ENDING FUND BALANCE | | \$ - | \$ 287,346.68 | \$ - | \$ 287,346.68 | \$ 287,346.68 | |

BOND 2021 AND OSCIM GRANT (410)
STATEMENT OF EXPENDITUES COMPARED TO BUDGET
FOR THE FISCAL YEAR 2023-24
As of May 31, 2024

| | | <u>BUDGET</u> | <u>ACTUAL Y-T-D</u> | | <u>TOTAL</u> | <u>BALANCE FAVORABLE/ (UNFAVORABLE)</u> | <u>--%-- COMMITTED</u> |
|--------------------------------------|------------------------------------|---------------------|-------------------------|--------------------------|---------------------|-------------------------------------------------|----------------------------|
| | | | <u>5/31/2024</u> | <u>ENCUMBERED</u> | <u>5/31/2024</u> | | |
| RESOURCES | | | | | | | |
| 1510 | Interest Earnings | \$ 33,639.41 | \$ 82,571.49 | | 82,571.49 | 48,932.08 | |
| 3299 | State Grant | 2,100,000.00 | 1,507,724.25 | 592,275.75 | 2,100,000.00 | - | |
| 5400 | Beginning Fund Balance | 1,523,492.56 | 1,538,492.56 | | 1,538,492.56 | 15,000.00 | |
| | TOTAL INSTRUCTION | 3,657,131.97 | 3,128,788.30 | 592,275.75 | 3,721,064.05 | 63,932.08 | |
| EXPENDITURES | | | | | | | |
| 4150 | Building Improvement | 3,657,131.97 | 1,495,874.62 | 2,133,602.36 | 3,629,476.98 | 27,654.99 | |
| 7000 | Unappropriated Ending Fund Balance | - | - | - | - | - | |
| | TOTAL EXPENDITURES | 3,657,131.97 | 1,495,874.62 | 2,133,602.36 | 3,629,476.98 | 27,654.99 | 99.24% |
| PROJECTED ENDING FUND BALANCE | | \$ - | \$ 1,632,913.68 | \$ (1,541,326.61) | \$ 91,587.07 | \$ 91,587.07 | |

299 - Food Service Program

Analysis per Meal

| | Meals Served | <u>Total</u> | <u>Costs per Meal</u> | <u>%</u> |
|------------------------------------|---------------------|-----------------------|------------------------------|-----------------|
| <u>State Reimb per meal</u> | | | | |
| Adult Sales | 330 | \$ 1,404.30 | \$ 4.26 | |
| Breakfast | 17,932 | 44,733.76 | \$ 2.49 | |
| Lunch | 17,817 | 70,655.28 | 3.97 | |
| Federal Commodities | | 9,868.00 | | |
| <hr/> | | | | |
| Total Revenue | 36,079 | \$ 126,661.34 | \$ 3.51 | |
| | | | | |
| Payroll Costs | | \$ 91,180.59 | \$ 2.53 | 43.3% |
| Food Costs | | 67,015.00 | 1.86 | 31.9% |
| Federal Commodities | | 9,868.00 | 0.27 | 4.6% |
| Fees | | 38,000.00 | 1.05 | 18.0% |
| Other | | 4,860.60 | 0.13 | 2.2% |
| <hr/> | | | | |
| Total Costs | | \$ 210,924.19 | \$ 5.84 | 100% |
| <hr/> | | | | |
| Net Loss | | \$ (84,262.85) | \$ (2.33) | |
| <hr/> <hr/> | | | | |



Alsea School District Bond Projects Construction Manager's Report

Report Date: 13 June 2024

GENERAL OVERVIEW

Construction continues on the new CTE Building, on-schedule for completion in late August. Steel erection is proceeding and the metal roof has been installed. Window installation and framing start next week.

The Electrical Upgrade work has resumed. The long-lead switch gear was finally delivered and installed in late May and the transformer installation has been coordinated with CPI. Power shutdown for switchover is scheduled for July 9 and will last two to three weeks. The expected completion date for the Electrical Upgrade is late July.

The final work remaining for the HVAC Upgrade is installing the air handler and ducting for the gym. The HVAC contractor has confirmed they have all the equipment in their shop and they've scheduled a crew to start the last week of June. The new HVAC systems will be operational when the Electrical Upgrade is completed in late July.

We received notice in May that Alsea was awarded the seismic grant for the gym and adjacent office areas! We prepared two Finding of Facts for the School Board to expedite this project; one for direct appointment of the current design team, and one to use the CMGC method of contractor selection. Design should begin in July after the grant agreement is approved, and construction will be completed next summer. Also, a seismic grant application for the High School classroom wing will be submitted late this year for next years' round of grants.

PROJECT TEAM

No changes this month.

BUDGET

The updated budget summary and details for bond project revenue and expenses are attached. Comments on revenue and expense elements are noted below.

Revenue

The current program budget is \$4.78 million including ESSER funds and the OSCIM grant. Bond interest is being added to the income budget as it's earned and a final projected value from the District has been added to the Current Budget income value.

Alsea School District Bond Program
Construction Manager’s Report

Expenses

The “Current Budget” column in Expenses shows the projected costs matched to the Revenue budget. All budget elements have been included and there is \$116k remaining in Owner’s Contingency for unforeseen costs.

The “Committed Costs” column shows the value of work that has been contracted so far. Other project costs increased \$16k from reconciliation reports provided by the District.

The “Paid to-Date” column shows the value of work that has been paid for. So far, \$2.7 million has been spent on completed work. The project management fee from IMS does not include a donated value of \$47k to-date.

SCHEDULE

Todd Construction’s work is holding with the primary milestones in their master schedule and they continue to show substantial completion for occupancy in mid-August, with final finishes completed before school starts. Primary construction elements are scheduled as follows:

- Door and window installation – mid June
- Interior framing – late June
- Interior utility rough-in – early July
- Interior finishes – July
- Final finishes and trim – early August
- Substantial completion for move-in – August 18
- Final inspection and punchlist work – late August

CB Construction’s electrical contractor has installed the switchgear, coordinated transformer installation with CPI and is currently working on installing new power feeders to prepare for switchover. CPI has scheduled power shutdown for July 9 and their work to remove poles and overhead lines will be done in one to two days. The electrician will disconnect the old power system and install new connections during a two-to-three week shutdown. Power will be restored in late July. Then our 3rd party commissioning agent will inspect the installation to verify quality.

| Electrical | 97 days? | Mon 3/25/24 | Tue 8/6/24 |
|--------------------------------|-----------------|--------------------|-------------------|
| CPI Transformer delivery | 1 day | Fri 3/29/24 | Fri 3/29/24 |
| Conduit for North Building | 5 days? | Mon 3/25/24 | Fri 3/29/24 |
| Delivery of Panels MDB and MSB | 1 day | Wed 4/24/24 | Wed 4/24/24 |
| Install CPI Transformer | 5 days | Mon 4/29/24 | Fri 5/3/24 |
| Install Panels MDB and MSB | 15 days | Mon 5/6/24 | Fri 5/24/24 |
| Pull wire to MDB and MSB | 18 days | Mon 5/6/24 | Wed 5/29/24 |
| Disconnect Existing Service | 5 days? | Mon 7/8/24 | Fri 7/12/24 |
| Connect New Service | 10 days? | Mon 7/15/24 | Fri 7/26/24 |
| Commissioning | 5 days | Mon 7/29/24 | Fri 8/2/24 |
| Final Inspection | 2 days | Mon 8/5/24 | Tue 8/6/24 |

Alsea School District Bond Program
Construction Manager's Report

CB Construction's HVAC contractor confirmed they have all duct and equipment in their shop and their crew is ready to start the last week of June when the gym is vacated. Their work is expected to take two weeks and will not impact the gym floor resurfacing scheduled to start July 29.

| HVAC Upgrade | 27 days? | Mon 6/24/24 | Tue 7/30/24 |
|------------------------|-----------------|--------------------|--------------------|
| Deliver RTUs | 1 day | Mon 6/24/24 | Mon 6/24/24 |
| Install RTUs | 10 days | Mon 6/24/24 | Fri 7/5/24 |
| Pull conductors to RTU | 11 days | Tue 6/25/24 | Tue 7/9/24 |
| Install Gym Ducting | 10 days | Mon 6/24/24 | Fri 7/5/24 |
| Power Up Units | 5 days | Tue 7/16/24 | Mon 7/22/24 |
| Final Inspections | 1 day? | Tue 7/23/24 | Tue 7/23/24 |
| Commisioning | 5 days | Wed 7/24/24 | Tue 7/30/24 |

PROJECT-SPECIFIC ACTIVITY

CTE Building

Concrete slab, vapor barrier and weatherproofing were completed in May.



Alsea School District Bond Program
Construction Manager's Report



Alsea School District Bond Program
Construction Manager's Report

Steel structure was completed in early June along with roof insulation and liner. Metal roofing is being installed.



Alsea School District Bond Program
Construction Manager's Report

Wall insulation strap installation is underway.



HVAC rough-in has started.



Alsea School District Bond Program
Construction Manager's Report

Sewer connection work is underway within the fenced area and connection will be completed after school is out.



COMMUNICATIONS

IMS Monthly Reports are being provided to the School Board along with weekly updates. The school provided an article to the Alsea Valley Voice June edition, which included a brief update on construction progress.

Alea School Bond Project Budget Summary - Updated June 6, 2024

Income

| | Original Budget | Current Budget | Actual Income To-Date | Notes |
|--------------------|------------------------|------------------------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Bond Sale | \$ 2,100,000.00 | \$ 2,289,477.00 | \$ 2,289,477.00 | Bond value \$2.1M plus premium of \$189,477 |
| Bond Fund Interest | | \$ 152,425.78 | \$ 128,425.78 | Interest on bond proceeds updated 6/5/24 |
| OSCIM Grant | \$ 2,100,000.00 | \$ 2,100,000.00 | \$ 1,507,724.25 | Income value updated 6/5/24 |
| ESSER Funds | \$ - | \$ 237,725.01 | \$ 68,251.41 | ESSER II \$68,251.41 (spent 9/23) and ESSER III \$169,473.60 (spend by 9/24) after "unfinished learning" deductions. Updated 6/5/24 |
| Totals | \$ 4,200,000.00 | \$ 4,779,627.79 | \$ 3,993,878.44 | |

Expenses

| | Original Budget | Current Budget | Committed Costs | Paid To-Date | Notes |
|---------------------|-----------------|------------------------|------------------------|------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Construction Cost | | \$ 4,009,205.09 | \$ 4,009,205.09 | \$ 2,115,718.25 | Costs for construction contractors. |
| Design Fees | | \$ 362,684.06 | \$ 362,684.06 | \$ 325,314.00 | Fees for architect, engineers, geotech, survey & haz material study. |
| Consultant Fees | | \$ 54,907.31 | \$ 54,907.31 | \$ 32,189.13 | Fees for soil testing, special inspections, commissioning & misc consulting. |
| Project Management | | \$ 62,000.00 | \$ 62,000.00 | \$ 62,000.00 | IMS not-to-exceed fee. |
| Permits & Fees | | \$ 34,716.11 | \$ 34,716.11 | \$ 28,966.70 | Permit & site plan fees. |
| Furnishings | | \$ - | \$ - | \$ - | Furnishings, equipment, computers, etc. are either in possession or being funded separately. |
| Other Project Costs | | \$ 140,528.15 | \$ 140,528.15 | \$ 140,528.15 | Attorney, bank fees, insurance, advertising and other miscellaneous project costs. Reconciled with District's financial report 6/5/24. |
| Owner's Contingency | | \$ 115,587.07 | NA | NA | For unforeseen costs based on available funds after committed values. |
| Totals | \$ - | \$ 4,779,627.79 | \$ 4,664,040.72 | \$ 2,704,716.23 | |



g. Enrollment

Alsea School District - Enrollment Totals

| Grade Level | 2023-24 | | | | | | | | | | 2022-23 | | | | | | | | | |
|-------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | 2023-24 SY | | | | | | | | | | 2022-23 SY | | | | | | | | | |
| | Sept 1 | Oct 1 | Nov 1 | Dec 1 | Jan 1 | Feb 1 | Mar 1 | Apr 1 | May 1 | June 1 | Sept 1 | Oct 1 | Nov 1 | Dec 1 | Jan 1 | Feb 1 | Mar 1 | Apr 1 | May 1 | June 1 |
| KG | 19 | 18 | 18 | 16 | 16 | 16 | 17 | 17 | 16 | 58 | 62 | 60 | 61 | 60 | 56 | 55 | 53 | 50 | 49 | |
| 1st | 35 | 42 | 39 | 39 | 39 | 40 | 40 | 39 | 39 | 56 | 66 | 64 | 66 | 64 | 60 | 60 | 58 | 54 | 53 | |
| 2nd | 35 | 36 | 36 | 37 | 37 | 37 | 37 | 37 | 37 | 42 | 41 | 41 | 45 | 43 | 38 | 36 | 35 | 32 | 30 | |
| 3rd | 28 | 32 | 30 | 29 | 29 | 28 | 28 | 27 | 25 | 43 | 50 | 54 | 53 | 51 | 46 | 46 | 46 | 45 | 44 | |
| 4th | 24 | 25 | 26 | 25 | 25 | 25 | 24 | 24 | 24 | 37 | 41 | 47 | 47 | 47 | 43 | 42 | 40 | 39 | 39 | |
| 5th | 23 | 24 | 26 | 25 | 25 | 24 | 21 | 21 | 18 | 29 | 32 | 36 | 36 | 36 | 29 | 29 | 26 | 24 | 23 | |
| 6th | 13 | 13 | 12 | 12 | 12 | 12 | 13 | 13 | 15 | 35 | 45 | 49 | 49 | 46 | 43 | 37 | 34 | 34 | 33 | |
| 7th | 18 | 20 | 19 | 19 | 18 | 17 | 17 | 17 | 17 | 44 | 59 | 59 | 61 | 59 | 56 | 56 | 52 | 48 | 41 | |
| 8th | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 41 | 51 | 53 | 52 | 50 | 44 | 42 | 42 | 41 | 39 | |
| 9th | 20 | 22 | 22 | 23 | 23 | 22 | 20 | 17 | 16 | 14 | 14 | 13 | 13 | 12 | 12 | 12 | 12 | 13 | 12 | |
| 10th | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 11 | 17 | 16 | 16 | 16 | 16 | 15 | 15 | 14 | 14 | 13 | |
| 11th | 13 | 14 | 13 | 14 | 14 | 14 | 13 | 13 | 13 | 21 | 21 | 21 | 22 | 20 | 20 | 20 | 19 | 17 | 17 | |
| 12th | 13 | 11 | 10 | 10 | 10 | 10 | 10 | 8 | 8 | 25 | 24 | 22 | 22 | 21 | 20 | 20 | 15 | 14 | 14 | |
| Total ADM | 266 | 282 | 276 | 274 | 273 | 270 | 265 | 258 | 252 | 462 | 522 | 535 | 543 | 525 | 482 | 470 | 446 | 425 | 407 | |

| ENROLLMENT | | | | | | | | | | | | | | | |
|----------------|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Grade | In building/ Online Progra | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL |
| As of 9/1/23 | In building | 10 | 15 | 11 | 17 | 18 | 20 | 13 | 18 | 13 | 20 | 12 | 13 | 13 | 193 |
| As of 9/1/23 | Learn at Home OR | 9 | 10 | 24 | 11 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 63 |
| As of 9/1/23 | TOTAL | 19 | 25 | 35 | 28 | 24 | 23 | 13 | 18 | 13 | 20 | 12 | 13 | 13 | 256 |
| As of 10/1/23 | In building | 10 | 16 | 12 | 17 | 19 | 20 | 13 | 20 | 13 | 22 | 12 | 14 | 11 | 199 |
| As of 10/1/23 | Learn at Home OR | 8 | 26 | 24 | 15 | 6 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 83 |
| As of 10/1/23 | TOTAL | 18 | 42 | 36 | 32 | 25 | 24 | 13 | 20 | 13 | 22 | 12 | 14 | 11 | 282 |
| As of 11/1/23 | In building | 9 | 14 | 11 | 16 | 19 | 20 | 12 | 19 | 13 | 22 | 12 | 13 | 10 | 190 |
| As of 11/1/23 | Learn at Home OR | 9 | 25 | 25 | 14 | 7 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 86 |
| As of 11/1/23 | TOTAL | 18 | 39 | 36 | 30 | 26 | 26 | 12 | 19 | 13 | 22 | 12 | 13 | 10 | 276 |
| As of 12/1/23 | In building | 8 | 14 | 11 | 16 | 19 | 20 | 12 | 19 | 13 | 23 | 12 | 14 | 10 | 191 |
| As of 12/1/23 | Learn at Home OR | 8 | 25 | 26 | 13 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 83 |
| As of 12/1/23 | TOTAL | 16 | 39 | 37 | 29 | 25 | 25 | 12 | 19 | 13 | 23 | 12 | 14 | 10 | 274 |
| As of 01/01/24 | In building | 8 | 14 | 11 | 16 | 19 | 20 | 12 | 18 | 13 | 23 | 12 | 14 | 10 | 190 |
| As of 01/01/24 | Learn at Home OR | 8 | 25 | 26 | 13 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 83 |
| As of 01/01/24 | TOTAL | 16 | 39 | 37 | 29 | 25 | 25 | 12 | 18 | 13 | 23 | 12 | 14 | 10 | 273 |
| As of 02/1/24 | In building | 8 | 14 | 11 | 16 | 19 | 19 | 12 | 17 | 13 | 22 | 12 | 14 | 10 | 187 |
| As of 02/1/24 | Learn at Home OR | 8 | 26 | 26 | 12 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 83 |
| As of 02/1/24 | TOTAL | 16 | 40 | 37 | 28 | 25 | 24 | 12 | 17 | 13 | 22 | 12 | 14 | 10 | 270 |
| As of 03/01/24 | In building | 9 | 14 | 11 | 16 | 18 | 17 | 13 | 17 | 13 | 20 | 12 | 13 | 10 | 183 |
| As of 03/01/24 | Learn at Home OR | 8 | 26 | 26 | 12 | 6 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 82 |
| As of 03/01/24 | TOTAL | 17 | 40 | 37 | 28 | 24 | 21 | 13 | 17 | 13 | 20 | 12 | 13 | 10 | 265 |
| As of 04/01/24 | In building | 9 | 14 | 11 | 16 | 18 | 15 | 14 | 17 | 13 | 17 | 12 | 13 | 8 | 177 |
| As of 04/01/24 | Learn at Home OR | 8 | 25 | 26 | 11 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 79 |
| As of 04/01/24 | TOTAL | 17 | 39 | 37 | 27 | 24 | 18 | 14 | 17 | 13 | 17 | 12 | 13 | 8 | 256 |
| As of 05/01/24 | In building | 8 | 14 | 11 | 14 | 18 | 15 | 15 | 17 | 13 | 16 | 11 | 13 | 8 | 173 |
| As of 05/01/24 | Learn at Home OR | 8 | 25 | 26 | 11 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 79 |
| As of 05/01/24 | TOTAL | 16 | 39 | 37 | 25 | 24 | 18 | 15 | 17 | 13 | 16 | 11 | 13 | 8 | 252 |
| As of 06/01/24 | In building | 8 | 14 | 11 | 15 | 18 | 15 | 15 | 17 | 12 | 16 | 11 | 13 | 8 | 173 |
| As of 06/01/24 | Learn at Home OR | 8 | 25 | 24 | 11 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 77 |
| As of 06/01/24 | TOTAL | 16 | 39 | 35 | 26 | 24 | 18 | 15 | 17 | 12 | 16 | 11 | 13 | 8 | 250 |

h. Safety



Alsea School District
Safety Committee meeting
May 14, 2024 3:30 PM

Committee Members present: Krista Nieraeth, Bart Rothenberger, Sara Littlefield, Mary O'Brien and Lora Nickle

Members absent: Keenan Elbers

1. Staff Concerns
 - a. Brynn reported that a community member was driving by the school one evening and witnessed students climbing the fence and throwing their bikes over because the gates were locked. – ***The committee discussed. An email will go out to the staff to remind them that the gates to access the playground and track are to remain accessible to the community after school and on non-school days.***
2. PACE
 - a. 5% Discount checklist – ***The checklist has been completed in order to receive the 5% discount on our district insurance premium.***
 - b. Quarterly walk through, 3rd – continuing concerns – ***The committee discussed. Krista and Keenan are looking into replacing the pea gravel with treated bark chips.***
3. ALICE Training update – ***Krista attended the ALICE training in March. She shared her handout with the committee. The committee discussed what training for staff and students will look like for the 2024-25 school year.***
4. May Fire Drill
 - a. Tuesday, May 28th at 1:45 PM

5. **New Business**

- a. WHA Insurance Presentation



Insurance Proposal

Prepared For
Alesea School District
PO Box B
Alesea, OR, 97324



Your trusted insurance and risk management advisor



PUBLIC ENTITIES SERVICE TEAM



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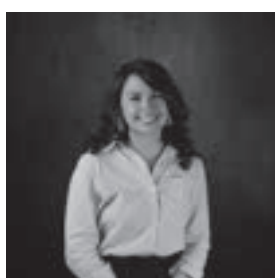
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Coverage for Education**

Proposal Summary

Invoice Number: 39P60121-216 **Entity ID:** 60121 **Effective Date:** 7/1/2024 **Expiration Date:** 6/30/2025 **Proposal Date:** 05/03/2024

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Coverage

Contribution

Educators Liability

PACE Trust Retention

\$22,919

Less Employment Practices Liability Toolkit Credit

\$1,146

Adjusted Contribution

\$21,773

Liability of the Reinsurer

\$9,383

Auto Liability

\$15,402

Includes: Excess Auto Liability Coverage
 Auto Supplemental Liability Coverage

Non-Owned and Hired Auto Liability

\$275

Auto Physical Damage

\$19,406

Hired Auto Physical Damage

\$100

Property

\$31,443

Earthquake

Included

Flood

Included

Equipment Breakdown/ Boiler and Machinery

\$776

Crime

\$1,491

Cyber Liability

Included

Total

\$100,049

PACE

P.O. Box 12613

Salem, OR 97309

Phone: 800-285-5461 Fax: 503-371-4781



Liability



**Property and Casualty
Coverage for Education**

Educators Liability Coverage Proposal

Certificate Number: 39P60121-216

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

| | | | |
|----------------------------------------------|---------------------------------------|---------------------|---------------------|
| Limits of Liability: | Educators Liability Coverage | Limit | Deductible* |
| | Per Occurrence Limit of Liability | \$10,000,000 | None |
| | Per Wrongful Act Limit of Liability | \$10,000,000 | None |
| | Annual Aggregate Limit of Liability** | \$20,000,000 | None |
| Educators Liability Contribution: | | | Contribution |
| | PACE Trust Retention | \$1,500,000 | \$21,773 |
| | Liability of the Reinsurer | <u>\$8,500,000</u> | <u>\$9,383</u> |
| | Totals: | \$10,000,000 | \$31,156 |

Additional and Supplemental Coverages: Unless indicated in the Additional Coverages Section (III) of the PACE Educators Liability Coverage Document, the following Additional Coverages are not added to the above identified Total Limit of Liability.

| Coverage | Per Occurrence Limit | Total Limit of Liability | Deductible | Contribution |
|---------------------------------------|----------------------|--------------------------|------------|-----------------|
| Ethics Complaint Defense Costs | \$25,000 | \$25,000 | None | Included |
| Premises Medical Expense | \$5,000 | \$5,000 | None | Included |
| Limited Hazardous Substances Coverage | \$250,000 | \$250,000*** | None | Included |
| Applicators Pollution Coverage | \$50,000 | \$50,000 | None | Included |
| Injunctive Relief Defense Costs | \$25,000 | \$25,000*** | None | Included |
| Fungal Pathogens (Mold) Defense Costs | \$100,000 | \$100,000 | None | Included |
| OTSPC Defense Costs | \$25,000 | \$25,000 | None | Included |
| Lead Sublimit Defense Costs | \$50,000 | \$50,000*** | None | <u>Included</u> |
| Total Contribution: | | | | \$31,156 |

Forms applicable to Named Participant: PACE Educators Liability Coverage Document - 07/01/2024

This proposal only represents a brief summary of Liability Coverage. Please refer to the PACE Educators Liability Coverage Document for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by:  Date: 05/21/2024
DocuSigned by: Krista Meraeth 0397A0FFF335424
 Authorized Representative/Agent Requested Effective

* \$25,000 minimum deductible for terminations if PACE or approved legal counsel is not consulted prior to an employment termination.
 ** Aggregate Limit of Liability is the maximum limit provided by the combination of coverage from the Trust and any Excess Carrier(s) listed on the PACE Excess Liability Coverage Certificate.
 *** Coverage subject to an Annual Aggregate Limit for all Trust members. See the PACE Educators Liability Coverage Document for specific terms and conditions.



Excess Liability Coverage Proposal

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposed coverage is only provided in excess of the listed Retention and only up to the listed Coverage Limits.

| Excess Carrier | Policy | Coverage Limits | | Retention |
|-----------------------------------------------------|--------|-----------------|------------------|--------------|
| | | Per Occurrence | Annual Aggregate | |
| Allied World Assurance Co. | TBA | \$5,000,000 | \$5,000,000 | \$10,000,000 |
| Group Ark Insurance Ltd./Arcadian Risk Capitol Ltd. | TBA | \$5,000,000 | \$5,000,000 | \$15,000,000 |

Contribution: Included

PACE does not provide the coverage described in this document. PACE procured excess liability coverage from the above referenced Excess Carrier(s), with the above referenced Limit(s), but only in excess of the above referenced Retention(s). PACE permits members of OSBA, who purchase Educators Liability Coverage from PACE, access to the above referenced coverage.

This document provides a brief summary of the Excess Liability coverage provided by the above listed Excess Carrier(s) and in-no-way replaces or supersedes the coverage documents from any or all of the listed Excess Carrier(s). Please refer to the listed Excess Carriers' coverage documents (policies) and any associated documents for details regarding coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by:


0397A0FFF335424

 Authorized Representative/Agent

Date: 05/21/2024

 Requested Effective



Auto



**Property and Casualty
Coverage for Education**

Auto Liability and Auto Physical Damage Coverage Proposal

Certificate Number: 39P60121-216

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

Auto Liability

| Coverage | Per-Occurrence Limit | Deductible | Contribution |
|---------------------------------|----------------------|------------|--------------|
| Auto Liability | \$500,000 | None | \$15,402 |
| Non-Owned/ Hired Auto Liability | \$500,000 | None | \$275 |

Applicable Coverage Document:

PACE Auto Liability Coverage Document - 07/01/2024

Auto Physical Damage

| Coverage | Per-Occurrence Limit | Deductible | Contribution |
|----------------------------|----------------------|--------------|--------------|
| Auto Physical Damage | Per Schedule | Per Schedule | \$19,406 |
| Hired Auto Physical Damage | \$50,000 | \$100/\$500 | \$100 |

Applicable Coverage Document:

PACE Auto Physical Damage Coverage Document - 07/01/2024

This proposal only represents a brief summary of Auto Liability Coverage and Auto Physical Damage Coverage. Please refer to the PACE Auto Liability Coverage Document and the PACE Auto Physical Damage Coverage Document for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by: _____

DocuSigned by:
Krista Meraeth
D397A0FFF335424
Authorized Representative/Agent

Date: _____

05/21/2024

Requested Effective



Excess Auto Liability Coverage Proposal

Certificate Number: 39P60121-216

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

Excess Auto Liability

| Coverage | Excess Liability Limit (Per Accident) | Retention | Contribution |
|----------------------------------------|------------------------------------------|-----------|-----------------------------------------------|
| Excess Auto Liability Coverage | \$14,500,000 | \$500,000 | Included with Auto Liability Contribution |
| Excess Non-Owned/ Hired Auto Liability | \$14,500,000 | \$500,000 | Included with Non-Owned/Hired AL Contribution |

Applicable Coverage Document:
PACE Excess Auto Liability Coverage Document - 07/01/2024

This proposal only represents a brief summary of Excess Auto Liability Coverage. Please refer to the PACE Excess Auto Liability Coverage Document for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by: 
Authorized Representative/Agent

Date: 05/21/2024
Requested Effective



Auto Supplemental Coverage Proposal

Certificate Number: 39P60121-216

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

Auto Supplemental

| Coverage | Limit of Liability | Deductible | Contribution |
|------------------------------------------------|------------------------|------------|------------------------------|
| Personal Injury Protection | See Coverage Document | None | Included with Auto Liability |
| Uninsured/ Underinsured Motorist Bodily Injury | \$500,000 Per Accident | None | Included with Auto Liability |

Applicable Coverage Document:

PACE Auto Supplemental Coverage Document - 07/01/2024

This proposal only represents a brief summary of Auto Supplemental Coverage. Please refer to the PACE Auto Supplemental Coverage Document for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by:  _____
Authorized Representative/Agent

Date: 05/21/2024
Requested Effective

Aelsea School District 7J

Agent: WHA Insurance

Policy Year: 07/01/24 to 06/30/25

Automobile Schedule

Auto Liability Per Occurrence Deductible: \$0.00

| Auto Code | Year | Make | Description | Vehicle Identification # | Collision | Comp | Deductible Collision | Comp | Value | AL Contribution | APD Contribution |
|-----------|------|---------------------------------|------------------------------|---------------------------------------|-----------|------|----------------------|-------|-------------|-----------------|------------------|
| 15 | 2000 | Blue Bird | WLA | 1BABKBXA4YF093458 | Yes | Yes | \$250 | \$100 | \$7,000.00 | \$852.69 | \$114.40 |
| | | Weight Class: Hvy Truck | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |
| 17 | 2000 | Blue Bird | WLA | 1BABKBXA3YF090986 | Yes | Yes | \$250 | \$100 | \$6,800.00 | \$852.69 | \$111.14 |
| | | Weight Class: Hvy Truck | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |
| 10 | 2000 | Blue Bird | WLA | 1BABKBXAXYF090984 | Yes | Yes | \$250 | \$100 | \$7,000.00 | \$852.69 | \$114.40 |
| | | Weight Class: Hvy Truck | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |
| PU | 2001 | Ford | WLA | 1FDXE45F21HA46741 | Yes | Yes | \$250 | \$100 | \$5,000.00 | \$648.78 | \$81.72 |
| | | Weight Class: Med Truck | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |
| V | 2012 | Honda | Odyssey - WLA | 5FNRL51425CB13463 | Yes | Yes | \$250 | \$100 | \$9,800.00 | \$741.47 | \$160.16 |
| | | Weight Class: Priv. Pass | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |
| Van 1 | 2013 | Dodge | Dodge Caravan - ASD | 2C4RDGBG1DR628174 | Yes | Yes | \$250 | \$100 | \$9,800.00 | \$741.47 | \$160.16 |
| | | Weight Class: Priv. Pass | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |
| PU 1 | 2015 | Dodge | Ram 2500 - ASD | 3C6TR5H25FG695061 | Yes | Yes | \$250 | \$100 | \$32,852.00 | \$611.71 | \$536.90 |
| | | Weight Class: Lgt Truck | Valuation: Functional | Term: 07/01/2024 to 06/30/2025 | | | | | | | |

| Code | Year | Make | Description | Vehicle Identification # | Collision | Comp | Deductible Collision Comp | Value | AL Contribution | APD Contribution |
|-------|------|----------------------|------------------------|--------------------------|-------------|--------------|-----------------------------|--------------|-----------------|------------------|
| 1 | 2016 | Blue Bird | Vision BBCV3310 - WLA | 1BAKGCPA0GF320179 | Yes | Yes | \$250 | \$50,000.00 | \$852.69 | \$907.93 |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| 2 | 2016 | Blue Bird | Vision BBCV3310 - WLA | 1BAKGCPA7GF320180 | Yes | Yes | \$250 | \$48,000.00 | \$852.69 | \$871.60 |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| 3 | 2016 | Blue Bird | Vision BBCV3310 - WLA | 1BAKGCPAXGF324319 | Yes | Yes | \$250 | \$50,000.00 | \$852.69 | \$907.93 |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| Van 2 | 2016 | Dodge | Grand Caravan - ASD | 2C4RDGCG6GR250212 | Yes | Yes | \$250 | \$14,925.00 | \$741.47 | \$243.92 |
| | | Weight Class: | Priv. Pass | Valuation: | Functional | Term: | 07/01/2024 to 06/30/2025 | | | |
| 4 | 2019 | Blue Bird | Blue Bird Vision - ASD | 1BAKGCSA3KF350700 | Yes | Yes | \$250 | \$67,000.00 | \$852.69 | \$1,216.62 |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| V | 2019 | Dodge | Caravan - ASD | 2C4RDGBG4KR590680 | Yes | Yes | \$250 | \$10,000.00 | \$741.47 | \$181.58 |
| | | Weight Class: | Priv. Pass | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| 5 | 2020 | Blue Bird | BBCV2311 Vision - ASD | 1BAKBCSA0LF361931 | Yes | Yes | \$250 | \$81,000.00 | \$778.54 | \$1,470.85 |
| | | Weight Class: | Med Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| 58 | 2021 | Blue Bird | Bus - ASD | 1BAKGCSA4MF373441 | Yes | Yes | \$250 | \$116,000.00 | \$852.69 | \$2,106.39 |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| T | 2021 | Miscellaneous | Dump Low Profile - ASD | 4YMBD142XMR008782 | Yes | Yes | \$250 | \$17,179.00 | \$162.20 | \$311.95 |
| | | Weight Class: | Med Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |
| 7 | 2023 | Blue Bird | 77 Passenger - ASD | 1BAKGCSA0PF391471 | Yes | Yes | \$250 | \$119,629.00 | \$852.69 | \$2,172.29 |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | |

| Code | Year | Make | Description | Vehicle Identification # | Collision | Comp | Deductible Collision Comp | Value | AL Contribution | APD Contribution | |
|---------------------|------|----------------------|---------------------------|--------------------------|-------------|--------------|-----------------------------|---------------|-----------------|------------------|-------------|
| 18 | 2023 | Blue Bird | All American - WLA | 1BABNSA6PF391443 | Yes | Yes | \$250 | \$147,607.00 | \$852.69 | \$2,680.33 | |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | | |
| 9 | 2023 | Ford | 14 Passenger Micro Bird T | 1FDDR7PG0PKB82571 | Yes | Yes | \$250 | \$117,710.00 | \$852.69 | \$2,137.44 | |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | | |
| 8 | 2024 | Blue Bird | Model BBCV3310 - ASD | 1BAKGCSA1SF806760 | Yes | Yes | \$250 | \$160,747.00 | \$852.69 | \$2,918.93 | |
| | | Weight Class: | Hvy Truck | Valuation: | Replacement | Term: | 07/01/2024 to 06/30/2025 | | | | |
| Weight Class | | | | | | | | Total: | \$1,078,049.00 | \$15,399.39 | \$19,406.64 |

Valuation Codes

Replacement = Replacement Cost Valuation
 Functional = Functional Replacement Cost

Weight Class

Priv. Pass = (0 - 10,000 LBS)
 Lgt Truck = (0 - 10,000 LBS)
 Med Truck = (10,001 - 20,000 LBS)
 Hvy Truck = (20,001 - 45,000 LBS)
 XHvy Truck = (OVER 45,000 LBS)



Property





Property Coverage Proposal

Certificate Number: 39P60121-216

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

Scheduled Property Values

\$10,207,441 Buildings, Other Structures and Scheduled Outdoor Property
\$1,522,520 Personal Property
\$32,938 Mobile Equipment

Total Limit of Indemnification (Per Occurrence)

\$11,762,899 The Trust shall not pay, or be liable for more than the Total Limit of Indemnification in any single "occurrence" during the Property Coverage Period, including all related costs and expenses, all costs of investigation, adjustment and payment of claims, but excluding the salaries of your regular employees and counsel on retainer.
\$550,000,000 PACE Per Occurrence Aggregate Loss Limit

Sublimits (Per Occurrence)

The subjects of coverage listed below are sub-limited within the "occurrence" Total Limit of Indemnification shown above. The Limits reflect the maximum amount the Trust will pay for losses involving these coverages. The titles below are provided merely for convenience of reference and shall not be deemed in any way to limit or affect the provisions to which they relate.

Covered Property
Section VIII - Covered Property in the PACE Property Coverage Document

\$100,000 Personal Property Away From Scheduled Premises
\$500,000 Personal Property of Others within your Care, Custody, or Control, other than Mobile Equipment
\$250,000 Property of Students/Employees/Volunteers (subject to a \$5,000 maximum per person)
\$50,000 Mobile Equipment of others that is within your Care, Custody or Control
\$10,000 Unscheduled Fine Arts (Fine Art may be specifically scheduled for higher limits)

Additional Coverages
Section X - Additional Coverages in the PACE Property Coverage Document

\$5,000,000 Debris Removal
Sublimit is \$5,000,000 or 25%, whichever is less.
\$100,000 Pollutant Clean-up and Removal from Land or Water
Sublimit is \$100,000 or 20% of the scheduled location(s) value, whichever is less.
\$10,000 Fungus as a Result of a "Covered Cause of Loss"

- \$10,000 Preservation of Undamaged Covered Property
Sublimit is \$10,000 or 10% of the covered portion of the loss, whichever is less.
- \$250,000 Professional Services
Sublimit is \$250,000 or 10% of the covered portion of the loss, whichever is less.
- \$25,000 Fire Department Service Charge
- \$10,000 Recharging of Fire Extinguishing Equipment
- \$10,000 Arson Reward
- \$5,000,000 Increased Cost of Construction - Enforcement of Ordinance or Law
Sublimit is \$5,000,000 or 25% of the covered portion of the loss, whichever is less.
- \$500,000 Increased Cost of Construction - Cost Resulting from Unforeseen Delay
Sublimit is \$500,000 or 25% of the covered portion of the loss, whichever is less.
- \$500,000 Expenses for Restoration or Modification of Landscaping, Roadways, Paved Surfaces and Underground Utilities
Sublimit is \$500,000 or 25% of the covered portion of the loss, whichever is less.

Additional Coverages - Business Income and Extra Expense

Section XI - Additional Coverages - Business Income and Extra Expense in the PACE Property Coverage Document

- \$5,000,000 Business Income
- \$5,000,000 Extra Expense
- \$25,000 Enforcement of Order by Government Agency or Authority
- \$25,000 Business Income from Dependent Property
- \$25,000 Interruption of Utility Services
- \$25,000 Inability to Discharge Outgoing Sewage

Coverage Extensions

Section XII - Coverage Extensions in the PACE Property Coverage Document

- \$5,000,000 Property in the Course of Construction
If you have not complied with all of the notification requirements set forth in Section XII.A. within 90 days, the most the Trust will pay for property in the Course of Construction is \$500,000. If after 90 days you have not complied with all the notification requirements set forth in Section XII.A. then no coverage will be provided for property in the Course of Construction.
- \$500,000 Newly Acquired or Constructed Property
No coverage will be provided for newly acquired or constructed property unless you notify the Trust in writing no later than 90 days after the dates specified in section XII.A.
- \$250,000 Unscheduled Outdoor Property
- \$250,000 Malicious mischief or Vandalism to Tracks and Artificial Turf Fields
- \$500,000 Property in Transit
- \$500,000 Accounts Receivable
- \$50,000 Property Damaged by Overflow of Sewers or Drains
- \$100,000 Covered Leashold Interest
Sublimit is lesser of amount listed here or an amount prorated based on time between the Loss and the earlier of: Lease Expiration, Re-occupancy of leased property, or lease of new property.
- \$500,000 Valuable Papers and Records
Sublimit is lesser of: Cost to research, replace or restore the lost information; Actual Cash Value of the blank state of the paper, tape or other recording media if records are not actually researched, restored, or replaced; or amount of sublimit listed here.
- \$25,000 Property Damaged by Computer Virus
- \$250,000 Miscellaneous Property Damaged by Specified Cause of Loss or Theft
Sublimit lesser of: Appraised Value, Fair Market Value, or Sublimit listed here.

Additional Sublimits

Sublimits showing below, if any, are in addition to the sublimits shown above.

Locations Covered

Locations that are specifically listed on the Named Participant's Property Schedule.

Perils Covered

Risks of Direct Physical Loss subject to the terms, conditions and exclusions of the PACE Property Coverage Document.

Deductibles

- \$1,000 Per occurrence (unless specifically scheduled otherwise) except:
- \$1,000 Per occurrence for Mobile Equipment (unless specifically scheduled otherwise).

Contribution

\$31,443

Applicable Coverage Document:
 PACE Property Coverage Document - 07/01/2024

This proposal only represents a brief summary of Property Coverage. Please refer to the PACE Property Coverage Document for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by:  _____
 Authorized Representative/Agent

Date: 05/21/2024
 Requested Effective

**Property and Casualty
Coverage for Education**

Proposed Equipment Breakdown/ Boiler and Machinery Coverage Summary

Insured by the Travelers Casualty and Surety Company of America

Travelers Policy Number: BME1-6W78957A-TIL-23**Coverage Period: 7/1/2024 through 6/30/2025****Named Participant**Alesa School District 7J
PO Box B
Alesa, OR 97324**Second Named Participant**

Alesa Charter School

Agent of RecordWHA Insurance
2930 Chad Dr
Eugene, OR 97408**Proposal is provided only for those coverages where a contribution is shown.**

| | | |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Covered Equipment | "Covered Equipment" as defined in the Coverage Form, located at Covered Property listed and specifically described on the Schedule of Property Values on file with the Trust (SDIS). | |
| Coverage Limit | \$11,762,899 | Comprehensive Equipment Breakdown - Overall limit of coverage regardless of sub limits. |
| Sub Limits | \$5,000,000 | Business Income/ Extra Expense |
| | \$1,000,000 | Consequential Loss |
| | \$5,000,000 | Demolition and Increased Cost of Construction - Ordinance or Law |
| | \$2,500,000 | Expediting Expenses |
| | \$2,500,000 | Spoilage |
| | \$1,000,000 | Hazardous Substances |
| | \$1,000,000 | Ammonia Contamination |
| | \$5,000,000 | Water Damage |
| | \$5,000,000 | Utility Interruption |
| | \$1,000,000 | Media and Data |
| | \$1,000,000 | Newly Aquired Locations - 180 Day day reporting |
| | Included | CFC Refrigerants |
| | Included | Computer Equipment |
| Other Conditions | 24 Hours | Business Income and Extra Expense Waiting Period |
| | 24 Hours | Utility Interruption Waiting Period |
| | 180 Days | Newly Aquired Locations |
| Deductibles | \$1,000 | Per Occurrence - Except motors greater than 500 hp |
| | \$5,000 | Per Occurrence - Motors greater than 500 hp |
| Locations | Property listed as having Equipment Breakdown coverage on the Property and Casualty Coverage for Education Trust (PACE) Schedule of Property Values - Section 1 or the PACE Schedule of Property Values - Section 2. | |
| Contribution | \$776 | |

PACE does not provide the coverage described in this document. PACE procured Equipment Breakdown Coverage from Travelers Casualty and Surety Company of America (Travelers) and permits members of OSBA, who purchase Property coverage from PACE, access to this coverage under the Travelers policy.

This document provides a brief summary of Equipment Breakdown Coverage from Travelers Casualty and Surety Company of America (Travelers) and in-no-way replaces or supersedes the Travelers policy or coverage terms. Please refer to the Travelers Equipment Breakdown Protection Coverage Form and associated documents for detailed coverages, exclusions and conditions.

To request that coverage be provided, please sign, date and return this Proposal before the effective date.

Accepted by: _____

Authorized Representative/Agent

DocuSigned by:

D397A0FF335424

Date: _____

05/21/2024

Requested Effective



**Property and Casualty
Coverage for Education**

Proposed National Union Fire Comprehensive Crime Coverage Summary

National Union Fire Policy Number: 01-300-42-85

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

Policy and Coverages

Limits

Government Crime Policy

\$500,000.00

Forgery or Alteration

Theft, Disappearance and Destruction

Section 1 - Inside Premises

Section 2 - Outside Premises

Computer Fraud

Funds Transfer Fraud

Faithful Performance of Duty

Money Orders and Counterfeit Money

Impersonation Fraud (\$25,000 deductible)

\$250,000.00

Loss Investigation Expense

\$25,000

Coverage Modifications

Non Compensated Officers, Directors (includes volunteer workers and students as "Employees")

Deletion of Bonded Employee Exclusion

Deletion of Treasurer or Tax Collector Exclusion

Deductibles and Contributions

Deductible \$5,000.00

Contribution \$1,491.00

PACE does not provide Crime Coverage. PACE procured Crime Coverage from Chartis Insurance Company and permits members of OSBA, who purchase Property/Casualty coverage from PACE and fulfill certain requirements, to be Additional Insureds on the Chartis Crime Coverage policy. Additional Insureds are bound by, and will not receive benefits that exceed, the deductibles and limits in this document.

This document provides a brief summary of Crime Coverage from Chartis Insurance Company and in-no-way replaces or supersedes the Chartis policy or coverage terms. Please refer to the Chartis Policy and associated documents for detailed coverages, exclusions and conditions.

New coverage or limit increases cannot be bound until review and approval of the application. To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by: 
Authorized Representative/Agent

Date: 05/21/2024
Requested Effective



School Violent Acts Coverage Proposal

Certificate Number: 39P60121-216 **Coverage Period:** 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

Under the proposed coverage, PACE will pay your Crisis Expenses in excess of the retained limit because of a Violent Act at your premises which takes place during the Coverage Period and to which this coverage applies.

Limit of Coverage (Per Occurrence and Annual Aggregate): \$50,000
Maximum Annual Aggregate Limit All PACE Members Combined: \$200,000
Deductible (Retained Limit): \$0
Contribution: Included

Applicable Coverage Document:

PACE School Violent Acts Coverage Document - 07/01/2024

This proposal only represents a brief summary of Violent Acts Coverage. Please refer to the PACE School Violent Acts Coverage Document for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by: 
Authorized Representative/Agent

Date: 05/21/2024
Requested Effective



Alesea School District 7J

Agent: WHA Insurance

Policy Year: 07/01/24 to 06/30/25

Schedule of Property Values - Section 1
Building, Other Structures and Scheduled Outdoor Property

| Premises: CTE Building | | | | | | | | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------|--------------|----------------|------------------------|-----------------|----------------|----------------|------------|----------|------------|-----------------------|
| Covered Property: CTE Building - COC Unique ID: 60121P152138 Address: 301 S 3rd Street Alesea OR, 97324 Coverage Class: Building | | | | | | | | | | | | |
| Loc Code | % Sprinkler | Appraiser | Year Built | Equip Brk Cov | Flood Zone* | Valuation | Replacement | Vacant (Y/N) | Fire Alarm | App Date | Sq Footage | Structure Value |
| Protect Class | Security Alarm | App Code | # of Stories | Earthquake Cov | Deductible | Pers Prop Value | \$0.00 | 7 | No | 0 | 0 | \$0.00 |
| Const Class | Comments | | | Remodel | Contribution | Total Value | \$1,664,000.00 | FRAME | | | | \$1,664,000.00 |
| | | | | | Premises Total: | \$6,165 | | | | | | \$1,664,000.00 |
| Premises: Dwelling | | | | | | | | | | | | |
| Covered Property: Dwelling Unique ID: 60121P92662W Address: 178 S. 3rd Street Alesea OR, 97324 Coverage Class: Building | | | | | | | | | | | | |
| Loc Code | % Sprinkler | Appraiser | Year Built | Equip Brk Cov | Flood Zone* | Valuation | Replacement | Vacant (Y/N) | Fire Alarm | App Date | Sq Footage | Structure Value |
| Protect Class | Security Alarm | App Code | # of Stories | Earthquake Cov | Deductible | Pers Prop Value | \$0.00 | 7 | Yes | 01-07 | 1 | \$0.00 |
| Const Class | Comments | | | Remodel | Contribution | Total Value | \$140,000.00 | FRAME | | | | \$140,000.00 |
| | | | | | Premises Total: | \$374 | | | | | | \$140,000.00 |
| Covered Property: Storage Unique ID: 60121P119986S Address: 178 S. 3rd Street Alesea OR, 97324 Coverage Class: Other Structure | | | | | | | | | | | | |
| Loc Code | % Sprinkler | Appraiser | Year Built | Equip Brk Cov | Flood Zone* | Valuation | Replacement | Vacant (Y/N) | Fire Alarm | App Date | Sq Footage | Structure Value |
| Protect Class | Security Alarm | App Code | # of Stories | Earthquake Cov | Deductible | Pers Prop Value | \$17,550.00 | 7 | No | 0 | 0 | \$17,550.00 |
| Const Class | Comments | | | Remodel | Contribution | Total Value | \$26,325.00 | NONCOMBUSTIBLE | | | | \$26,325.00 |
| | | | | | Premises Total: | \$76 | | | | | | \$26,325.00 |

Address: 267 Market Street Alsea OR, 97324

| Coverage Class: Other Structure | | | | | | | | | | |
|---------------------------------|----------------|----------------|----|-----------|--------------|----------------|-----|--------------|-----------------|--------------|
| Loc Code | 03-02 | % Sprinkler | 0 | Appraiser | Year Built | Equip Brk Cov | Yes | Flood Zone* | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | Sq Footage | Flood Cov | Yes | Eff Date | Structure Value | \$3,042.00 |
| Protect Class | 7 | Security Alarm | No | App Code | # of Stories | Earthquake Cov | Yes | Deductible | Pers Prop Value | \$20,800.00 |
| Const Class | NONCOMBUSTIBLE | Comments | | | | Remodel | No | Contribution | Total Value | \$23,842.00 |
| Premises Total: | | | | | | | | | Contribution | \$519 |
| | | | | | | | | | Total Value | \$190,167.00 |

Premises: Elementary School

| Coverage Class: Building | | | | | | | | | | |
|--------------------------|----------------|----------------|----|-----------|--------------|----------------|-----|--------------|-----------------|--------------|
| Loc Code | 01-02 | % Sprinkler | 0 | Appraiser | Year Built | Equip Brk Cov | Yes | Flood Zone* | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | Sq Footage | Flood Cov | Yes | Eff Date | Structure Value | \$134,000.00 |
| Protect Class | 7 | Security Alarm | No | App Code | # of Stories | Earthquake Cov | Yes | Deductible | Pers Prop Value | \$62,861.10 |
| Const Class | NONCOMBUSTIBLE | Comments | | | | Remodel | No | Contribution | Total Value | \$196,861.10 |

Covered Property: Electronic Reader Board Unique ID: 60121P48316W Address: 310 S 3rd Street Alsea OR, 97324

| Coverage Class: Scheduled Outdoor Property | | | | | | | | | | |
|--------------------------------------------|-------|----------------|----|-----------|--------------|----------------|-----|--------------|-----------------|-------------|
| Loc Code | 01-09 | % Sprinkler | 0 | Appraiser | Year Built | Equip Brk Cov | Yes | Flood Zone* | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | Sq Footage | Flood Cov | Yes | Eff Date | Structure Value | \$40,302.85 |
| Protect Class | 7 | Security Alarm | No | App Code | # of Stories | Earthquake Cov | Yes | Deductible | Pers Prop Value | \$0.00 |
| Const Class | FRAME | Comments | | | | Remodel | No | Contribution | Total Value | \$40,302.85 |

Covered Property: Grandstand Unique ID: 60121P561 Address: 310 S 3rd Avenue Alsea OR, 97324

| Coverage Class: Other Structure | | | | | | | | | | |
|---------------------------------|-------|----------------|------------------------|-----------|--------------|----------------|-----|--------------|-----------------|--------------|
| Loc Code | 01-05 | % Sprinkler | 0 | Appraiser | Year Built | Equip Brk Cov | Yes | Flood Zone* | Valuation | Actual Cash |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | Sq Footage | Flood Cov | Yes | Eff Date | Structure Value | \$342,000.00 |
| Protect Class | 7 | Security Alarm | No | App Code | # of Stories | Earthquake Cov | Yes | Deductible | Pers Prop Value | \$520.00 |
| Const Class | FRAME | Comments | Condition of structure | | | Remodel | No | Contribution | Total Value | \$342,520.00 |

| | | | | | | | | | | | | | |
|---------------|-------|----------------|----|-----------|-------|--------------|------|----------------|-----|--------------|----------|-----------------|-------------|
| Loc Code | 01-08 | % Sprinkler | 0 | Appraiser | | Year Built | 1970 | Equip Brk Cov | Yes | Flood Zone* | | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | | Sq Footage | 48 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$11,526.75 |
| Protect Class | 7 | Security Alarm | No | App Code | 01-10 | # of Stories | 1 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$1,000.00 |
| Const Class | FRAME | Comments | | | | | | Remodel | No | Contribution | \$37 | Total Value | \$12,526.75 |

Covered Property: Main Building Unique ID: 60121P566 Address: 310 S 3rd Street Aalsea OR, 97324

| | | | | | | | | | | | | | |
|---------------|-------|----------------|-----|-----------|------------|--------------|-------|----------------|-----|--------------|----------|-----------------|----------------|
| Loc Code | 01-01 | % Sprinkler | 100 | Appraiser | CBIZ | Year Built | 1949 | Equip Brk Cov | Yes | Flood Zone* | D | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | Yes | App Date | 12/13/2023 | Sq Footage | 25942 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$6,536,000.00 |
| Protect Class | 7 | Security Alarm | Yes | App Code | 01-01 | # of Stories | 1 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$1,261,086.11 |
| Const Class | FRAME | Comments | | | | | | Remodel | No | Contribution | \$18,770 | Total Value | \$7,797,086.11 |

Covered Property: Modular Annex Unique ID: 60121P563 Address: 310 S 3rd Street Aalsea OR, 97324

| | | | | | | | | | | | | | |
|---------------|-------|----------------|-----|-----------|------------|--------------|------|----------------|-----|--------------|----------|-----------------|--------------|
| Loc Code | 01-07 | % Sprinkler | 0 | Appraiser | CBIZ | Year Built | 1971 | Equip Brk Cov | Yes | Flood Zone* | C | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | Yes | App Date | 12/13/2023 | Sq Footage | 3472 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$627,000.00 |
| Protect Class | 7 | Security Alarm | Yes | App Code | 01-03 | # of Stories | 2 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$50,198.11 |
| Const Class | FRAME | Comments | | | | | | Remodel | No | Contribution | \$1,811 | Total Value | \$677,198.11 |

Covered Property: Modular Classroom - 6th Grade Unique ID: 60121P562 Address: 310 S 3rd Street Aalsea OR, 97324

| | | | | | | | | | | | | | |
|---------------|-------|----------------|-----|-----------|-----------|--------------|------|----------------|-----|--------------|----------|-----------------|--------------|
| Loc Code | 01-06 | % Sprinkler | 0 | Appraiser | CBIZ | Year Built | 1971 | Equip Brk Cov | Yes | Flood Zone* | C | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | Yes | App Date | 12/7/2023 | Sq Footage | 990 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$138,000.00 |
| Protect Class | 7 | Security Alarm | Yes | App Code | 01-06 | # of Stories | 1 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$24,131.09 |
| Const Class | FRAME | Comments | | | | | | Remodel | No | Contribution | \$434 | Total Value | \$162,131.09 |

| | | | | | | | | | | | | | |
|---------------|-------|----------------|-----|-----------|------------|--------------|------|----------------|-----|--------------|----------|-----------------|--------------|
| Loc Code | 01-04 | % Sprinkler | 0 | Appraiser | CBIZ | Year Built | 1949 | Equip Brk Cov | Yes | Flood Zone* | C | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | Yes | App Date | 12/13/2023 | Sq Footage | 1736 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$217,000.00 |
| Protect Class | 7 | Security Alarm | Yes | App Code | 01-04 | # of Stories | 1 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$72,283.97 |
| Const Class | FRAME | Comments | | | | | | Remodel | No | Contribution | \$774 | Total Value | \$289,283.97 |

Covered Property: Play Shed Unique ID: 60121P558 Address: 310 S 3rd Street Alsea OR, 97324 Coverage Class: Other Structure

| | | | | | | | | | | | | | |
|---------------|-------|----------------|----|-----------|------------|--------------|------|----------------|-----|--------------|----------|-----------------|--------------|
| Loc Code | 01-03 | % Sprinkler | 0 | Appraiser | CBIZ | Year Built | 1982 | Equip Brk Cov | Yes | Flood Zone* | C | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | 12/13/2023 | Sq Footage | 3542 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$266,000.00 |
| Protect Class | 7 | Security Alarm | No | App Code | 01-05 | # of Stories | 1 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$520.00 |
| Const Class | FRAME | Comments | | | | | | Remodel | No | Contribution | \$790 | Total Value | \$266,520.00 |

Covered Property: Storage Unique ID: 60121P127411W Address: 301 S 3rd Street Alsea OR, 97324 Coverage Class: Other Structure

| | | | | | | | | | | | | | |
|---------------|----------------|----------------|----|-----------|--|--------------|-----|----------------|-----|--------------|----------|-----------------|-------------|
| Loc Code | 01-10 | % Sprinkler | 0 | Appraiser | | Year Built | | Equip Brk Cov | Yes | Flood Zone* | | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | | Sq Footage | 503 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$3,042.00 |
| Protect Class | 7 | Security Alarm | No | App Code | | # of Stories | 0 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$5,200.00 |
| Const Class | NONCOMBUSTIBLE | Comments | | | | | | Remodel | No | Contribution | \$24 | Total Value | \$8,242.00 |

Covered Property: Storage Unique ID: 60121P127413W Address: 301 S 3rd Street Alsea OR, 97324 Coverage Class: Other Structure

| | | | | | | | | | | | | | |
|------------------------|----------------|----------------|----|-----------|--|--------------|-----|----------------|-----|--------------|----------|-----------------|----------------|
| Loc Code | 01-11 | % Sprinkler | 0 | Appraiser | | Year Built | | Equip Brk Cov | Yes | Flood Zone* | | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | | Sq Footage | 503 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$3,042.00 |
| Protect Class | 7 | Security Alarm | No | App Code | | # of Stories | 0 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$5,200.00 |
| Const Class | NONCOMBUSTIBLE | Comments | | | | | | Remodel | No | Contribution | \$24 | Total Value | \$8,242.00 |
| Premises Total: | | | | | | | | | | Contribution | \$24,365 | Total Value | \$9,800,913.98 |

Covered Property: Modular Building Unique ID: 60121P119984S Address: 310 S 3rd Street Alsea OR, 97324

Coverage Class: Building

| | | | | | | | | | | | | | |
|---------------|-------|----------------|----|-----------|--|--------------|------|----------------|-----|--------------|----------|-----------------|-------------|
| Loc Code | 01-12 | % Sprinkler | 0 | Appraiser | | Year Built | 2021 | Equip Brk Cov | Yes | Flood Zone* | | Valuation | Replacement |
| Vacant (Y/N) | No | Fire Alarm | No | App Date | | Sq Footage | 315 | Flood Cov | Yes | Eff Date | 7/1/2024 | Structure Value | \$73,710.00 |
| Protect Class | 7 | Security Alarm | No | App Code | | # of Stories | 1 | Earthquake Cov | Yes | Deductible | \$1,000 | Pers Prop Value | \$1,170.00 |
| Const Class | FRAME | Comments | | | | Remodel | | | No | Contribution | \$222 | Total Value | \$74,880.00 |

Premises Total:

| | | | |
|--------------|-------|-------------|-------------|
| Contribution | \$222 | Total Value | \$74,880.00 |
|--------------|-------|-------------|-------------|

* Flood Zones shown on the Schedule of Property Values are an estimate, either provided by the member, the insurance agent, or an independent appraiser. It is not a guarantee that the location is or is not in federally designated Special Flood Hazard Area (SFHA). In the event of a covered claim under this Supplemental Coverage, a determination on the flood zone will be made based on a review of Federal Emergency Management Agency flood maps, not by the estimated flood zone indicated on this Schedule of Property Values. If there is any question that a location is in a Special Flood Hazard Area, then make sure you obtain NFIP coverage for the location.

Construction Class Options

Fire Resistive Noncombustible
 Modified Fire Resistive Joisted Masonry
 Masonry Noncombustible Frame

Valuation Options

Actual Cash Value
 Replacement
 Stated Amount

Protection Class Description

Fire Protection Class is determined by the level of fire protection in your area. Your local fire department should be able to tell you which Protection Class your property is in.

| | |
|-------------------------------|-----------------|
| Total Structure Value | \$10,207,440.60 |
| Total Personal Property Value | \$1,522,520.38 |
| Total Value | \$11,729,960.98 |
| Total Contribution | \$31,270 |



Cyber



**Property and Casualty
Coverage for Education**

Proposed AIG Cyber Liability and Cyber Extortion Coverage Summary

AIG Policy Number: 01-232-08-96

Coverage Period: 7/1/2024 through 6/30/2025

Named Participant

Alsea School District 7J
PO Box B
Alsea, OR 97324

Second Named Participant

Alsea Charter School

Agent of Record

WHA Insurance
2930 Chad Dr
Eugene, OR 97408

Proposal is provided only for those coverages where a contribution is shown.

| AIG Coverage Sections | Deductibles | Contribution |
|------------------------------|--------------------|---------------------|
| Security And Privacy | \$5,000 | Included |
| Event Management | \$5,000 | Included |
| Media Content | \$5,000 | Included |
| Network Interruption | \$5,000 | Included |
| Cyber Extortion | \$25,000 | Included |

AIG Cyber Liability Coverage Limits

With respect to this Coverage, to this Additional Insured(s), AIG will not be liable, in any one annual coverage period, for more than: \$1,000,000

Annual Aggregate Limit - Regardless of the number of Additional Insureds that experience a loss; the most AIG will pay to all Additional Insureds in the aggregate for the Cyber Liability Coverage, in any one annual coverage period, is: \$5,000,000 (1)

AIG Cyber Extortion Coverage Limits

With respect to this Coverage to this Additional Insured, AIG will not be liable, in any one annual coverage period, for more than: \$200,000 (2)

Annual Aggregate Limit - Regardless of the number of Additional Insureds that experience a loss; the most AIG will pay for this Cyber Extortion Coverage, in any one annual Coverage Period, is: \$2,000,000 (1) (2)

PACE does not provide Cyber Liability or Cyber Extortion Coverage ('Cyber Coverage'). PACE procured Cyber Coverage from AIG Insurance and permits members of OSBA, who purchase Property/Casualty coverage from PACE and fulfill certain requirements, to be Additional Insureds on the AIG Cyber Coverage policy. Additional Insureds are bound by, and will not receive benefits that exceed, the deductibles and limits in this document.

This document provides a brief summary of Cyber Coverage from AIG and in-no-way replaces or supersedes the AIG policy or coverage terms. Please refer to the AIG Cyber Coverage Policy and associated documents for detailed coverages, exclusions and conditions.

To request that coverage be bound, please sign, date and return this Proposal before the effective date.

Accepted by:  Date: 05/21/2024
Authorized Representative/Agent Requested Effective

- (1) This Annual Aggregate Limit amount will be paid and reduced by claims of all Additional Insureds in the order in which the claims are paid by AIG. In the event the incurred losses arising from a single claim involving multiple Additional Insureds exceeds any remaining annual aggregate limit, that remaining amount will be paid on a pro-rata basis among those Additional Insureds involved in the claim.
- (2) These limits include all amounts paid for Cyber Extortion claims including, but not limited to, loss amounts as well as defense and investigation expenses.



**Property and Casualty
Coverage for Education**

2023/ 2024 to 2024/ 2025 Premium and Rate Comparison

Alsea School District 7J

| Coverage | 2023/ 2024 Policy Year | | 2024/ 2025 Policy Year | | 2023/ 2024 to 2024/ 2025 Changes | | | | |
|---------------|------------------------|-------------|------------------------|------------------|----------------------------------|------------|----------------|------------------|---------------|
| | Premium | Exposure | Rate | Premium | Exposure | Rate | Premium Change | % Premium Change | % Rate Change |
| Property | \$25,156 | \$9,975,583 | \$25.22 | \$32,219 | \$11,762,899 | \$27.39 | \$7,063 | 28.08% | 8.62% |
| Liability | \$40,148 | \$935 | \$42.94 | \$31,156 | \$269 | \$115.82 | -\$8,992 | -22.40% | 169.73% |
| Automobile | \$32,394 | 20 | \$1,619.70 | \$35,183 | 20 | \$1,759.15 | \$2,789 | 8.61% | 8.61% |
| Crime | \$1,334 | | | \$1,491 | | | \$158 | 11.81% | |
| Totals | \$99,031 | | | \$100,049 | | | \$1,018 | 1.03% | |

Liability Exposure = ADA for School Districts, Public Resources for Community Colleges and General Services Grant for Education Service Districts

Property Exposure = Total Insured Value (TIV)

Automobile Exposure = Automobile Count

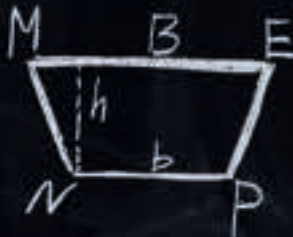
Classwork



$$= \frac{b \times h}{2}$$



$$A = L \times w$$



$$A = \frac{(B+b) \times h}{2}$$

Workers' Compensation

Information Page

Policy no: 470295
Employer identification no: 93-6000203
NCCI Risk ID no: 915051537

Item 1. **The Insured:**
 Benton County School District 7-Cj

Entity Type:
 Political Subdivision: School

Mailing address:
 BENTON COUNTY SCHOOL DISTRICT 7-CJ
 PO BOX B
 ALSEA, OR 97324-0120

Agent:
 WHA - PUBLIC ENTITIES
 WHA INSURANCE AGENCY INC
 2930 CHAD DR
 EUGENE, OR 97408

Other workplaces not shown above:
 Benton County School District 7-Cj
 301 S 3rd St
 Alsea, OR 97324-9643

Alsea Elementary School

Alsea High School

Item 2. **The policy period** is from 07/01/2024, 12:01 A.M. to 07/01/2025, 12:01 A.M. at the insured's mailing address.

Item 3. **A. Workers Compensation Insurance: Part One** of the policy applies to the Workers Compensation Law of the states listed here: OREGON.

B. Employers Liability Insurance: Part Two of the policy applies to work in each state listed in item 3.A. The limits of our liability under Part Two are:

Bodily Injury by Accident \$500,000 each accident
 Bodily Injury by Disease \$500,000 each employee
 Bodily Injury by Disease \$500,000 policy limit

C. Other States Insurance: Part Three of the policy applies to the states, if any, listed here:
 NONE

D. This policy includes these endorsements and schedules:

WC000424 Audit Noncompliance Charge Endorsement
 WC360304 Oregon Amendatory Endorsement
 WC990616 Confidentiality Endorsement
 WC990401C Premium Payment Rating Plan Endorsement
 WC000414A 90-Day Reporting Requirement-Notification of Change in Ownership Endorsement
 WC890406 Policy Information Page Endorsement
 WC360601E Oregon Cancellation Endorsement
 WC000421F Catastrophe (Other Than Certified Acts of Terrorism) Premium Endorsement
 WC000422C Terrorism Risk Insurance Program Reauthorization Act Disclosure endorsement.
 WC000406A Premium Discount Endorsement
 WC000419A Part Five - Premium Amendatory Endorsement
 WC360406 Premium Due Date Endorsement

Item 4. **The premium** for this policy will be determined by our Manuals of Rules, Classifications, Rates and Rating Plans. The experience rating modification factor and other rating plan factors, if any, may change on your rating effective date of 7/1/2025. All information required below is subject to verification and change by audit.

Rating period: 07/01/2024 to 07/01/2025
Location 1: Benton County School District 7-Cj

| Classification description | Class | Subject payroll | Rate | Premium |
|------------------------------------|-------|-----------------|------|-------------|
| School-Bus Drivers | 7380 | \$353,389.00 | 3.65 | \$12,898.70 |
| School-Professional Emp & Clerical | 8868 | \$2,529,711.00 | 0.28 | \$7,083.19 |
| Work Experience-No Manual Labor | 8868 | \$0.00 | 0.28 | \$0.00 |
| School-All Other Employees | 9101 | \$174,436.00 | 2.23 | \$3,889.92 |
| Work Experience-Manual Labor | 9101 | \$0.00 | 2.23 | \$0.00 |
| School-Cafeteria/Kitchen Empl | 9349 | \$64,364.00 | 2.04 | \$1,313.03 |

Total manual premium \$3,121,900.00 \$25,184.84

Total subject premium \$25,184.84

| Description | Basis | Factor | Premium |
|-------------------|-------------|--------|------------|
| Experience Rating | \$25,184.84 | 1.07 | \$1,762.94 |

Total modified premium \$26,947.78

| Description | Basis | Factor | Premium |
|----------------|-------------|--------|-----------|
| Pre-pay credit | \$26,947.78 | 0.99 | -\$269.48 |

Total standard premium \$26,678.30

| Description | Basis | Factor | Premium |
|----------------------|----------------|--------|-------------|
| Oregon Total Premium | | | \$26,678.30 |
| Premium Discount | \$26,678.30 | 0.1116 | -\$2,976.92 |
| Terrorism Premium | \$3,121,900.00 | 0.005 | \$156.10 |
| Catastrophe Premium | \$3,121,900.00 | 0.01 | \$312.19 |
| DCBS Assessment | \$24,169.67 | 1.098 | \$2,368.63 |

Total premium and assessment \$26,538.30

Policy Minimum Premium: \$500

Your policy premium is based on your current estimated premium and may be prorated for policies in effect for less than a full year or adjusted based on actual payroll by classification.

Terrorism Premium is in addition to Policy Minimum Premium.

Catastrophe Premium is in addition to Policy Minimum Premium.

Payroll Reporting Frequency: Annual

Policyholder Option to Reimburse SAIF Corporation for Medical Expenses (Nondisabling Claims Reimbursement Program): This policyholder has chosen to enroll in the Nondisabling Claims Reimbursement program with Quarterly claim evaluation.

Policy Performance Summary



Policy: 470295 - Benton County School District 7-Cj
Legal Name: Benton County School District 7-Cj

Policy Details

Status: Active
 Market Type: Voluntary
 Relation Type:
 Rate Acct:
 Orig Cov Date: 07/01/1992
 Cont Cov Date: 07/01/1992
 Business Type: Elementary And Secondary Schools
 Entity: Political Subdivision: School
 WCD Number: 5603022
 NCCI Number: 915051537 Interstate
 EIN: 93-6000203
 Principal Class: 8868
 NAICS Code: 611110
 Office: Service Center
 Agency: Wha Insurance Agency Inc
 Underwriter: Portland Service Center
 SMC: Safety Services
 Last Audit: 07/01/2022 - 07/01/2023

Current Policy Period Details

Period Status: Renew
 Effective Date: 07/01/2024
 Expiration Date: 07/01/2025
 Cancel Date:
 ARD: 07/01/2024
 Sales Plan: Guaranteed Cost
 ELCB Limits: 500,000/500,000/500,000
 ND Reimb: 07/01/2024 - 07/01/2025 Quarterly
 Group:
 Group Type:
 Rating Plan: Tentative ERP - 1.07
 Tier: F - 1.6300
 Rpt Freq / Pmt: Annually / 10 pay 10% down

Policy Period History

| Policy Year | Mod | Payroll | Claim Freq | Standard Premium | Tier |
|-------------|------|-----------|------------|------------------|------|
| 2023 | 1.13 | 2,933,386 | 0.07 | 28,195 | F |
| 2022 | 0.73 | 4,808,115 | 0.10 | 30,294 | F |
| 2021 | 1.06 | 5,489,488 | 0.05 | 46,141 | F |
| 2020 | 1.07 | 3,805,311 | 0.00 | 31,637 | F |
| 2019 | 1.92 | 1,755,065 | 0.17 | 32,873 | F |

Gaps in Coverage

No gaps in coverage for this policy.

Policy Performance History

| Policy Year | Prorated Premium | Paid Losses | Incurred Losses | Paid/Std | Inc/Std | Clm Count | Exp Clm Count | Paid TL | Paid Med | ND Reimb | TL Count | Exp TL Count | TL Day |
|-------------|------------------|-------------|-----------------|----------|---------|-----------|---------------|---------|----------|----------|----------|--------------|--------|
| 2023 | 26,334 | 854 | 854 | 3% | 3% | 2 | 1.44 | 0 | 854 | -1,561 | 0 | 0.38 | 0 |
| 2022 | 30,294 | 7,215 | 7,215 | 24% | 24% | 5 | 2.89 | 2,103 | 5,112 | -728 | 1 | 0.79 | 22 |
| 2021 | 46,141 | 131,145 | 146,727 | 284% | 318% | 3 | 3.57 | 23,079 | 63,063 | 0 | 1 | 0.93 | 369 |
| 2020 | 31,637 | 0 | 0 | 0% | 0% | 0 | 2.34 | 0 | 0 | 0 | 0 | 0.62 | 0 |
| 2019 | 32,873 | 714 | 714 | 2% | 2% | 3 | 1.18 | 0 | 714 | 0 | 0 | 0.31 | 0 |

Ten Highest Incurred Loss Claims Received in Last Five Policy Years

| Last Name | Claim Number | Date of Injury | Status | Type | Decision | Incurred Loss | Paid Loss | Timely ¹ | Inj Class |
|-----------|--------------|----------------|--------|--------------|----------|---------------|-----------|---------------------|-----------|
| Russell | 8606212 | 09/08/2021 | Closed | PPD | Accepted | 142,224 | 126,642 | YES | 8868 |
| Goodman | 8680961 | 05/30/2023 | Closed | Disabling | Accepted | 5,873 | 5,873 | NO | 9101 |
| Elbers | 8634769 | 04/11/2022 | Closed | Nondisabling | Accepted | 4,281 | 4,281 | YES | 9101 |
| Martinez | 8648555 | 08/23/2022 | Closed | Nondisabling | Accepted | 753 | 753 | NO | 8868 |
| Elbers | 8545326 | 02/05/2020 | Closed | Nondisabling | Accepted | 702 | 702 | YES | 9101 |
| Chilcote | 8689495 | 08/09/2023 | Closed | Nondisabling | Accepted | 597 | 597 | NO | 9101 |
| Elbers | 8661580 | 12/08/2022 | Closed | Nondisabling | Accepted | 348 | 348 | YES | 9101 |
| Bennett | 8803239 | 03/04/2024 | Closed | Nondisabling | Accepted | 256 | 256 | NO | 9349 |
| Goodman | 8644951 | 07/27/2022 | Closed | Nondisabling | Accepted | 240 | 240 | YES | 9101 |
| Stanton | 8603180 | 08/11/2021 | Closed | Nondisabling | Accepted | 221 | 221 | NO | 8868 |

Number of Claims Received in Last Five Policy Years

| Claim Type | Count | Claim Status | Count |
|--------------|-----------|--------------|-----------|
| Disabling | 1 | Closed | 11 |
| Nondisabling | 12 | Denied | 2 |
| PPD | 1 | Void | 1 |
| Total | 14 | Total | 14 |

¹ A claim is "Timely" if the 801 or 827 is received by SAIF within five days of the employer's date of knowledge of the injury.

^ Designates a preferred worker.

Workers Compensation Classification Schedule

Insurance for this coverage part provided by
Zurich American Insurance Company

Policy number
WC 9552801 - 02



| ITEM 4. CLASSIFICATION OF OPERATIONS | | PREMIUM BASIS | RATES | | |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------------|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Loc. | Entry in this item, except as specifically provided elsewhere in this policy, does not modify any of the other provisions of this policy. | Code No. | Total Estimated Annual Remuneration | Per \$100 of Remuneration | Estimated Annual Premium |
| | Benton County School District 7-Cj FEIN# 93-6000203 NAICS CODE 611310 ERN# Z000022975 15-2660 Pahoia Village Rd Ste 105-288 Pahoia, HI 96778-6721 College-Professional Employees & Clerical | 8868 | \$ 67,904 | 0.77 | \$ 523.00 |
| | Total Manual Premium Increase Limits 0.8% Subject Premium Total Subject Premium Total Modified Premium Total Standard Premium Expense Constant Terrorism 0.014 Catastrophe (Other Than Certified Acts of Terrorism) 0.014 Estimated Annual Premium Total Amount Due | 9807 0900 9740 9741 | | | \$ 523.00 \$ 4.00 \$ 527.00 \$ 527.00 \$ 527.00 \$ 527.00 \$ 180.00 \$ 10.00 \$ 10.00 \$ 727.00 \$ 727.00 |

Workers Compensation Classification Schedule

Insurance for this coverage part provided by
Zurich American Insurance Company

Policy number
WC 9552801 - 02



| ITEM 4. CLASSIFICATION OF OPERATIONS | | PREMIUM BASIS | RATES | | |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------------------------------|---------------------------|--------------------------|
| Loc. | Entry in this item, except as specifically provided elsewhere in this policy, does not modify any of the other provisions of this policy. | Code No. | Total Estimated Annual Remuneration | Per \$100 of Remuneration | Estimated Annual Premium |
| | Benton County School District 7-Cj FEIN# 93-6000203 NAICS CODE 611310 1241 E Pleasant Ave Challis, ID 83226-7726 College-Professional Employees & Clerical | 8868 | \$ 66,231 | 0.52 | \$ 344.00 |
| | Total Manual Premium | | | | \$ 344.00 |
| | Increased Limit Charge | 9848 | | | \$ 68.00 |
| | Increase Limits 0.8% | 9807 | | | \$ 3.00 |
| | Total Subject Premium | | | | \$ 415.00 |
| | Total Modified Premium | | | | \$ 415.00 |
| | Total Standard Premium | | | | \$ 415.00 |
| | Terrorism 0.01 | 9740 | | | \$ 7.00 |
| | Catastrophe (Other Than Certified Acts of Terrorism) 0.01 | 9741 | | | \$ 7.00 |
| | Estimated Annual Premium | | | | \$ 429.00 |
| | Total Amount Due | | | | \$ 429.00 |
| | Policy Total Estimated Cost | | | | \$ 1,156.00 |

Mission Statement

Our mission is to always act in the best interest of our clients as their trusted insurance and risk management advisor.

Values

Professionalism

To consistently display integrity, expertise, and respectful collaboration.

Generosity

To give, share, and support others.

Integrity

To commit to being respectful, honest, and making ethical choices.

Diversity

To understand and support each team member's unique background and strengths.

Passion

To fuel purpose and ignite meaningful actions.

Active Learning

To build knowledge and enhance critical thinking.

Vision

Our Clients

To provide an exceptional client experience with passion, professionalism, and care.

Our Providers

To develop the highest level of trust with our providers through effective collaboration.

Our Industry

To be recognized as innovative industry leaders in insurance and risk management services.

Our Team

To foster a culture that supports each team member's personal and professional aspirations.





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Mission Statement

Our mission is to always act in the best interest of our clients as their trusted insurance and risk management advisor.



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- b. Fidelity Bond Comparisons for Business Office
- c. Ratification of AEA CBA 2024 - 2027



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Krista Nieraeth, Superintendent
Date: June 20, 2024

Background: The Alsea School District Board of Directors (District) and the Alsea Education Association (AE) negotiated a new CBA for the years 2024 – 2027. The first meeting between the two entities was held April 2nd, 2024, with subsequent meetings in April and May. Present at these meetings were Catherine Ellis and Jason Foltz on behalf of the AEA, Risteen Follett (Board Representative), Soren Rounds (Board Representative), Roxie Smallwood (HR Secretary), Don Staehely (Business Manager) and myself on behalf of the District. This District and AEA came to a tentative agreement on the Collective Bargaining Agreement (CBA) on May 22nd, 2024.

Key points for negotiations:

- 1) Compensation Package, including annual longevity stipend language and updated Salary Scales with COLAs:
 - FY 24-25 of 3.5%
 - FY 25-26 of 3%
 - FY 26-27 of 3%;
- 2) District Insurance Contributions of:
 - FY 24-25 - \$1300
 - FY 25-26 - \$1400
 - FY 26-27 - \$1475
- 3) Memorialization of HRA contribution of 50% of the District contribution if the employee waives district offered medical, dental, and vision insurance;
- 4) Creation of an insurance pool.

The District and AED worked to clean up language for clarity and compliance with the law, but there were no substantive changes to the other articles.

On June 10th, 2024, the AEA ratified by vote, the presented CBA.

Action Requested: I request that the Alsea School District Board of Directors ratify the CBA for the period of 2024 - 2027 as presented.

Motion Requested: “I make a motion to approve the Alsea School District 7J Certified Staff Bargaining Agreement for the period of 2024 – 2027 as presented.”

**Alsea School District 7J
Certified Staff
Collective Bargaining Agreement**

2024 - 2027

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ARTICLE 1 - Recognition

- A. The board recognizes the Alsea Education Association “Association” as the exclusive bargaining representatives, as defined in ORS 243.650(8), on wages, hours and conditions of employment for all licensed personnel through TSPC, and other state agencies, such as OHA, employed by the Alsea School District “District” and paid via the salary schedule.

- B. Specifically excluded from the bargaining unit are supervisory and confidential employees, substitute teachers, and temporary teachers working less than sixty (60) continuous days.

- C. The purpose of this article is to recognize the right of the bargaining agent to represent the licensed personnel in the bargaining unit in negotiations with the Alsea School District 7J Board of Directors “Board.” Granting of recognition is not to be construed as obligating the Board in a way to continue any functions or policies. The Board reserves the right to create, combine or eliminate any positions as, in its judgment, is deemed necessary.

ARTICLE 2 - District Functions

- A. It is recognized that the Board has and will continue to retain the rights and responsibilities to operate and manage the school system and its programs, facilities, properties and activities of its licensed personnel.
- B. Without limiting the generality of the foregoing (paragraph A) it is expressly recognized the Board's operation and managerial responsibility includes:
1. The right to determine the location of schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities.
 2. The determination of the financial policies of the District including the general accounting procedures, inventory of supplies, and equipment procedures and public relations.
 3. The determination of the management, supervisory or administrative organization of each school or facility in the system and the selection of licensed personnel for promotion to supervisory, management or administrative positions.
 4. The maintenance of discipline and control and use of the school system property and facilities.
 5. The determination of safety, health and property protection measures where legal responsibility of the Board or other government units is involved.
 6. The right to enforce the rules and regulations now in effect and to establish new rules and regulations from time to time not in conflict with this Agreement.
 7. The direction and arrangement of all the working forces in the system including the right to hire, suspend, discharge or discipline, or transfer employees.
 8. The right to relieve licensed personnel from duty for poor unacceptable work or for other legitimate reasons.

9. The creation, combination, modification, or elimination of any licensed personnel position deemed advisable by the Board.
10. The determination of the size of the working force, the allocation and assignment of work to licensed personnel, the determination of policies affecting the selection of licensed personnel, and the establishment of quality standards and judgment of the licensed personnel performance.
11. The determination of the layout and the equipment to be used and the right to plan, direct and control school activities. The determination of the processes, techniques, methods and means of teaching and the subjects to be taught.
12. The right to establish and revise the school calendar, establish hours of employment, to schedule classes and assign workloads, and to select textbooks, teaching aids, and materials.
13. The right to make assignments for all programs of an extracurricular nature.

Nothing in this agreement shall limit in any way the District's contracting or subcontracting of work or shall require the District to continue in existence any of its present programs in its present form and/or location or on any other basis.

- C. The foregoing enumeration of the functions of the Board shall not be considered to exclude other functions of the Board not specifically set forth; the Board retaining all functions and rights to act not specifically nullified by this Agreement.

ARTICLE 3 - Nondiscrimination

The Association, the District, and the Board affirm their adherence to the principles of free choice and agree that they shall not discriminate against any licensed personnel covered by this Agreement because of age, race, religion, sex, national origin, marital status, disability, membership or non-membership in the Association. The provision of this clause shall not be subject to arbitration or the grievance procedure.

ARTICLE 4- Strikes and Lockouts

- A. The Association and the members of the bargaining unit, as individuals of and as a group, will not initiate, cause, permit, or participate or join in any other restriction of work except in compliance with Oregon law. Licensed personnel in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established by the Association or by any other labor organization in violation of Oregon law, or any picket line established by any other labor organization. Disciplinary action, including discharge, may be taken by the District against any licensed personnel engaged in a violation of this article. Such disciplinary action may be undertaken at the option of the District and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the District.

- B. The District agrees there will be no lockouts as a consequence of any disputes during the period of this agreement.

ARTICLE 5 - Payroll Deductions

- A. This District agrees to deduct from the salaries of its licensed personnel:
- Regular Association dues;
 - District approved voluntary deductions, as approved by the unit member and as per Board Policy DLB.

B. Association Dues:

The District shall deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll deduction authorizations signed by unit members and provided to the Association. The Association shall provide the District with a list identifying the employees who have signed such authorizations and the authorized deduction amounts, as well as payment remittance data instruction for reporting dues payments. The District shall rely on the authorization list and the payment remittance data instructions to make the authorized deductions and to remit payment and data to the Association.

Also EA/OEA/NEA dues shall be equally divided and deducted ten times a year beginning in October through the second June paycheck. If a bargaining unit member becomes an Association member after the start of the school year, their dues shall be pro-rated and divided equally on their remaining paycheck.

- C. Premiums for out-of-pocket Board-approved insurance programs (medical, dental, and vision) that qualify as an IRS Section 125 will be deducted from the bargaining unit member's gross salary.
- D. The Association agrees to hold the District harmless against any and all claims, suits, orders, or judgments brought against the District as a result of the provisions of this article if the
- E. The District notifies the Association within Thirty (30) days of such claim and tenders to the Association the defense of such claim.
- F. This article shall be subject to ORS 243.666.
- G. Licensed personnel have the right to join the local Association, but membership in the Association shall not be required as a condition of employment. The District will advise all newly employed personnel at the time of their employment that the Association is their exclusive bargaining representative.

ARTICLE 6 - Grievance Procedure

- A. The purpose of this procedure is to provide an orderly method of resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure, and there shall be no suspension of work or interference with the operations of the school system. Meetings or discussions involving grievances, or these procedures shall not interfere with the duties of any licensed personnel. Any grievant may be represented at all stages of the grievance procedures by them and/or at their option by a representative selected by the Association.

- B. For the purpose of this Agreement, a grievance is defined as an alleged violation of the terms of this Agreement.

- C. Aggrieved licensed personnel shall promptly attempt to resolve the grievance informally between the employee and his supervisor. If the grievance is not resolved informally, then the grievance will be processed in the following manner and within the stated time limits:

Step 1:

The aggrieved shall reduce to writing the grievance and submit it to their immediate supervisor. If the aggrieved does not submit his grievance to their immediate supervisor in writing within fifteen (15) working days after the facts upon which the grievance is based first occur or first become known to the aggrieved, the grievance will be deemed waived. The aggrieved may be accompanied by one other member of the Association when presenting the written grievance. The immediate supervisor will reply in writing to the aggrieved with a copy to the Association within (15) working days after receipt of the written grievance.

Step 2:

If the grievance is not settled in Step 1 and the aggrieved wishes to appeal the grievance to Step 2, the aggrieved may file the grievance in writing to the Superintendent within fifteen (15) working days after receipt of their immediate supervisor's written answer. The written grievance shall give a clear and concise statement of the alleged grievance including the fact upon which the grievance is based, the issues involved, the agreement provisions involved, and the relief sought. The Superintendent shall thoroughly review the grievance, arrange for necessary discussion, and give a written answer to the aggrieved with a copy to the Association no later than fifteen (15) working days after receipt of the written grievance.

Step 3:

If the grievance is not settled in Steps 1 or 2, the aggrieved may file the grievance in writing to the Board within fifteen (15) working days after receipt of the Superintendent's written

answer. The written grievance shall give a clear and concise statement of the alleged grievance, and the relief sought. The Board shall thoroughly review the grievance, arrange for necessary hearing, and give a written answer to the aggrieved with a copy to the Association no later than fifteen (15) working days after receipt of the written grievance.

Step 4:

Grievances not settled in Step 3 of the grievance procedure may be appealed to arbitration, provided written notice of a request for arbitration is made to the Board and their representative within fifteen (15) working days of receipt of the answer in Step 2. When a timely request has been made for arbitration, the parties to this contract or their designated representatives shall attempt to select an impartial arbitrator. Failing to do so, they shall within fifteen (15) working days of the appeal, jointly request the Employment Relations Board to submit a list of five (5) arbitrators. If mutually agreed upon by both parties, the source of arbitrators may be the Employment Relations Board. As soon as the list has been received, the parties or their designated representatives shall determine by lot the order of elimination and thereafter each shall, in that order, alternately strike a name from the list, and the fifth and remaining name shall act as the arbitrator. The arbitrator shall schedule a hearing on the grievance, and after hearing such evidence as the parties' desire to present, shall render a written decision. The arbitrator shall have no power to substitute his discretion for that of the Board in any matter not specifically contracted away by the Board. A decision of the arbitrator, shall within the scope of his authority, be binding upon the parties.

- D. The Board and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expense of the arbitrator and the cost of the hearing room.
- E. The Association may file grievances, but the grievance shall not be arbitrary or capricious.
- F. All documents, communications and records of a grievance will be filed in the District Office separate from the personnel files.
- G. There shall be no restraint, coercion, interference, discrimination, or reprisals exerted on any individual or groups of individuals involved in the grievance procedure by reason of such participation. This section applies both to the District and Association.

ARTICLE 7 - Assignments and Transfers

- A. Grade, subject, extra duty, and worksite assignments shall be made by the District, subject to any requirements in this contract. When making assignments, the District will take into consideration the employee's licensure, experience, training, and service to the District.
- B. A vacancy shall be defined as whenever a licensed bargaining unit position or a licensed extra duty assignment is open because of retirement, resignation, termination, transfer, or extended leave of a current licensed personnel, or because of the creation of a new bargaining unit position, program, or licensed extra duty assignment or the reinstatement of a previously funded bargaining unit position, program, or licensed extra duty assignment.

A vacancy will be announced to all teachers via District email. The vacancy will be posted for a minimum of ten (10) calendar days following that email announcement.

All licensed personnel shall have the right to apply for a vacancy. Licensed and qualified personnel shall be granted an interview for the vacancy.

These provisions shall be superseded by Article 22 if a licensed personnel is laid off and has recall rights to bargaining unit position.

- C. When making transfers, the District, where practical, shall take the training, experience, service to the District, and the wishes and convenience of the licensed personnel into consideration; however, it is understood that the instructional requirements and best interests of the school system and the pupils are of primary importance.
- D. Any licensed personnel desiring a transfer to another grade, subject, worksite, or program shall make their request via District email to the Superintendent on or before February 1 in order for it to be considered for the following school year. The District shall confirm receipt of the transfer request and consider this request. The District shall notify the licensed personnel prior to June 15 if they will be accepting this request and initiating a transfer. That initial transfer shall not be considered a vacancy and section B of this article shall only apply if the act of the transfer creates a new vacancy. In the event that unforeseen circumstances allow for the District to accept transfer request after June 15, the transfer window may be extended by mutual agreement. Otherwise, the application for transfer shall be considered expired and would need to be renewed by the following February 1st for consideration.
- E. Licensed personnel shall be notified of their assignment by June 15th.
- F. Any contract licensed personnel is considered as having a continuing contract but must sign an annual contract. By state law, they must give the District sixty (60) days' notice if they wish to resign their position.

ARTICLE 8 - Employee Rights

A. No employee will be disciplined, reprimanded in writing, reduced in rank or compensation, or suspended, without just cause.

B. Just cause in the Agreement shall mean:

1. The licensed personnel will be given timely written notice of charges against them.
2. There will be a thorough and fair investigation of the charges before any discipline is administered.
3. The licensed personnel required to attend a meeting regarding a matter that could affect the continued employment of the licensed personnel shall be given the reasons for the meeting at least forty-eight (48) hours in advance of the meeting.
4. The licensed personnel shall have the right to have representatives of their choice present at any meeting of an investigatory nature with a supervisor or the Board, which they reasonably believe might result in disciplinary action.
5. All information forming the basis of disciplinary action will be made available to the licensed personnel at the licensed personnel's request.
6. There must be substantial evidence or proof that a licensed personnel is guilty as charged.
7. Discipline will be administered in a way that is reasonably related to the offense and to the record of the licensed personnel.
8. Disciplinary actions will be applied evenhandedly.
9. The licensed personnel will have forewarning or foreknowledge of the possible or probable disciplinary consequences of his conduct, except for those offenses (including theft, insubordination, and intoxication on the job), which by common knowledge the licensed personnel may properly expect to be disciplined.
10. The District's rule of order is reasonably related to the orderly, efficient or safe operation of the school.

- C. If a licensed personnel appeals a dismissal to the Fair Dismissal Appeals Board, then the licensed personnel shall be barred from appealing the dismissal through the grievance procedure.

- D. Probationary licensed personnel non-renewals shall be excluded from this article. Assignment or retention in extra-duty or extended contracts shall also be excluded from this article. Licensed personnel will not be deprived of extra duty or extended contracts for disciplinary reasons without just cause. Athletics and academic clubs must be renewed annually, as they are year-to-year contracts.

ARTICLE 9 - Personnel Files

The District shall maintain one (1) personnel file in the District Office or other designated place. No adverse material shall be placed in a personnel file unless the licensed personnel has had an opportunity to review it and affix his signature to the copy to be filed. A licensed personnel has the right to submit a written statement to be attached to any material placed in the file. A licensed personnel shall have the right to view the contents of their file at reasonable times and to have a representative present.

ARTICLE 10 - Calendar

- A. It is recognized that the Board has the right to set the annual school calendar. Prior to adoption of the calendar, a proposed calendar will be referred to the Association for review and recommendation.
- B. The school year shall meet or surpass minimum state requirements for student contact days or instructional hours.

Based on a 4-day work week, and 8.75-hour workday, the work year shall not exceed 174 contract days, except in accordance with provisions in Article 12, Section D, which will include, at a minimum, the following holidays and professional staff development days:

6 Holidays Labor Day Veterans' Day
Thanksgiving Day
Martin Luther King Jr.'s Birthday (unpaid)
Presidents' Day
Memorial Day

14 Other Working Days
In-service days - 4 Grading Days - 3
Parent/Teacher Conferences - 2
Licensed Staff Only workdays - 5

On Licensed Staff Only Workdays, the district also reserves the right to hold professional development or staff meetings for no longer than 120 minutes on three (3) of the Licensed Staff Only Workdays.

ARTICLE 11 -Work Schedules

- A. Regular building hours shall be 7:30 a.m. to 4:15 p.m. The Board shall determine the starting and dismissal times, which may vary from school to school.

Due to our remote location and the difficulty of making appointments and conducting business, it may be necessary to make exceptions to the 8.75-hour day and allow licensed personnel to leave early for specific purposes. Professional trust necessitates that any missed time be made up at a later date, as communicated by the licensed personnel to their immediate supervisor, principal, or Superintendent. Prior administrative approval is mandated whenever possible to include modified start and leave times to support individual staff needs.

- B. In addition to regular building hours, the following shall apply:

1. Licensed personnel shall spend outside of building hours to the extent necessary for adequate preparation of instruction, pupil and parent consultations, and extra duty assignments.
2. Staff will meet on a regular basis. The time, duration, and frequency of these meetings will be determined collaboratively with the district administrator at the beginning of each school year. Every effort shall be made to schedule these periodic meetings during building hours.

- C. All licensed personnel will have a thirty (30) minute duty free lunch period between the hours of 11:00 a.m. and 1:00 p.m.

- D. Each full-time licensed personnel shall have at least 200 minutes of preparation time per week. If a licensed personnel is required to relinquish preparation time, the licensed personnel will be compensated with one (1) hour of pay at their salaried rate for each period lost.

- E. Secondary licensed personnel (7- 12) shall generally not be required to teach more than one (1) course per period. However, those secondary licensed personnel who are required to teach more than one (1) course per period will receive an extra \$250 stipend for that period per semester.

- F. Licensed personnel will be required to attend only the following after-building hours events:

Secondary

- (4) Evening school conferences with families per school year
- (1) Open House at the beginning of the school year
- (1) High School Graduation/Awards Events per school year

Elementary

- (4) Evening school conferences with families per school year
- (1) Academic Program
- (1) Open House at the beginning of the school year

ARTICLE 12 – Compensation and Professional Development

- A. Salary Schedules for the 2024 – 2025, 2025 – 2026, 2026 – 2027 school years are attached as Appendix II.

Beginning with the 2000-2001 school year, the district will pick up the licensed personnel PERS contribution.

Horizontal movement on the salary schedule shall be to the next column when qualified, plus a one year experience step in the new column.

Compensation Schedules for Licensed Extra-Duty, Athletic Extra-Duty assignments, and Licensed Assignment Stipends are attached as Appendix I.

- B. Licensed personnel who were employed for a minimum of one hundred and thirty-five (135) days in the prior work year shall be eligible to advance one year on the salary schedule. Said step movement shall be effective on July 1st. Employment dates do not carry over from school year to school year, should employment be initiated during an existing school year.
- C. The district will grant newly hired licensed personnel credit for experience on the salary schedule. Credit for experience shall be defined as work as a regular licensed employee in a public school district, charter school, or in any District approved licensed capacity. Credit for experience will be granted for work experience provided such work experience is at the journeyman level or higher and is related to the job assignment (e.g., career and technical teachers). For the purposes of determining a year of employment, employment for one hundred and thirty-five days shall be the minimum standard.
- D. The district, starting in the 2024 – 2025 school year, will provide an annual longevity stipend to licensed personnel who have continuous certified and licensed teaching experience in the Alsea School District. The longevity stipend will be as follows:
- Licensed personnel in years 5 – 9 will receive \$500;
 - Licensed personnel in years 10 – 14 will receive \$750;
 - Licensed personnel in years 15 – 19 will receive \$1000;
 - Licensed personnel in years 20 – 24 will receive \$1250;
 - Licensed personnel in years 25 – 29 will receive \$1500;
 - Licensed personnel in years 30 and above will receive \$2000.
- E. The goal of the Alsea School District is to continually improve the quality of educational instruction. One objective of this goal is to encourage licensed personnel to continually advance in their knowledge of both content and instruction, and to share this knowledge with other staff. This enhances instruction and models “Lifelong learner” behavior for students. The district will support staff growth and advancement in two areas, tuition reimbursement and Professional Growth Units (PGU’s).

1. Tuition Reimbursement/Advancement on the Salary Schedule

- a. By October 1 of each year, the district shall notify all licensed personnel of their right to receive tuition funds for up to the maximum reimbursement allowed by the IRS as untaxed reimbursement. Licensed personnel who anticipate accessing tuition

reimbursement shall present the Superintendent with their coursework to gain authorization for reimbursement.

If the course proposal is not submitted for prior authorization, there is a possibility the tuition will not be reimbursed. Reimbursement shall be paid at the end of the contract year in June.

The district shall budget a minimum of \$20,000 for tuition reimbursement by February 1 of the contract. The district agrees to replenish reimbursement to \$20,000 annually during the contract period (e.g., If \$10,000 is expensed, the district replaces the expense to \$20,000). Funds do not carry over but the minimum of \$20,000 will be funded annually. The district will reimburse per credit earned up to the highest Oregon university system (OUS) rate from the latest posting on the OUS website.

Additional coursework may be reimbursed up to but not to exceed the maximum amount allowed by the IRS as untaxed reimbursement. If any licensed personnel decline their right to reimbursement and/or additional budgeted funds remain they may be divided proportionally among remaining licensed personnel who have additional approved coursework up to the maximum reimbursement allowed by the IRS for untaxed reimbursement if the funds allow.

A final accounting of the year's tuition reimbursements shall be provided to the Association President at the time the funds are dispersed.

- b. Licensed personnel must keep the district advised of any college credits they may earn if they expect those credits to be considered toward column advancement on the salary schedule for the subsequent year. Written notification to the district must be made by February 1 of the current year for any credits earned to be considered for advancement on the salary schedule for the subsequent school year. Licensed personnel must provide the district with proof of successful completion of any course prior to advancement on the salary schedule.
- c. Notwithstanding anything to the contrary implied by the foregoing provisions of this article, the district is not obligated to make reimbursement for tuition, in any one year, in excess of the amount included in the budget for such purposes.

2. Professional Growth Units (PGU's)

- a. The district believes that it is not only formal college credits that can advance knowledge and contribute to professional growth. The district will allow professional non-college credit experiences to count toward advancement on the salary schedule. One PGU shall be given for thirty (30) hours of approved learning activity. Three PGUs shall be equal to one (1) college credit in relation to advancement on the salary schedule. To qualify for advancement on the salary schedule, application must be made in writing by February 1 for any historical activity to apply for advancement on the subsequent school year salary schedule. Applications regarding PGU's shall be in accordance with the procedures adopted

by the School Board in Appendix III.

b. Approval of PGU's

1. Activities should have the prior authorization of the Superintendent in order to qualify for advancement on the salary schedule.
 2. Completed applications will be received by a committee comprised of two (2) staff and one (1) administrator. This committee will make a recommendation to the Board regarding the activity being considered for approval for advancement on the salary schedule.
 3. The Superintendent will have the final authority of approval or denial of PGU credit as to whether they result in advancement on the salary schedule.
 4. No more than three (3) PGU's shall normally be granted to any employee in any year toward advancement on the salary schedule. However, a staff member may petition for additional units.
 5. No activity for which the district has contributed funding during contract hours, or for which the staff member has received payment shall be approved for PGU credit.
- F. In the event of a situation beyond the control of the Board, which requires the closing of one or more grades, the school year may be extended to compensate for the number of instructional minutes in such grades, to meet the minimal instructional minutes requirements of the state regulations for a full year of school, at the discretion of the Board, with no additional pay in excess of the licensed personnel contracted salary.

ARTICLE 13 - Association Communications/Facilities

- A. Inter-school mail facilities may be used for distribution of Association communications so long as such communications are labeled as Association materials and contain the names of the authorizing Association official and are not detrimental to District-Association relations or defaming to any individual.

- B. School facilities may be used for Association meetings at reasonable times during non-duty hours provided that such meetings shall not interfere with the normal school operations and providing that custodial staff are on duty.

ARTICLE 14 - Sick Leave

- A. Sick leave shall be accrued and subjected as prescribed by Oregon law. Sick leave benefits shall be available for a licensed personnel's individual use or for the illness or injury of an immediate family member. "Immediate family" shall be defined as spouse, domestic partner, custodial parent, non-custodial parent, adoptive parent, foster parent, biological parent, parent-in-law, parent of domestic partner, grandparent or grandchild of the licensed personnel, or a person with whom the licensed personnel is or was in a relationship of in loco parentis. It also includes the biological, adopted, foster or stepchild of a licensed personnel or the child of a licensed personnel's domestic partner.

- B. A licensed personnel absent from duty because of personal illness shall be paid their full salary for the period of such absence not exceeding the number of days in their sick leave account, plus any days that they may receive from the sick leave bank.

- C. When a licensed personnel will be absent from work, they shall give notice to the principal or the person designated by the Superintendent to receive such notice. If the absence will be for consecutive days, the principal should be notified of the probable date of return. The Superintendent may require substantiation of said illness. Any absence which consists of five (5) or more consecutive workdays shall be substantiated by a doctor's statement.

- D. A licensed personnel returning from any illness, whether or not sick leave benefits have been paid, may be required to submit to a medical examination or other medical evaluation at the expense of the District or furnish a medical doctor's certificate of health prior to returning to work to establish fitness for the duties of the position and to safeguard the health of students and fellow licensed personnel.

- E. If, at the beginning of a school year, a licensed personnel, previously employed for at least one (1) school year, is unable to resume their teaching duties for reasons that qualify for sick leave benefits, and such licensed personnel had unused accumulated sick leave days at the end of the prior school year, they will be allowed to use such previously accumulated sick leave days while they remain unable to work. Such licensed personnel shall not be credited with any additional sick leave days until they have returned to their teaching duties.

- F. All sick leave benefits will be provided as required under ORS 332.507. shall terminate and/or be forfeited upon termination of employment for any reason, except that a licensed personnel retiring from teaching at the Alsea Schools because of age other valid reasons under PERS regulation, may be permitted to use any unused sick leave to increase his retirement benefits as provided by law, provided that such use does not result in additional costs to the District.

- G. Any licensed personnel obtaining sick leave benefits by fraud, deceit or falsified statement shall be subject to disciplinary action.
- H. Each licensed personnel shall be credited ten (10) sick leave days at full pay for each school year, based on licensed personnel FTE.

ARTICLE 15 – Other Leaves

- A. At the commencement of each school year each licensed personnel in the bargaining unit shall be credited with four (4) paid days of personal leave, equivalent to 35 hours. This leave may be used for personal or other matters. Licensed personnel wishing to take personal leave shall notify their principal three (3) days in advance, or, in case the advance notice is not practical, the principal or their representative shall be notified as soon as possible. In the month of June licensed personnel will only use personal leave for bereavement or family leave. Personal leave does not accrue from year to year.
- B. Parental leave will be granted according to Oregon law.
- C. The District will maintain a Professional Development Fund of \$5000 per year from July 1 through June 30. Any unused funds will not roll forward. This fund is to further the learning of the licensed personnel with skills related to their work assignment. This fund is separate from any other priority training budget that the District may elect to maintain. Licensed personnel who want to use this fund will be required to submit an application to a committee made up of two (2) teachers and two (2) administrators for review and approval. No licensed personnel may use more than \$750 per year from this fund. Priority will be given to licensed personnel who were not granted funds from this bank in the previous year. This fund shall be used on a first come, first serve basis.
- D. A licensed personnel shall be granted leave with pay for service on a jury, provided, however, that the compensation paid to such a licensed personnel for the period of leave shall be reduced by the amount of compensation received by the licensed personnel for such jury services. Upon being excused from jury service during any day, a licensed personnel shall immediately return to complete their teaching assignment for the remainder of the regular workday if one-half (1/2) or more of the day remains.

The above provisions shall also apply to service as a witness in response to a subpoena or other direction by proper authority. The leave identified in the above provision does not apply when a licensed personnel is involved as a litigant for personal reasons or as a witness against the District.

- E. Licensed personnel may apply for unpaid leave for up to two (2) years. The approval of the leave shall be by the Board at the recommendation of the Superintendent.
- F. At the discretion of the superintendent, temporary unpaid leaves of absence may be granted to licensed personnel. All other leaves must be exhausted prior to the licensed personnel using unpaid leave.

- G. A licensed personnel on unpaid leave shall be granted the right to maintain the fringe benefit program at their own expense through the Oregon Educators Benefits Board (OEBB) for up to eighteen (18) months of the leave.

ARTICLE 16 - Sick Leave Bank

- A. Sick leave bank shall be established for all members of the licensed personnel bargaining unit and all members of the bargaining unit may participate. It shall be administered by the aforesaid personnel as provided in Appendix IV, attached hereto, and by this reference made part of this document.

- B. No one party may receive more than sixty (60) days from the sick leave bank in any school year.

The District will transfer sick leave from each licensed personnel personal account to the sick leave bank upon the request of the governing body of the sick leave bank but will not honor requests for transfer of less than ½ day per licensed personnel covered by the bank and will not keep the record of the sick leave bank.

ARTICLE 17 - Insurance

A. For the 2024 - 2027 school years, effective October 1, 2024, the District will contribute the following amounts per school year for each licensed personal toward the purchase of health, dental, vision, and long-term disability insurance:

- For the school year 2024 – 2025 - \$1300
- For the school year 2025 – 2026 - \$1400
- For the school year 2026 – 2027 - \$1475

The actual coverage shall be provided by the carrier authorized to do so pursuant of Oregon state laws and regulations.

The Association and the District shall meet annually to review the plans offered through the Oregon Educators Benefits Board (OEBB). The Association and the District shall jointly select the plans available to bargaining unit members.

Insurance benefits will be paid as based on the following FTE:

- 0.75-1.00 FTE = full benefit
- 0.50-0.74 FTE= prorated benefit, employee can purchase the difference
- 0.00-0.49 FTE = no benefit unless employee purchases the benefit

B. Licensed personnel newly hired by the Board shall be eligible for Board-paid insurance premiums upon acceptance of written application by the insurance carriers on the first day of the month following the month work commenced.

C. If a licensed personnel waives the district offered medical, vision, and dental insurance through OEBB, the District will contribute monthly into an HRA for the licensed personnel up to 50% of the amount of the monthly district contribution, prorated on the licensed personnel FTE.

D. Starting in the 2024 – 2025 school year, the district will create an insurance pool for licensed personnel.

The insurance pool only relates to medical, dental and vision premiums. The excess district contribution amount will be pooled to assist those licensed personnel whose medical, vision and dental premiums exceed the district contribution amount. Excess district contribution will be computed as follows: 1) licensed personnel who waive medical, vision, and dental, will have 50% contributed to an HRA, with the remaining amount included in the insurance pool, and 2) licensed personnel who select plans costing less than the district contribution will have the unused contribution contributed to the insurance pool.

Licensed personnel hired prior to October 1 and who selects plans costing more than the district contribution will participate in the insurance pool. The pool allocation will be done annually for the October payroll, which coincides with the health benefit open enrollment. The allocation will be prorated and based on the bargaining unit member's FTE.

Licensed personnel hired after October 1 are not able to participate in the pool. The district will pay the premium cost up to the district contribution amount. Premiums for a licensed personnel who participates in the pool and changes coverage after October 1, will be limited to the premium amount determined when computing the pool. Any additional premium cost will be paid by the licensed personnel.

ARTICLE 18 -Savings Clause

- A. If any provision of this agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by any such tribunal, the remainder of the agreement shall not be affected thereby, and upon the request of either the Board or the Association, the parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for such provisions; provided however, that the provision of Strikes/Lockouts article shall continue in full force and effect even though a satisfactory replacement is not achieved. Except as provided by law ORS 243.702(1).

- B. Modification: this contract may be reopened for negotiations in whole or in part only upon the written consent of the Board and the Association.

The aforementioned parties are not required to reach agreement on any article or articles (item or items) so reopened. Failure to do so in no way voids any part of the contract.

- C. If agreement is reached, it shall be reduced to writing and signed and certified as to ratification in like manner as the master contract.

ARTICLE 19 - Negotiations Guidelines

Negotiations ground rules will be mutually agreed upon at the initial negotiations meeting.

ARTICLE 20 - Complaint Procedure

- A. If a complaint is made against a licensed personnel to the administration, every effort will be made to resolve the problem on an informal basis. If such efforts fail, the complaint shall be processed under the following circumstances:
1. If the administration intends to make a record in the evaluation report of a complaint received concerning the licensed personnel.
 2. If the administration intends to place a record of such a complaint in the licensed personnel file.
 3. If in the administrator's judgment, such a complaint is sufficiently relevant to the licensed personnel performance as to indicate the desirability of a conference.
- B. Pursuant to A. above, a conference shall be held with the licensed personnel within ten (10) working days after the complaint is made to the administration. At the conference the licensed personnel will be presented with the complaint in writing signed by the administrator or complainant. The complaint shall present to the licensed personnel all available information including person(s) making the complaint, nature of the complaint, and requested remedy, if any. The licensed personnel shall have the right to representation at all levels in this process.
- C. Any such complaint which the administration chooses not to discuss with the licensed personnel or which is not discussed within the required time shall not be considered in the licensed personnel evaluation and shall not be used against the licensed personnel in any subsequent action by the District.
- D. The licensed personnel shall have the right to attach any rebuttals or explanation to any written documents placed in the personnel file.

ARTICLE 21 - Layoff

- A. Seniority shall be defined as the licensed personnel total length of continuous service in the District as a licensed personnel. Seniority will be computed and accrue from the licensed personnel date of actual service with the District and shall continue to accrue during paid leaves. Seniority shall not accrue during unpaid leaves of absence or while a person is on the recall list, but authorized unpaid leaves of absence shall not be considered to "break" continuity of employment. In case two or more licensed personnel have the same date of actual service with this District, the tie will be resolved by drawing lots. A half-time, full year licensed personnel service will count one (1) year toward seniority.
- B. Whenever the Board determines that a layoff is necessary, it will notify the local bargaining unit. As soon as practicable, but in no case less than fifteen (15) calendar days, notice will be given to the affected licensed personnel of their layoff.
- C. In the event of the Board, in its discretion, determines that a layoff is necessary, then it will choose one of the following options to determine the licensed personnel to be retained:
- i. Option A
 1. Layoff will be by reverse seniority, as long as licensed personnel to be retained hold the proper certification.
 - ii. Option B
 1. A determination of whether the licensed personnel to be retained hold the proper license to fill the remaining position(s).
 2. A determination of the seniority of the licensed personnel to be retained if the Board desires to lay off another licensed personnel with greater seniority.
 3. A determination of the competence, merit or cultural linguistic expertise of a licensed personnel being retained if the Board desires to lay off another licensed personnel with greater seniority.
 - a. If the District desires to retain a licensed personnel with less seniority than a licensed personnel being released under this section, the District will determine by the burden of substantial evidence, that the licensed personnel being retained has more competence than the licensed personnel with more seniority that is being released.
 - b. Nothing in paragraph C, 2, d, shall be construed to limit the operation of paragraph C, 2, b, that is the requirement that a

retained licensed personnel be licensed to fill the remaining position.

- D. Nothing in the article shall be construed so as to interfere with the Board's right to dismiss a contracted licensed personnel pursuant to the provisions of the Fair Dismissal Laws or to dismiss or non-renew a probationary licensed personnel pursuant to ORS 342.835.
- E. In conducting a layoff under this article, the District will first determine the program(s) or area(s) scheduled for reduction or elimination.
 - i. After such determination, the District will make every reasonable effort to transfer licensed personnel in such program(s) or area(s) to other vacant positions for which they are qualified and properly licensed.
 - ii. The District will make every reasonable effort to combine positions in a manner which allows a licensed personnel to remain qualified so long as the combined positions meet the curriculum needs of the District and the competence considerations specified in subsection C, 2 of this article.
 - iii. Layoffs will be based upon the criteria set forth in Section C above.
- F. For the purposes of this article, the term "competence" shall mean the ability to teach a subject or grade level based upon consideration of the following: recent teaching experience related to the subject or grade level, or educational attainments, or both, which may not be based solely upon being licensed to teach a subject or grade level, or the teacher's willingness to undergo additional training or pursue additional education.
- G. For the purposes of this article, the term "merit" shall mean the measurement of one licensed personnel ability and effectiveness against the ability and effectiveness of another licensed personnel, as determined by the District through its evaluation and discipline processes.
- H. For the purposes of this article, cultural linguistic expertise shall be defined by Oregon law.

Recall

- A. If within twenty-seven (27) months of a layoff, a vacancy occurs within the District for which a laid-off licensed personnel is qualified as per paragraph 1 below, the recall procedure outlined below will be followed.
 - 1. At the time of layoff, the District shall provide for laid-off licensed personnel to express in writing a desire to return to the District. The District shall also receive the licensed personnel address for recall notification. In the event of a recall, the District shall notify the licensed personnel who has expressed a desire to return to the District of the recall by certified mail, return receipt, sent to the last address given by the

licensed personnel to the district Office. The licensed personnel will have fifteen (15) calendar days from the date of mailing to notify the District of intent to return. The licensed personnel must thereafter report on the starting date specified by the District providing that this will not be less than 14 days from the date the notice of the recall was received, or lose all recall rights. Recall shall be in reverse order of layoff, subject to certification.

2. All benefits to which a licensed personnel was entitled at the time of layoff, including unused accumulated sick leave, will be restored to the licensed personnel upon the licensed personnel return to active employment, and the licensed personnel will be placed on the proper step of the salary schedule for the licensed personnel current position according to the licensed personnel experience and education. A licensed personnel will not receive increment credit for the time spent on layoff. Licensed personnel benefits do not accrue during the time of layoff. The district will pay insurance benefits for thirty (30) days subsequent to the date of layoff.
3. Licensed personnel covered by this article will have the option to continue insurance programs at their own expense subject to the approval of the insurance carrier.
4. In determining which licensed personnel to recall, the Board will utilize the criteria set forth in paragraph C. Any licensed personnel who does not accept a recall will lose all further recall rights and will be deemed to have resigned from District employment. Any licensed personnel not recalled pursuant to this article within twenty-seven (27) months of layoff will be deemed to have resigned from District employment.

Appeals

Any "appeal" from the Board's decision on layoff or recall pursuant to this article shall be by means of a grievance filed pursuant to the article on Grievance Procedure. The decision of the arbitrator will be subject to the rules of the Employment Relations Board and will be final and binding on the parties.

ARTICLE 22 - Evaluation

- A. At the beginning of the school year all licensed personnel will be provided with copies of evaluation policies, procedures, criteria, and forms. Evaluations shall be conducted in accordance with Board policy and Oregon law.
- B. A pre-evaluation conference shall be arranged with all licensed personnel to be evaluated to establish performance goals based upon job description and performance standards and any other concerns or basis for evaluation the District or licensed personnel(s) wish(es) to consider.
- C. Evaluations will be conducted only by administrative personnel.
- D. Observations will be conducted openly. Unscheduled observations are appropriate.
- E. A private conference shall be held between the licensed personnel and appropriate administrator in order for the licensed personnel to hear concerns about that licensed personnel's performance or to learn the results of the evaluation.
- F. No material relative to evaluations will be placed in a licensed personnel file unless the licensed personnel has had an opportunity to review the material and the opportunity to affix his signature or initials. licensed personnel shall have a right to submit a rebuttal to all written observation and evaluation reports that are to become a part of the personnel file.
- G. In addition to evaluations required by law, licensed personnel may request additional evaluations.
- H. If a licensed personnel is determined by the District to need a program of assistance for improvement, such shall be given to the licensed personnel and discussed. When a program of assistance for improvement is completed, the District shall notify the licensed personnel, in writing, of satisfactory or unsatisfactory completion. Licensed personnel will have a right to have a representative present once they are notified they are being placed on a program of assistance for improvement.
- I. If a licensed personnel is expressly notified that continued failure to improve may result in dismissal or nonrenewal, the licensed personnel shall be permitted representation for the remainder of the evaluation process. If the District is considering nonrenewal or dismissal of licensed personnel as a result of inadequate job performance, the licensed personnel will be given notice of the inadequacy(s) and given reasonable time and opportunity to improve. This does not prevent the District from not renewing or discharging a licensed personal for reasons other than classroom performance in accordance with the fair dismissal law.
- J. The results of student standardized tests shall not be used in licensed personnel evaluations.
- K. The content of evaluations may not be grieved.

ARTICLE 23 – District Notice Requirements

The district agrees to the following requirements:

- A. Provide the Association President with a copy of the Board agenda in a timely manner.
- B. Provide the Association President with a copy of the school calendar in a timely manner.
- C. Provide successful licensed personnel candidates with a copy of this negotiated Agreement.
- D. District will make a good faith effort to provide the Association with changes and/or additions in Board Policy.

ARTICLE 24 - Term of Agreement

- A. This Agreement shall be binding upon the Board, the Association and its members, and shall remain in full force and effect during the period specified in Article 27, except as may be permitted in Appendix I.
- B. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Board's direction and control.
- C. This agreement shall automatically be renewed for an additional period of one (1) year unless either the Board or the Association give written notice to the other prior to the expiration date of this Agreement, of its desire to modify the Agreement for a successive term or to terminate the agreement.
- D. There shall be prepared and signed as provided below, two (2) copies of the final contract as agreed upon. One copy shall be retained by the District and one copy by the Association for their respective records. They may each reproduce it in whole as desired for any legitimate purpose.
- E. This Agreement constitutes the sole and entire existing Agreement between the parties and expresses all obligations of and restrictions imposed upon the District and the Association.
- F. This Agreement is subject to amendment, alteration, or additions only by a subsequent written agreement between and executed by the District and the Association. The waiver of any breach, term, or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.
- G. The Alsea Charter will recognize the rights of the Alsea Education Association.

ARTICLE 25 - Charter School Authorization

In the event that the District authorizes a District Charter or a District sponsored Charter School, the presiding charter documents will require the employment of licensed personnel for all teaching positions. Charter authorization documents will be provided to the Association President upon request, or whenever changes are made by the District.

ARTICLE 26 - Execution and Signatures

Executed this _____ day of _____ (month), _____ (year) at Alsea, Oregon, for the contract period July 1, _____ through June 30, _____ by the Alsea Education Association and the Alsea School District Board of Directors.

Both parties agree to three (3) year contract language, and a three (3) year contract for salary and insurance. In addition, if either the bargaining unit or the District chooses one item for negotiations, the other party will be obligated to negotiate that item. Other items may be subject to negotiation by mutual consent.

For the Alsea Education Association

Catherine Ellis, AEA President

Date

For the Alsea School District 7J

Risteen Follett, Board Chair

Date

Appendix I – Extra Duty Schedule

Athletic Extra Duty Schedule

Percentage of Base Salary

An assignment outside and in addition to the typical workday. It includes assignments such as coaching and other extracurricular assignments. Licensed personnel shall receive notice of open Athletic Extra Duty Assignments by May 1st of each year. The district is not required to fund every Licensed Extra Duty on the schedule on an annual basis. If the district fills an Athletic Extra Duty Assignment with a non-bargaining unit member and elects to pay that employee more than is indicated in this Appendix, the Appendix will be revised to include this higher amount on the next year's schedule.

| STEP % of BA/CTE+1 | A HS Head, FFA, 4H (all) | B HS Asst (all) | C MS Head (all) | D MS Asst (all) Rally/Cheer |
|-----------------------------------|-------------------------------------------------|--------------------------------|--------------------------------|--------------------------------------------|
| 1 | 9.0% | 7.0% | 6.0% | 5.0% |
| 2 | 9.5% | 7.5% | 6.5% | 5.5% |
| 3 | 10.0% | 8.0% | 7.0% | 6.0% |
| 4 | 10.5% | 8.5% | 7.5% | 6.5% |

Licensed Stipend

Licensed Stipend is additional compensation that is negotiated between the District and the Association. The stipend is for recognition for additional work such as Special Education licensed personnel with IEP meetings or designated hard to fill assignments. Licensed Stipends can only be provided to bargaining unit members who are assigned a position with the additional negotiated stipend.

Stipends shall be indicated on related job postings outlined in Article 7. Licensed Stipends shall be funded on an annual basis. Licensed stipends must be negotiated with the Association and memorialized in this Appendix otherwise the district is prohibited from paying such stipends.

| Licensed Stipend | | Licensed Stipend | |
|-------------------------------------|------|---------------------------------|----------|
| Annual/Yearbook | 3300 | Special Education | 6300 |
| Forest Camp (Grade 6) | 2000 | TOSA (3<) | 6143 |
| MTSS/RTI/PBIS/Data Team Coordinator | 1500 | Music Director | 4000 |
| District Testing Coordinator | 3000 | Guidance/Career Counselor | 3500 |
| Dyslexia Coord (2<) | 2200 | Mentor Teacher (2<) | 1000 per |
| Concessions Coordinator | 2000 | MS/HS CTE Coordinator | 9000 |
| ELL Coordinator | 1000 | Drama | 2000 |
| TAG/Enrichment Coordinator | 2500 | *District AD | 12000 |
| Sr Prom/Banquet (1) | 1500 | *Elementary Activities Director | 2000 |
| Sr Advisor | 1300 | *MS/HS Athletic Director | 10000 |
| Class Advisors 5-11 | 800 | | |

Not mutually exclusive

Licensed Extra Duty

Licensed Extra Duty is defined as an assignment outside and in addition to the typical workday. It is an assignment that requires the training and experience of a licensed educator and is therefore reserved exclusively for bargaining unit members. The district is not required to fund every Licensed Extra Duty on the schedule on an annual basis. However, whenever it does, those assignments must be given to a bargaining unit member. Vacancies for Licensed Extra Duty assignment shall be filled pursuant to Article 7.

| | |
|----------------|--------------|
| *Chaperone | 25.00 hourly |
| *Activity Duty | 25.00 hourly |
| Prep buy back | Per diem |
| Tech Assistant | Per diem |
| Title | Per diem |

*Must be worked during non-contract hours.

Annual Review

All Licensed Extra Duty, Licensed Stipends, and Athletic Extra Duty assignments (including non- bargaining unit hires) shall be made available and reviewed in writing with licensed personnel during in-service week prior to the start of the school year.

Fundraising activities that occur during school hours will require supervision to the extent that money is accounted for and the area used is properly cleaned up.

Chaperones: The district will pay the chaperone fee to licensed personnel or other qualified adults when they are asked to supervise students not normally under their advisership, or at an extracurricular function for which they would not normally be responsible (e.g. riding a bus with rooters to an away game, supervising a dance or party, or collecting money at a school-sponsored activity that might need an adult supervisor). It is further agreed that this extra duty and attendant remuneration have the prior approval of the Superintendent. When a qualified adult is other than a licensed personnel covered under this Agreement, the Superintendent may specify the amount of remuneration, which shall not exceed the amount specified in this Extra-Duty Schedule. Beginning with the contract for 2012-2014, extra duty assignments will be reviewed prior to the end of the school year at an all-staff meeting. Additionally, assignments will be reviewed at an all staff meeting during in-service week to accommodate for changes in staffing and vacancies.

APPENDIX II- Certified Salary Schedule

2024 – 2025 School Year – 3.5% COLA

| STEP | BA/CTE | BA+30/CTE | BA+60 | BA+90/MA | MA+30 |
|-------------|---------------|------------------|--------------|-----------------|--------------|
| 1 | \$ 42,371 | \$ 43,218 | \$ 44,082 | \$ 44,964 | \$ 45,863 |
| 2 | \$ 43,769 | \$ 44,644 | \$ 45,537 | \$ 46,448 | \$ 47,376 |
| 3 | \$ 45,213 | \$ 46,117 | \$ 47,040 | \$ 47,981 | \$ 48,939 |
| 4 | \$ 46,705 | \$ 47,639 | \$ 48,592 | \$ 49,564 | \$ 50,554 |
| 5 | \$ 48,246 | \$ 49,211 | \$ 50,196 | \$ 51,200 | \$ 52,222 |
| 6 | \$ 49,838 | \$ 50,835 | \$ 51,852 | \$ 52,890 | \$ 53,945 |
| 7 | \$ 51,483 | \$ 52,513 | \$ 53,563 | \$ 54,635 | \$ 55,725 |
| 8 | | \$ 54,246 | \$ 55,331 | \$ 56,438 | \$ 57,564 |
| 9 | | \$ 56,036 | \$ 57,157 | \$ 58,300 | \$ 59,464 |
| 10 | | \$ 57,885 | \$ 59,043 | \$ 60,224 | \$ 61,426 |
| 11 | | \$ 59,795 | \$ 60,991 | \$ 62,211 | \$ 63,453 |
| 12 | | | \$ 63,004 | \$ 64,264 | \$ 65,547 |
| 13 | | | | \$ 66,385 | \$ 67,710 |
| 14 | | | | \$ 68,576 | \$ 69,944 |
| 15 | | | | \$ 70,839 | \$ 72,252 |
| 16 | | | | | \$ 74,636 |

2025 – 2026 School Year – 3.0% COLA

| Step | BA/CTE | BA+30/CTE | BA+60 | BA+90/MA | MA+30 |
|-------------|---------------|------------------|--------------|-----------------|--------------|
| 1 | \$ 43,642 | \$ 44,515 | \$ 45,405 | \$ 46,313 | \$ 47,239 |
| 2 | \$ 45,082 | \$ 45,984 | \$ 46,903 | \$ 47,841 | \$ 48,798 |
| 3 | \$ 46,570 | \$ 47,501 | \$ 48,451 | \$ 49,420 | \$ 50,408 |
| 4 | \$ 48,107 | \$ 49,069 | \$ 50,050 | \$ 51,051 | \$ 52,071 |
| 5 | \$ 49,695 | \$ 50,688 | \$ 51,702 | \$ 52,736 | \$ 53,789 |
| 6 | \$ 51,335 | \$ 52,361 | \$ 53,408 | \$ 54,476 | \$ 55,564 |
| 7 | \$ 53,029 | \$ 54,089 | \$ 55,170 | \$ 56,274 | \$ 57,398 |
| 8 | | \$ 55,874 | \$ 56,991 | \$ 58,131 | \$ 59,292 |
| 9 | | \$ 57,718 | \$ 58,872 | \$ 60,049 | \$ 61,249 |
| 10 | | \$ 59,623 | \$ 60,815 | \$ 62,031 | \$ 63,270 |
| 11 | | \$ 61,591 | \$ 62,822 | \$ 64,078 | \$ 65,358 |
| 12 | | | \$ 64,895 | \$ 66,193 | \$ 67,515 |
| 13 | | | | \$ 68,377 | \$ 69,743 |
| 14 | | | | \$ 70,633 | \$ 72,045 |
| 15 | | | | \$ 72,964 | \$ 74,422 |
| 16 | | | | \$ 75,372 | \$ 76,878 |

2026 – 2027 School Year – 3.0% COLA

| Step | BA/CTE | BA+30/CTE | BA+60 | BA+90/MA | MA+30 |
|-------------|---------------|------------------|--------------|-----------------|--------------|
| 1 | \$ 44,951 | \$ 45,850 | \$ 46,767 | \$ 47,702 | \$ 48,656 |
| 2 | \$ 46,434 | \$ 47,363 | \$ 48,310 | \$ 49,276 | \$ 50,262 |
| 3 | \$ 47,966 | \$ 48,926 | \$ 49,904 | \$ 50,902 | \$ 51,921 |
| 4 | \$ 49,549 | \$ 50,541 | \$ 51,551 | \$ 52,582 | \$ 53,634 |
| 5 | \$ 51,184 | \$ 52,209 | \$ 53,252 | \$ 54,317 | \$ 55,404 |
| 6 | \$ 52,873 | \$ 53,932 | \$ 55,009 | \$ 56,109 | \$ 57,232 |
| 7 | \$ 54,618 | \$ 55,712 | \$ 56,824 | \$ 57,961 | \$ 59,121 |
| 8 | | \$ 57,550 | \$ 58,699 | \$ 59,874 | \$ 61,072 |
| 9 | | \$ 59,449 | \$ 60,636 | \$ 61,850 | \$ 63,087 |
| 10 | | \$ 61,411 | \$ 62,637 | \$ 63,891 | \$ 65,169 |
| 11 | | \$ 63,438 | \$ 64,704 | \$ 65,999 | \$ 67,320 |
| 12 | | | \$ 66,839 | \$ 68,177 | \$ 69,542 |
| 13 | | | | \$ 70,427 | \$ 71,837 |
| 14 | | | | \$ 72,751 | \$ 74,208 |
| 15 | | | | \$ 75,152 | \$ 76,657 |
| 16 | | | | \$ 77,632 | \$ 79,187 |

APPENDIX III - Professional Growth Opportunities

Purposes and Procedures:

The purpose of staff development is to encourage a sound curriculum that reflects national standards when possible, and to implement instructional techniques which are of benefit to students and/or professional colleagues.

Professional growth experiences need to be planned and purposeful. The following criteria are considered essential elements of these experiences:

- The experience must contribute to school improvement.
- The experience must be appropriate to the individual and involve a challenge to that person.
- The experience must be applicable to the staff member's assignment and must result in learning benefit to students or colleagues.
- The experience should provide an opportunity for collaboration and sharing.
- The experience should include reflection and self-assessment.

To achieve these purposes, a Professional Growth Review team will be established; including two certified staff (selected by the certified staff), the HR executive assistant, and an administrator. The Professional Growth Review Team will have the responsibility of approving classes or activities meeting the standard of substantive professional development which they can then use for Professional Growth Units (PGU's). PGU's will be approved by a vote of at least three members of the review team, which will meet at least once a year. The School Board will exercise final approval of PGU's.

All PGU's must be applied for and approved by February 1 each year to help facilitate the budget process.

To help manage the system, the two certified staff members will screen applications before they are presented to the full review team.

Relationship to Salary Schedule:

Professional Growth Units (PGU's), may be used for advancement on the salary schedule.

Each PGU will be equivalent to one college course credit to be used in-district. In general, any professional growth activities that comprise ten cumulative hours of activity, and is approved by the Professional Growth Review Team, will qualify as a PGU. Licensed personnel must provide evidence of completion of PGU activities, and when appropriate, should implement the outcomes of their learning in the classroom or via staff in-services.

Professional Growth Plan:

All licensed personnel engaged in professional growth activities leading to salary schedule advancement shall submit a Professional Growth Plan to the Professional Growth Review Team each fall for approval. In development of a plan, licensed personnel should consider how the proposed activities match professional responsibility.

Professional Growth Plans shall include:

- A statement of purpose: What is the learning benefit for students and/or colleagues?
- Personal Goals: How does your proposal challenge you to grow as a professional?
- Activities: What are the activities you propose to do?
- A plan to share aspects of your learning with staff or other colleagues, if applicable.

- Outcomes and Self-assessment: What is the evidence of your learning?

Professional Growth Plans may be developed in one, or a combination of, the following areas:

- College credit courses, workshops, seminars, or teleconferences
- Personally designed, or peer collaboration activities
- Professional leadership

Not all activities must receive pre-approval. However, if a Professional Growth Plan is not submitted and approved prior to the activity, there is a possibility that the activity may not be approved.

APPENDIX IV - Sick Leave Bank

Preamble

The Purpose of the Sick Leave Bank of Alsea School District 7J shall be to extend to those members additional sick leave days beyond their accumulated days should an illness or injury cause a member to exhaust his accumulated sick leave days.

Article I: Governing Body

A. Structure

The governing body shall be composed of 3 members of the licensed personnel bargaining unit and a district administrator and/or designee.

B. Function

1. The governing body shall make the decision to award or deny to a member an additional sick leave day from the bank.
2. The governing body shall have the right to terminate the use of sick leave days from the member should investigation show misuse of the part of the member.

Article II: Membership

A. Eligibility

Any member of the licensed personnel bargaining unit employed by Alsea School District 7J, who is given sick leave days, is eligible.

B. Terms of Membership

1. To join, each member must donate two (2) days of personal sick leave the first year and one (1) day each successive year of membership.
2. Termination of membership shall be by
 - a. Ending employment with School District 7J.
 - b. Termination by governing body under Article I, Section B, Item 2.
3. Should membership be terminated, previous donated days shall remain in the bank.
4. Membership shall be effective immediately upon joining and be effective until termination. Membership can only be obtained between Labor Day and September 30 of the same year.
5. Termination of membership shall be effective June 30 of the school calendar year. Termination under Article II, Section B, Item 2b, shall be immediately following a decision by the governing body.

Article III: Administering Bank

A. Procedure

1. Upon depletion of personal sick leave, a member may request additional days from the bank.
2. The governing body shall act immediately upon request.
3. If a request is denied, the member shall be informed in writing as to the reason for denial.
4. If a request is approved, the governing body shall notify the District office and resulting days used by the licensed personnel will be charged to the bank.
5. Sick leave days will be charged to the bank until the member returns to work or until the governing body notifies the District Office to stop.
6. If an applicant desires to appeal a rejection, they will be able to file in the regular grievance procedure to the governing body.

B. Bookkeeping

1. Days donated by members shall be added to the sick leave bank's total, effective October 1 of each school year-after membership period has ended.
2. The governing body shall keep accurate records of accumulated leave by the bank and of sick leave used by members from the bank.
3. Each month of the school year, the governing body shall notify the District office, in writing, of accumulated days and days charged to the bank for that month. Should the governing body be unable to meet to act upon a request, the Superintendent of the District should have emergency powers.
4. Requests to the District office for the transfer to sick leave from District records to the sick leave bank shall not be made either to complete the bank to 100 days or to replenish used days, if the transfer would result in the transfer of less than one-half (1/2) day per licensed personnel, without exceeding the bank limit.

d. MOA Salary Placement



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Krista Nieraeth, Superintendent
Date: June 20, 2024

Background:

In December 2023, the school board approved a Memorandum of Agreement (MOA) brought to it by the Alsea Education Association in regards to one of their members, Holly Olsen. This MOA is an extension of an agreement that the board voted on in December 2021 and replaces the MOA voted on by the board in December 2023.

Action Requested:

To approve the MOA as presented.

Motion Requested:

“I make a motion to approve the Memorandum of Agreement as presented.”

MEMORANDUM OF AGREEMENT

The Alsea School District (District), the Alsea Education Association (Association) and Holly Olsen (Olsen) enter into the following Memorandum of Agreement (Agreement) for the purpose of addressing salary placement issues for Olsen. The District, the Association, and Olsen agree to the following:

1. Effective for the 2024-25 work year and beyond, Olsen shall be placed at Step 16 of the MA+30 column of the Certified Salary Schedule. Olsen shall remain in this step and column placement of the schedule until she separates employment with the District.
2. The District and the Association recognize this Agreement to be a uniquely negotiated resolution as part of successor negotiations for a new collective bargaining agreement. Therefore, this Agreement is considered contractual. However, besides its continuing specific impact on Olsen, this Agreement establishes no precedent.
3. Olsen recognizes that this Agreement shall be placed in her personnel file to memorialize her salary and step placement.

For the District

Date

For the Association

Date

Holly Olsen

Date

e. Administrative and Confidential Salary Scales and Position
Recommendations



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Krista Nieraeth, Superintendent
Date: June 20, 2024

Background: In the 2022 – 2023 SY, the board approved an Administrative/Supervisory/Confidential Salary Scale. All Admin was approved to work for 220 days. After completing the 2023 – 2024 SY, it is my recommendation that the Building Principal contract be reduced from 220 days to 210 days to match the schedule of principal in a similar sized school district, and that the Assistant Principal contract be reduced from 220 days to 195 days. Reduction in days will adjust the salary scale for both positions. I also recommend that the Steps be reduced from 10 to 7.

I recommend that the position of Special Education Director be deleted from the administrative salary scale. A district the size of Alsea has no need to have a full-time Special Education Director. This position should be absorbed into an existing administrative position, most likely the Superintendent/Principal position.

I also recommend that the positions of Maintenance Supervisor and Transportation Supervisor be combined into one position, renamed the Maintenance/Transportation Supervisor. This position will oversee both departments' budgets, the supervising and evaluation of maintenance and transportation staff for both Alsea and WLA, and ensure that the district follows all facilities, maintenance, and transportation laws and regulations, including bus maintenance. I am proposing the combined position's salary scale include the \$10,000 stipend that was given to the previous Transportation Supervisor. This \$10,000 will no longer be a stipend but will be part of the proposed salary scale for the position. With the creation of this new position, the District will not fill the Transportation Supervisor position, which is currently in the budget as a 0.5 FTE.

At the January 12, 2023, Alsea School District School Board meeting, the board members voted to adopt the HR Reset Plan, with salary schedules set at a 2% step increase, as proposed by former interim superintendent Sean Gallagher, which affected employees who are classified as confidential staff. The board also voted to freeze the salaries of employees in these classifications for the 2023 – 2024 SY.

Action Requested: I am requesting the board approve the reduction of days to the Building Principal and Building Vice Principal reduction of workdays, the proposed salary schedule of the Building Principal and Building Vice Principal based on the reduction of workdays, the deletion of the Special Education Director position on the salary schedule, and the creation of a Maintenance/Transportation Supervisor position with the proposed salary schedule. I am requesting that the board reinstate the 2% Step for confidential staff starting in the 2024 – 2025 SY.

Motion Requested: “I make a motion to reduce contract days of the Building Principal and Building Assistant Principal from 220 to 210 and from 220 to 195 respectively, to approve the proposed salary schedule for the Building Principal and Building Assistant Principal at 210 and 195 days respectively with a maximum step of 7, to strike the position of the Special Education Director from the Administrative Salary Scale, to approve the creation of the position of Maintenance/Transportation Supervisor with the proposed salary scale, and to reinstate the 2% Step for confidential staff as recommended by the superintendent.”

Alesea School District Administrative Salary Schedule

2023-24

| Position | Days | Step 1 | Step 2 | Step 3 | Step 4 | Step 5n | Step 6n | Step 7n | Step 8n | Step 9n | Step 10n |
|--------------------------------------------|-------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|-----------------|
| Building Principal | 220 | 87,000.00 | 88,740.00 | 90,514.80 | 92,325.10 | 94,171.60 | 96,055.03 | 97,976.13 | 99,935.65 | 99,935.65 | 99,935.65 |
| Building Assistant Principal | 220 | 76,368.00 | 77,895.36 | 79,453.27 | 81,042.33 | 82,663.18 | 84,316.44 | 86,002.77 | 87,722.83 | 87,722.83 | 87,722.83 |
| Special Education Director | 240 | 90,209.00 | 92,013.18 | 93,853.44 | 95,730.51 | 97,645.12 | 99,598.03 | 101,589.99 | 103,621.79 | 103,621.79 | 103,621.79 |
| Business Manager | 260 | 72,907.00 | 74,365.14 | 75,852.44 | 77,369.49 | 78,916.88 | 80,495.22 | 82,105.12 | 83,747.23 | 83,747.23 | 83,747.23 |
| Executive (Board/Superintendent) Assistant | 260 | 54,798.02 | 55,893.98 | 57,011.86 | 58,152.10 | 59,315.14 | 60,501.44 | 61,711.47 | 62,945.70 | 64,204.61 | 65,488.71 |
| Technology Coordinator | 240 | 63,300.74 | 64,566.75 | 65,858.09 | 67,175.25 | 68,518.76 | 69,889.13 | 71,286.91 | 72,712.65 | 74,166.91 | 75,650.24 |
| Maintenance Supervisor | 260 | 68,575.80 | 69,947.32 | 71,346.26 | 72,773.19 | 74,228.65 | 75,713.22 | 77,227.49 | 78,772.04 | 80,347.48 | 81,954.43 |
| Transportation Supervisor | 240 | 61,675.05 | 62,908.55 | 64,166.72 | 65,450.06 | 66,759.06 | 68,094.24 | 69,456.12 | 70,845.25 | 72,262.15 | 73,707.39 |

2024-25

Increase **2.00%**

Licensed Administrator Positions

Building Principal from 220 days to 210 days

| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5n | Step 6n | Step 7n |
|-----------------------------|-----|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| Salary Schedule at 220 days | 220 | 88,740 | 90,515 | 92,325 | 94,172 | 96,055 | 97,976 | 99,936 |
| Step increase | | | 2% | 2% | 2% | 2% | 2% | 2% |
| Salary Schedule at 210 days | 210 | 84,706 | 86,400 | 88,128 | 89,891 | 91,689 | 93,523 | 95,393 |

Assistant Principal at 195 days

| | | | | | | | | |
|--------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|
| Building Principal Daily Rate | Daily | 403.36 | | | | | | |
| Rate Differential | Rate | 3.0% | | | | | | |
| Assistant Principal Daily Rate | | 392 | 2% | 2% | 2% | 2% | 2% | 2% |
| Salary Schedule at 195 days | 195 | 76,440 | 77,969 | 79,528 | 81,119 | 82,741 | 84,396 | 86,084 |

Position to Delete (Job Responsibilities included in Superintendent/Principal Position)

| | | | | | | | | | | | |
|----------------------------|-----|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| Special Education Director | 240 | 92,013 | 93,853 | 95,731 | 97,645 | 99,598 | 101,590 | 103,622 | 105,694 | 105,694 | 105,694 |
|----------------------------|-----|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|

2.00%

Supervisory/Confidential Positions

| | | | | | | | | | | | |
|------------------------|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Business Manager | 260 | 74,365 | 75,852 | 77,369 | 78,917 | 80,495 | 82,105 | 83,747 | 85,422 | 85,422 | 85,422 |
| Executive Assistant | 260 | 55,894 | 57,012 | 58,152 | 59,315 | 60,501 | 61,711 | 62,946 | 64,205 | 65,489 | 66,798 |
| Technology Coordinator | 240 | 64,567 | 65,858 | 67,175 | 68,519 | 69,889 | 71,287 | 72,713 | 74,167 | 75,650 | 77,163 |

Combining Maintenance/Transportation into One Position

| | | | | | | | | | | | |
|---------------------------------------|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Original Salary | | | | | | | | | | | |
| Maintenance Supervisor | 260 | 69,947 | 71,346 | 72,773 | 74,229 | 75,713 | 77,227 | 78,772 | 80,347 | 81,954 | 83,594 |
| Transportation Supervisor | 240 | 62,909 | 64,167 | 65,450 | 66,759 | 68,094 | 69,456 | 70,845 | 72,262 | 73,707 | 75,182 |
| Transportation Stipend | | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 |
| Revised Salary | | | | | | | | | | | |
| Maintenance/Transportation Supervisor | 260 | 79,947 | 81,346 | 82,773 | 84,229 | 85,713 | 87,227 | 88,772 | 90,347 | 91,954 | 93,594 |

f. Classified Salary COLA and Step Recommendation



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Krista Nieraeth, Superintendent
Date: June 20, 2024

Background: At the January 12, 2023, Alsea School District School Board meeting, the board members voted to adopt the HR Reset Plan, with salary schedules set at a 2% step increase, as proposed by former interim superintendent Sean Gallagher, which affected employees who are classified staff. The board also voted to freeze the salaries of employees in these classifications for the 2023 – 2024 SY.

I am recommending for the 2024 – 2025 SY that the Board votes to reinstate the 2% step increase for classified employees in those classifications, as well as provide a 2% COLA. For those employees at the top of the scale, they would receive only the 2% COLA increase.

Action Requested: To reinstate the 2% step increase and a 2% COLA for all classified employees.

Motion Requested: “I make a motion to approve classified salary scale as recommended by the superintendent.”

Alesea School District 7J
2024-25 Proposed Salary Schedule

| | COLA | 2.0% | | | | | | | | | |
|---------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|------|
| | Step | 2.0% | 2.0% | 2.0% | 2.0% | 2.0% | 2.0% | 2.0% | 2.0% | 2.0% | 2.0% |
| Position | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | <u>8</u> | <u>9</u> | <u>10+</u> | |
| Bus Driver - Regular | \$ 25.50 | \$ 26.01 | \$ 26.53 | \$ 27.06 | \$ 27.60 | \$ 28.15 | \$ 28.71 | \$ 29.28 | \$ 29.87 | \$ 30.47 | |
| Bus Monitor | 15.30 | 15.61 | 15.92 | 16.24 | 16.56 | 16.89 | 17.23 | 17.57 | 17.92 | 18.28 | |
| Bus Driver Trainer | 26.52 | 27.05 | 27.59 | 28.14 | 28.70 | 29.27 | 29.86 | 30.46 | 31.07 | 31.69 | |
| Mechanic | 26.52 | 27.05 | 27.59 | 28.14 | 28.70 | 29.27 | 29.86 | 30.46 | 31.07 | 31.69 | |
| Dispatcher | 18.36 | 18.73 | 19.10 | 19.48 | 19.87 | 20.27 | 20.68 | 21.09 | 21.51 | 21.94 | |
| Instructional Assistant I | 15.30 | 15.61 | 15.92 | 16.24 | 16.56 | 16.89 | 17.23 | 17.57 | 17.92 | 18.28 | |
| Instructional Assistant II | 16.83 | 17.17 | 17.51 | 17.86 | 18.22 | 18.58 | 18.95 | 19.33 | 19.72 | 20.11 | |
| Instructional Assistant III | 18.36 | 18.73 | 19.10 | 19.48 | 19.87 | 20.27 | 20.68 | 21.09 | 21.51 | 21.94 | |
| Transitions/School to Work | 17.34 | 17.69 | 18.04 | 18.40 | 18.77 | 19.15 | 19.53 | 19.92 | 20.32 | 20.73 | |
| Custodian I | 15.30 | 15.61 | 15.92 | 16.24 | 16.56 | 16.89 | 17.23 | 17.57 | 17.92 | 18.28 | |
| Family Outreach I | 17.87 | 18.23 | 18.59 | 18.96 | 19.34 | 19.73 | 20.12 | 20.52 | 20.93 | 21.35 | |
| Family Outreach II | 23.46 | 23.93 | 24.41 | 24.90 | 25.40 | 25.91 | 26.43 | 26.96 | 27.50 | 28.05 | |
| Secretary I - Clerical | 15.81 | 16.13 | 16.45 | 16.78 | 17.12 | 17.46 | 17.81 | 18.17 | 18.53 | 18.90 | |
| Secretary II - Head Secretary | 20.40 | 20.81 | 21.23 | 21.65 | 22.08 | 22.52 | 22.97 | 23.43 | 23.90 | 24.38 | |
| Payroll | 24.48 | 24.97 | 25.47 | 25.98 | 26.50 | 27.03 | 27.57 | 28.12 | 28.68 | 29.25 | |
| Accounts Payable | 21.93 | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 | 26.21 | |
| HR Assist / Benefits | 20.40 | 20.81 | 21.23 | 21.65 | 22.08 | 22.52 | 22.97 | 23.43 | 23.90 | 24.38 | |
| Food Service Coordinator | 17.34 | 17.69 | 18.04 | 18.40 | 18.77 | 19.15 | 19.53 | 19.92 | 20.32 | 20.73 | |
| Food Service Worker | 14.79 | 15.09 | 15.39 | 15.70 | 16.01 | 16.33 | 16.66 | 16.99 | 17.33 | 17.68 | |
| Administrative Assistant to District Office | 25.50 | 26.01 | 26.53 | 27.06 | 27.60 | 28.15 | 28.71 | 29.28 | 29.87 | 30.47 | |
| Administrative Assistant to SpEd Director | 25.50 | 26.01 | 26.53 | 27.06 | 27.60 | 28.15 | 28.71 | 29.28 | 29.87 | 30.47 | |
| Other (No change) | | | | | | | | | | | |
| Type 10 Driver | \$ 16.00 | | | | | | | | | | |
| Bus Driver - Wait Time | 16.00 | | | | | | | | | | |
| Sub positions | Step 1 | | | | | | | | | | |

g. Superintendent Contract



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Risteen Follett – Board Chair
Date: June 20, 2024

Background: Upon negotiating Ms. Niereath’s contract in 2023, there were areas not addressed as we were not aware she would be taking on the additional administrative roles. Upon starting in the district, Ms. Niereath took over full responsibility for K-6 Principalship, Special Education and Food Service Administration. Changes negotiated in the contract are as follows:

- Contract starts 7/1/2024
- Term of Contract is from 7/1/24 – 6/30/2027, previously 7/1/2023 – 6/30/2026
- Compensation:
 - Base Salary increases per administrative salary schedule
 - Compensation stipend for additional principalship and administrative roles
- Benefits:
 - Insurance compensation – 425.00 per month to the HRA
 - Retirement benefits – 500.00 per month, an increase from 250.00 per month

Action Requested:

To discuss and approve the negotiated contract as presented.

Motion Requested:

“I make the motion to approve the Superintendent contract as presented.”

EMPLOYMENT CONTRACT
BETWEEN
KRISTA NIEREATH
AND THE
BOARD OF DIRECTORS OF THE
ALSEA SCHOOL DISTRICT NO. 7J

1. Recognition Statement

This is a contract of employment entered into this **July 1, 2024** by the Alsea School District, located in Alsea in the State of Oregon. This contract of employment is mutually entered into between Alsea School District (hereinafter called the District), acting through its Board of Directors (hereinafter called the Board) and Krista Niereath (hereinafter called the Superintendent). The purpose of this agreement is to establish the mutual and respective responsibilities, terms and conditions under which the Superintendent will serve the Alsea School District as its Superintendent. The parties hereby agree to the following:

2. Duties and Responsibilities

The Superintendent shall be the chief executive officer of the school district. In that capacity the Superintendent shall have the primary responsibility for:

Execution of Board policy.

Organizing and assigning the administrative and supervisory staff as best serves the district.
Selecting all personnel subject to final approval by the board for licensed staff.

Recommending policies, regulations, rules and procedures deemed necessary and appropriate for managing the District and implementing its responsibilities.

Performing all duties reasonably incident to the office of Superintendent and such other duties as may be specified and/or delegated by the Board.

Attending all board meetings, except executive sessions held under ORS 192.660 (2) (a) unless asked to attend by the Board.

Serve as ex-officio member of all board committees and may provide administrative recommendations on matters considered by those committees and aligned with board policy.

Superintendent will serve as the District's Clerk and Budget Officer of the District, as well as custodian of school funds.

Superintendent shall approve and direct all purchases and expenditures within the limits of the budget approved by the Board.

Superintendent shall plan, develop, and implement means to keep the community informed about school matters and shall serve as a representative of the schools before the public.

Superintendent must hold an administrative license, including a superintendent's endorsement, as required by the Teacher Standards and Practices Commission of Oregon.

The Board shall:

Retain the primary responsibility for formulating and adopting policies for the district.

Uphold and maintain a safe workspace including all Board meetings in the public.

Updated: June 20, 2024

Adopt the annual budget after engaging in the appropriate process.

Collectively and individually, promptly refer criticism, complaints and suggestions called to its attention to the Superintendent, through appropriate procedures. If the subject of the complaint or criticism is regarding the superintendent, the referral shall be made to the board chair.

3. Term

This contract commences **July 1, 2024** and shall continue and remain in effect up to and including **June 30, 2027**, subject to the District's right of termination during the term of this contract. In the absence of written notice from either party by April 1, of each year, of intent to terminate or modify this employment contract, this contract shall automatically be extended for one additional year.

Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the District or Superintendent to terminate this Agreement at any time subject only to the provisions herein relating to termination.

4. Compensation

Starting July 1, 2024, the District shall pay the Superintendent the annual salary of **\$132,600.00** which shall be paid in twelve (12) equal monthly installments. For the subsequent years of this contract, the superintendent's salary shall be increased at the same percentage as the other administrator employees.

Additional duties as Special Education Administrator, Food Service Director, and K – 12 Principal will be compensated at \$10,000 per year, starting in the 2024 - 2025 school year, paid in twelve (12) equal monthly installments. This stipend will increase by 5% each year thereafter.

The district will pay on behalf of the Superintendent the employee's contribution to the Oregon Public Employees Retirement System (PERS).

The salary rate may be increased by mutual agreement between the School Board and the Superintendent, for work performed or to be performed, by the Superintendent.

5. Benefits

a. Insurance Benefits

The Board shall provide the Superintendent with full medical, dental, vision and long-term disability insurance, plus term life insurance and accidental death and dismemberment coverage subject to the rules and regulations of the respective insurance carriers. The Superintendent shall pay an out-of-pocket contribution toward the premium comparable to that paid by other licensed employee groups in the district. Any funds left over after district paid premiums occurs will be allocated to the superintendents' benefit account of choice, aligning with IRS guidelines. (e.g., HRA) **In addition, the district agrees to pay an additional \$425.00 per month towards the Superintendent's HRA**

Retirement Benefits

The board shall contribute annually toward a deferred compensation plan (e.g., IRA, 403b, 457, etc.) or designated fund. The district agrees to contribute \$500.00 monthly, a total of \$6000.00 annually.

b. Travel Allowance

The District shall provide the Superintendent with a monthly stipend of \$300 to compensate the Superintendent for use of a personal vehicle while on district business. In addition, obligations causing the Superintendent to travel outside of the county shall be reimbursed at the government rate or the Superintendent shall drive the district provided vehicle.

c. Retention Pay

The Board recognizes the value of continuity at the Superintendent level and in an effort to promote stability in the District. The board agrees to provide the Superintendent a retention bonus of 2.75% of the base salary at the completion of year two (2) and for each subsequent year of service to Alsea School District, upon the board's evaluation, confirming successful completion of the performance goals and standards that shall be used to evaluate the superintendent's performance.

f. Technology Stipend

The expectation is that the Superintendent is accessible 24/7, therefore the Superintendent shall receive a monthly allowance of \$ 150 for communication related expenses including phone, data, internet connection or any other technology that will assist with communication while the superintendent is out of the office, as much of the Superintendent's work is performed at other locations.

g. Vacations and Holidays

The Superintendent shall be considered a 260-day employee, which includes vacation of twenty (20) days annually and twelve (12) paid holidays (July 4th, Labor Day, Veterans, Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Day, Presidents Day, June 19th)

The Superintendent may "carryover" up to and including 5 vacation days per year. All other days must be used or will be compensated at the superintendents' rate of pay. Said pay shall be calculated and, if applicable, with a max payout of 5 days paid on the June payroll.

6. Leave

a. Sick Leave

The Superintendent shall accumulate sick leave as provided by Oregon law, ORS 332.507, one (1) day per month worked up to twelve (12) days per year. The Board agrees to accept earned accumulated sick leave from the Superintendent's previous Oregon public school district consistent with the statutory requirements.

b. Personal Leave

The Superintendent shall be afforded three (3) personal leave days per year.

7. Performance Goals and Standards

No later than October 1st each year, the board and superintendent shall mutually agree, and put in writing, the performance goals and standards that shall be used to evaluate the superintendent's performance. The Co-Endorsed (OSBA/COSA) Superintendent Evaluation Workbook and process shall be used in the evaluation of the superintendent.

As part of the agreed upon process, the Board shall devote a portion of at least two (2) meetings annually, to review the superintendent's progress on the approved goals and standards and to discuss the working relationship between Superintendent and the Board.

The Board shall meet in Executive Session (unless the Superintendent requests the evaluation be conducted in public) and evaluate and assess in writing the performance of the Superintendent by March I of each year during the term of this contract. The evaluation shall be made in reference to mutually agreed upon national standards for superintendents, the Superintendent's job description, and the goals and objectives mutually established by the Board and the Superintendent. The evaluation shall be conducted for the purposes of celebrating the good work of the Superintendent and the Board and identifying areas for the purposes of improving district leadership, maintaining effective and open communication between the Board and the Superintendent and enhancing this relationship. The Superintendent shall be entitled to meet with the Board to review the evaluation and to provide any pertinent information.

8. Expense Reimbursement

The District shall reimburse the Superintendent for all actual and reasonable and necessary expenses incurred by the Superintendent within the scope of employment and approved by the board through the current budget, in performing the duties for the District under this agreement.

9. Professional Development and Learning

The Board encourages the professional growth of the Superintendent. Therefore, upon the approval of the Board and within the constraints of the budget, the Board agrees to pay the cost of the Superintendent's professional memberships (i.e., Coalition of Oregon School Administrators, COSA's New Superintendent Academy, Oregon Association of School Executives, and the American Association of School Administrators), and for such other professional and/or service organizations upon approval from the board. Through the budget process, the Board may also approve payment for professional publications and other forms of ongoing professional development, including registration, travel and related expenses for attendance at state and national conferences for the Superintendent.

Upon board approval and within the constraints of the budget, funding to pursue higher level education coursework may be reimbursed up to but not to exceed the maximum amount allowed by the IRS as untaxed reimbursement per calendar year.

10. Criticisms and Complaints

The Board, individually and collectively, agrees that any criticism or complaint about an employee other than Superintendent, or about a program of the District, that the Board is made aware of, shall be promptly forwarded to Superintendent for investigation and resolution. Any complaints made individually or collectively or for which the Board is made aware of regarding the Superintendent shall be communicated by the Board to the Superintendent so that such matter can be addressed, corrected or clarified.

11. Termination

- a. By Mutual Agreement: This contract may be terminated at any time upon the mutual agreement of the parties.
- b. By the Superintendent: The Superintendent may resign upon ninety (90) days advance notice in writing to the Board.
- c. By District for No Cause: The district school board may terminate the superintendent's employment, without cause, at any time during the contract period only if the district school board provides the superintendent with at least 12 months' notice of the termination.
- d. By District for Cause: The District may terminate this employment agreement for cause which means such conduct that is seriously prejudicial to and which substantially affects the fundamental mission of the District. For cause termination may include the following:
 - Conduct constituting grounds for dismissal of licensed public-school staff under ORS 342.865 (1).
 - Breach of the terms and conditions of this contract.
 - Failure to maintain in good standing a valid and appropriate license to act as Superintendent of Schools as required by the State of Oregon.

Notice of termination for cause shall be given in writing at least thirty (30) days prior to the effective date of discharge or termination. Such notice shall include the reasons for recommending termination with sufficient particularity as to afford the Superintendent a reasonable opportunity to respond. The Superintendent shall be entitled to a due process hearing before the Board to discuss the reasons and refute, orally or in writing, such reasons. Such meeting may be conducted in executive session unless the Superintendent requests an open session. The Superintendent shall be provided the written decision regarding the results of the meeting.

12. License

The Superintendent shall furnish throughout the life of the contract a valid and appropriate license to act as a Superintendent in the State of Oregon.

13. Professional Liability

While acting within the scope of employment, the Superintendent shall be covered under the District's General Liability Policy and the School Leaders Errors and Omissions Policy. To the maximum extent provided by law, the District shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought

Updated: June 20, 2024

against the Superintendent in her/his official capacity as an agent and employee of the School District, or in the Superintendent's individual capacity, provided the claim arose while the Superintendent was acting within the scope of her/his employment and excluding criminal investigation or prosecution.

The Board shall provide public liability insurance for the Superintendent to cover legal expenses in defense of claims and payment of judgments resulting from her/his function as Superintendent and will reimburse him for any portion of such expense and judgments not covered by insurance. In no event shall the Board's obligation hereunder exceed the authority conferred upon it by the State Law, nor shall its obligation extend to any situation in which the Board and the Superintendent have adverse legal interests. In no case will the School Board members be considered personally liable for indemnifying the Superintendent against demands, claims, suits, actions and legal proceedings. This indemnification period shall extend to a period of five (5) years beyond the termination of this Contract.

14. Applicable Law/Savings Clause

This Agreement is to be construed in accordance with the Board policies, the administrative rules adopted by the School Board and under the laws of the State of Oregon. The venue for resolving all legal disputes under this contract is the Circuit Court of the State of Oregon, for Benton County. If any specific clause or portion thereof in this Contract is determined to be unenforceable under law, the remaining clauses of this Contract shall not be affected and shall continue to be enforceable.

15. Execution

In Witness Whereof, the District, pursuant to the authority of its Board of Directors, by action duly and regularly adopted on June 20th, 2024 has caused two originals of this agreement to be signed in the name of the District by the Chairperson of the Board, and the Superintendent has hereunto affixed their hand and seal the day and year hereinabove mentioned.

Board Chairperson

Date:

Superintendent

Date:

h. 2023-2024 Special Revenue Appropriation Resolution 24-08



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Krista Nieraeth, Superintendent and

Prepared By: Don Staehely, Business Manager

Date: June 20, 2024

Background: During the 2023 – 2024 school year, Alsea School District received an additional \$221,545 in grant funds that were not known when the FY23-24 budget was proposed and approved. Resolution 24 – 08 accepts those grants funds, which has to be done by law.

Action Requested: To approve Resolution 24 – 08 as presented.

Motion Requested: “I make a motion to approve Resolution 24 – 08, Resolution to Increase the Special Revenue Appropriations for FY23-24 as presented.”

Alsea School District 7J

RESOLUTION 24-08

RESOLUTION TO INCREASE THE SPECIAL REVENUE APPROPRIATIONS FY23-24

WHEREAS, Oregon Revised Statute 294.338(2) allows for the recognition of revenue from a donation, grant, gift or bequest and the related appropriations by resolution; and

WHEREAS, the District did not anticipate the receipt of an additional \$221,545 in grant funds as listed below when the FY23-24 budget was proposed and approved;

NOW THEREFORE, be it resolved that the Board of Directors approve recognition of the additional revenue and appropriations as follows:

| Special Revenue Fund | Revised Adopted Budget | Early Literacy Grant | Federal School Improvement Grant | TAP Seismic Grant | Revised Adopted Budget |
|---------------------------------|------------------------|----------------------|----------------------------------|-------------------|------------------------|
| Resources | | | | | |
| Local Sources | \$160,277 | \$ | \$ | \$ | \$160,277 |
| Intermediate Sources | 45,000 | | | | 45,000 |
| State Sources | 765,366 | 91,682 | | 25,000 | 882,048 |
| Federal Sources | 538,452 | | 85,011 | | 623,463 |
| Other Sources | 1,124,344 | | | | 1,112,344 |
| Total Resources | \$2,633,439 | \$91,682 | \$85,011 | \$25,000 | \$2,835,132 |
| Appropriations | | | | | |
| Instruction Services | \$1,307,228 | \$64,093 | \$ | \$ | \$1,371,321 |
| Support Services | 554,474 | 27,589 | 85,011 | 25,000 | 692,074 |
| Enterprise & Community Services | 289,260 | | | | 289,260 |
| Facility Acquisition Services | 233,052 | | | | 233,052 |
| Debt Service | 249,425 | | | | 249,425 |
| Total | \$2,633,439 | \$91,682 | \$85,011 | \$25,000 | \$2,835,132 |

PASSED AND ADOPTED at a regular meeting of the Board of Directors of Alsea School District 7J on the 20th day of **June** 2024 by the following vote:

AYES: _____ NAYS: _____ ABSENT: _____ ABSTAIN: _____

Risteen Follett, Chair Board of Directors

Krista Nieraeth, Superintendent

ATTEST:

Lora Nickle, Executive Secretary



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Don Staehely, Business Manager
Date: June 20, 2024

Background:

On May 21st, 2024, the Alsea School District Budget Committee approved the FY 24-25 budget totaling \$19,314,434. As required by law, a hearing notice was published in the Albany Democrat – Herald and Corvallis Gazette Times on June 4th, 2024. Prior to the June 20th, 2024 Alsea School District Board Meeting, a budget hearing was held to receive public input on the approved budget for the FY 24-25. Based on the hearing, the board needs to adopt or amend the FY 24-25 Budget Resolution 24 - 09, which includes Adopting the Budget, Making Appropriations, Imposing the Tax, and Categorizing the Tax.

Action Requested:

To approve Resolution 24 – 09, which includes Adopting the Budget, Making Appropriations, Imposing the Tax, and Categorizing the Tax.

Motion Requested:

“I make a motion to adopt Resolution 24 - 09, which includes Adopting the Budget, Making the Appropriations, Imposing the Tax, and Categorizing the Tax as presented.”

RESOLUTION 24-09

WHEREAS, the Budget Committee of the Alsea School District No. 7J approved the budget for the fiscal year 2024 - 2025 in the amount of \$19,314,434 on May 21, 2024; and

THEREFORE, the resolutions adopting the budget, making appropriations, imposing taxes, and categorizing the tax shall be as follows:

RESOLUTION ADOPTING THE BUDGET

BE IT RESOLVED that the Board of Directors of the Alsea School District No. 7J hereby adopts the budget for fiscal year 2024 - 2025 in the total amount of \$ 19,314,434.* This budget is now on file at the District Administration Office, 301 South Third St, Alsea, Oregon

RESOLUTION MAKING APPROPRIATIONS

BE IT RESOLVED that the amounts shown below are hereby appropriated for the fiscal year beginning July 1, 2024, for the following purposes:

| | | | |
|----------------------------------|--------------------|-----------------------------------------------------------|-----------------------|
| 100 General Fund | | 200 Special Revenue Fund | |
| 1000 Instruction..... | \$2,834,856 | 1000 Instruction..... | \$998,587 |
| 2000 Support Services..... | 3,332,429 | 2000 Support Services..... | 597,143 |
| 5200 Interfund Transfers | 963,407 | 3000 Enterprise and Community Services . | 277,881 |
| 6000 Contingency..... | 500,000 | 4000 Facility Acquisition and Construction | 139,500 |
| | | 5100 Debt Service | 116,013 |
| | | 6000 Contingency..... | 64,266 |
| Total..... | \$7,630,692 | Total..... | \$2,193,390 |
| 300 Debt Service Fund | | 400 Capital Projects Fund | |
| 5100 Debt Service | \$96,050 | 4000 Facility Acquisition and Construction | \$4,854,828 |
| Total..... | \$96,050 | Total..... | \$4,854,828 |
| 600 Internal Service Fund | | | |
| 2000 Support Services..... | \$183,679 | | |
| Total..... | \$183,679 | | |
| | | Total APPROPRIATIONS, All Funds . . . | \$14,958,639 |
| | | Total Unappropriated and Reserve Amounts, All Funds . . . | 4,355,795 |
| | | TOTAL ADOPTED BUDGET . . . | \$19,314,434 * |

RESOLUTION IMPOSING THE TAX

BE IT RESOLVED that the following ad valorem property taxes are hereby imposed upon the assessed value of all taxable property within the district for tax year 2024-2025 :

- (1) In the amount of \$ 5.0811 per \$1000 of assessed value for permanent rate tax;
- (2) In the amount of \$101,000 for debt service on general obligation bonds;

RESOLUTION 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.....\$ 5.0811/\$1000

Excluded from Limitation

General Obligation Bond Debt Service.....\$ 101,000

The above resolution statements were approved and declared adopted on June 20, 2024

AYES: _____ NAYS: _____ ABSENT: _____ ABSTAIN: _____

Risteen Follett, Chair Board of Directors

Krista Nieraeth, Superintendent

ATTEST: _____
Lora Nickle, Executive Secretary

j. Continuation of Service Resolution 24-10



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Krista Nieraeth, Superintendent
Date: June 20, 2024

Background: The Alsea School District Board adopted Policy DJC – Bidding Requirements on 2/09/23 which requires all public contracts shall be based on competitive bids or proposals and must follow Oregon Revised Statutes and adopted public contracting rules. The Board also adopted DJC-AR – Special Procurements and Exemptions from Competitive Bidding which included “Renegotiation of Existing Contracts with Incumbent Contractors” when in the best interest of the district, does not encourage favoritism, and will result in a cost savings to the district.

I am bringing to the board two independent contracts for continuation of services to the district.

- 1) Integrity Management Solutions, LLC (IMS)– Construction Management Services for the Seismic Upgrade. Not to exceed \$111,600.
- 2) Donald E Staehely, LLC – Business Manager Service. Not to exceed \$84,000. Includes mileage reimbursement at the IRS rate.

Action Requested: To approve Resolution 24 -10, which approves the continuation of services.

Motion Requested: “I make a motion to approve Resolution 24 -10 as presented.”

Alsea School District 7J
Resolution 24 – 10

The Alsea School District Board adopted Policy DJC – Bidding Requirements on 2/09/23 which requires all public contracts shall be based on competitive bids or proposals and must follow Oregon Revised Statutes and adopted public contracting rules. The Board also adopted DJC-AR – Special Procurements and Exemptions from Competitive Bidding which included “Renegotiation of Existing Contracts with Incumbent Contractors” when in the best interest of the district, does not encourage favoritism, and will result in a cost savings to the district. The Superintendent acting on behalf of the Local Contract Review Board may renegotiate the terms of the agreement.

As Superintendent, I recommend the approval of the continuation of two independent contracts:

1) Integrity Management Solutions, LLC (IMS)– Construction Management Services

IMS was the project manager for the completion of the 2021 Bond and OSIM Grant, as well as assisted the application of the seismic grant recently awarded the district. IMS has provided excellent service in completing the bond projects and will be instrumental in the seismic upgraded due to their knowledge of the project and expertise. By approving the continuation of the agreement, it will not result in additional cost or not encourage favoritism but will allow the district to receive excellent service and complete the time sensitive seismic upgrade in the required time-period per the grant.

2) Donald E Staehely, LLC – Business Manager Service

Don Staehely has provided Business Services to the Alsea School District beginning July 2023. During this period, the district has assumed additional responsibilities previously outsourced to the Linn-Benton-Lane ESD and assume all accounting processes, including payroll beginning with the 2024-25 fiscal year. His expertise in accounting and budget law has allowed the district to incorporate economies and efficiencies. By approving the continuation of the agreement, it will allow the district to continue reorganizing the business function, as well as provide the Superintendent, Board of Directors, and community with excellent financial services.

BE IT RESOLVED: It is in the best interest of the Alsea School District to continue the agreements with Integrity Management Solutions, LLC through the completion of the seismic grant and Donald E Staehely, LLC for the fiscal year 2024-25.

AYES: _____ NAYS: _____ ABSENT: _____ ABSTAIN: _____

Risteen Follett, Chair Board of Directors

Krista Nieraeth, Superintendent

ATTEST:

Lora Nickle, Executive Secretary

Donald E Staehely LLC

10825 S New Era Rd.

Canby, OR 97013

(503) 380 - 3772

PERSONAL SERVICES CONTRACT #

Requisition Order Number

THIS PERSONAL SERVICES CONTRACT ("Contract"), made and entered into as of the ____ day of ____, 2024 by and between Alsea School District ("District") and **Donald E Staehely LLC** ("Contractor"). The District requires services which the Contractor represents that it is capable of providing, and desires to enter into an agreement with Contractor under the following terms and conditions, including but not limited to the attached General Terms and Conditions, which are incorporated herein by this reference.

1. SERVICES

Contractor will perform the scope of business manager services, together with all other services necessary or incidental to perform the required services in a manner satisfactory to District.

2. TERM

The term of this Contract will commence on July 1, 2024 and continue until June 30, 2025, unless earlier terminated in accordance with this contract.

3. COMPENSATION

As full consideration for performance of the Services, District will pay \$65 per hour, including reimburse mileage at the IRS rate. The maximum amount of this contract is \$84,000.00.

4. MODIFICATION

District may at any time, without invalidating this Contract, direct Contractor to prepare a draft modification that describes any scope-related changes to the Services that the District deems desirable. Upon receipt of those directions, provided they do not materially change the nature of the Contract or exceed Contractor's capacity to perform (to be determined in Contractor's reasonable discretion), Contractor will promptly prepare and submit to District a draft modification reflecting the District's desired changes and proposing reasonable adjustments, if any, to the work schedule and delivery dates for the Services, or the amount of Contractor's compensation. No modification of the terms of this Contract, including assignment of rights or obligations, will be effective unless made in writing and signed by all parties.

THE DISTRICT IS NOT BOUND OR OBLIGATED BY THIS CONTRACT AND NO WORK SHALL COMMENCE UNTIL ALL DISTRICT APPROVALS HAVE BEEN SECURED AS REQUIRED BY DISTRICT

Donald E Staehely

Date

District authorized representative

Date

k. Contract for Kitchen Planning - Soderstom Architects



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Krista Nieraeth, Superintendent
Date: June 20, 2024

Background: The District is moving forward to start the planning process to remodel our current kitchen and classroom into a commercial kitchen with attached cafeteria space. The first part of this process is to hire an architecture firm to plan and design this space. Soderstrom Architects, who has worked with the district in designing the CTE Building and 4/5/6 grade bathrooms, has proposed a design fee of \$12,000 for the planning of this project.

Action Requested: To accept the proposal from Soderstrom Architect in the amount of \$12,000.

Motion Requested: "I make a motion to accept the proposal from Soderstrom Architect as presented."

Soderstrom Architects

Alsea School District

Attn: Krista Nieraeth, Superintendent
301 South 3rd Steet
Alsea, OR 97324
P: (541) 487-4305
E: krista.nieraeth@alsea.k12.or.us

June 2, 2024

RE: Professional Architectural Services Proposal
Alsea High School Master Planning
Project #: 24038

Dear Ms. Nieraeth,

Thank you again for this opportunity to partner with the Alsea School District (District) community on your Alsea High School master planning scope for your Kitchen, Servery, Commons and associated program areas.

UNDERSTANDING OF SCOPE

Our goal is to determine how best to utilize the existing Food Services spaces at the Alsea High School. We will develop planning level documentation, accurate to be cost estimated.

- Assist the District with developing options for reconfiguration of existing Kitchen, Servery, and Commons.
- Develop multiple options based on feedback from the District.
- Facilitate design meetings with the District, both in person and virtual, per the direction of the District.
- Continue to develop plans and costs as needed to assist the District with decision making and direction.

SCHEDULE

We are proposing to meet regularly, at a frequency as deemed appropriate per the District direction. We anticipate regular meetings, likely 2-3 weeks apart. The number of meetings and duration are dependent upon how quickly we are able to come to a design resolution.

DESIGN FEES

We are proposing to provide these services on a Time and Material (T+M) basis, with a Not-to-Exceed (NTE) amount indicated below.

| | |
|-----------------------------------------|-----------------|
| Proposed Design Fee (T+M / NTE): | \$12,000 |
| Estimated Reimbursables: | \$800 |

COMMITMENT OF RESOURCES

Soderstrom Architects has genuinely enjoyed our work with the Alsea School District, and we are committed to the success of these projects for the future of your students and your entire community. Our team will commit all resources necessary to complete them on time, within budget and as proposed in scope as we understand it. If you have any questions regarding this proposal, please feel free to contact me by phone at 503.481.4677 or by email at marleneg@sdra.com.

Thank you again for your consideration. We are extremely excited for the opportunity to work again with the Alsea School District and community to help guide their future.

Sincerely,



Marlene Gillis, AIA, ALEP, LEED AP, CCS
President, Soderstrom Architects, Ltd.

Accepted by:

Signature, Krista Nieraeth
Superintendent, Alsea School District

Date

CC
Chris Giggy, IMS, Nancy Giggy, IMS

Enc
Soderstrom Hourly Rates

Soderstrom Architects

SCHEDULE OF CHARGES

All work completed by Soderstrom Architects, Ltd. on a time and material basis will be billed in accordance with this Schedule of Charges.

| | |
|-----------------------------|-------|
| Principal | \$245 |
| Senior Project Manager | \$195 |
| Project Manager II | \$185 |
| Project Manager I | \$170 |
| Senior Architect / Designer | \$200 |
| Architect III | \$180 |
| Architect II | \$145 |
| Architect I | \$135 |
| Designer III | \$150 |
| Designer II | \$130 |
| Designer I | \$120 |
| Design Assistant | \$110 |
| Senior Interior Designer | \$195 |
| Interior Designer III | \$150 |
| Interior Designer II | \$130 |
| Interior Designer I | \$120 |

Reimbursable expenses will be billed at 1.1 x direct cost including: fees of any required consultants, postage, mileage, printing, reproduction, and governmental fees directly related to the project.

These rates are to remain in effect for 12 months after the contract execution date. Updated rates may be implemented thereafter and will be reflected on progress billings.

1. Review Draft Findings of Fact for CM/GC Contracting Method - Seismic

FINDING OF FACTS FOR THE USE OF THE CM/GC CONTRACTING METHOD

Before the Board of Directors of the Alsea School District Sitting as Local Contract Review Board Regarding the Alsea Gym Seismic Rehabilitation Project

The Alsea School District (the District) has been awarded a grant from the State of Oregon to cover the costs associated with seismic rehabilitation of the Alsea School gym and office addition (the Project). Initial planning has been completed and design will be initiated in July when the grant award is finalized. Construction activities will begin in May 2025 with the expectation that the majority of the work will be completed over that summer when school is not in session. The budget for completing this work is limited, the schedule is short duration and critical to occupancy for the following school year, there is a high potential for unforeseen existing conditions during construction, and safety is a primary concern.

In consideration of these facts, an alternative method of construction is proposed as an exception to the standard Public Contracting Statutes and Rules. Therefore, under Oregon Statutes and the following findings, the District is recommending use of the Construction Management/General Contractor (CM/GC) method of construction contracting.

The guiding applicable statute is ORS 279C.335 which requires, with certain exemptions, that all public contracts be based on competitive bidding and be awarded to the lowest responsive and responsible bidder. ORS 279A.060 and ORS 279C.335(2) permit the School Board to act as the public contract review authority and to grant, under certain conditions and upon certain findings, specific exemptions from the requirement for competitive bidding.

Finding of Fact

Use of the CM/GC method to construct the Project will: (1) reduce the risk of financial and schedule impacts to the District; (2) allow the District to select a contractor with verified expertise required for the Project; (3) benefit the public by improving safety and coordination during construction; and (4) not encourage favoritism or diminish competition.

Specific findings which substantiate these conclusions are as follows:

1. Finding: The CM/GC method will reduce the risk of financial and schedule impacts to the District.
 - a. Reduced Financial Risk: The projects will take place during challenging economic conditions for construction. A large number of projects are underway in Oregon, especially infrastructure upgrades for schools and public facilities. Labor and material costs are escalating. As a result, there is a high probability of contractor default from extending themselves beyond

their capabilities and financial means. It would be very costly and disruptive if such a failure occurred during work on this project. Using the CM/GC process will allow the District to look deeply into the general contractor's workload and financial strength and eliminate participation by those companies who do not have the financial strength to successfully complete the project.

- b. **Guaranteed Maximum Price (GMP):** GMP contracting establishes a maximum cost prior to starting construction: The CM/GC will be able to obtain a complete understanding of the District's needs, the design intent and the scope of the project by participating in the development of the design documents. With the CM/GC's participation in the design phase of the project, they will offer suggestions for cost savings and improvements to the design. With the benefit of this knowledge, the CM/GC will be able to estimate the maximum price paid by the District before completing the final design and allow final adjustments for a GMP as necessary to stay within budget.
 - c. **Schedule Development With the CM/GC:** With the general contractor's active participation during design, they will have a thorough knowledge of construction scope and be able to accurately predict the schedule to complete the work. They will also contribute ideas for construction phasing to eliminate impacts. With this process, schedule delays will be minimized. Liquidated damages will also be included in the CM/GCs contract to further reduce the risk of schedule delays.
 - d. **Fewer Change Orders:** When the CM/GC participates in the design process, fewer change orders will occur during the construction process. This is due to the CM/GC's better understanding of the District's needs, the designer's intent, and their feedback on construction document details during design. As a result, the project is more likely to be completed on time and within budget.
 - e. **GMP Change Orders Cost Less:** The traditional Design-Bid-Build method typically results in contractors charging 15% mark-up on change orders. The CM/GC method applies predetermined mark-ups. The current industry standard for mark-up is in the range of 5% to 7%.
 - f. **GMP Savings:** Unlike the Design-Bid-Build method, the District will enjoy full savings with the CM/GC method. When the general contractor completes the project, actual costs are reviewed against the GMP and any savings are returned to the District.
2. **Finding:** The CM/GC method will allow the District to select a contractor with verified expertise required for the Project. Using the selection process described in Findings #4 below, the contractor's experience on similar project can be confirmed along with contacting references to validate their performance on cost, schedule, quality, communication and safety.
 3. **Finding:** The CM/GC process will benefit the public by improving safety and coordination during construction. Specification will be developed requiring the contractor to provide for the public safety. However, there is often a large gap in

the knowledge between contractors who can properly implement these safety requirements and maintain good public relations. Through the CM/GC selection process, the District will be able to select a contractor with a proven safety record and who is committed to fully implementing a comprehensive safety and communication plan.

4. Finding: Competition will not be inhibited nor will favoritism be encouraged as a result of this exemption. The CM/GC will be selected through a competitive process in accordance with a fee and qualification-based process.
 - a. Solicitation Process: Pursuant to ORS 279C.360 the CM/GC Request for Proposal (RFP) solicitation will be advertised in local and regional publications of general and industry-specific circulation.
 - b. Full Disclosure: To ensure full disclosure of information, the RFP will include the following information:
 - i. Detailed Description of the Project
 - ii. Contractual Terms and Conditions
 - iii. Selection Process
 - iv. Evaluation Criteria
 - v. Role of the Evaluation Committee
 - vi. Provision for Comments
 - vii. Complaint Process and Remedies
 - c. Selection Process: The selection process will include the following.
 - i. Interested parties will participate in a mandatory pre-proposal meeting where the proposal requirements will be shared along with available project information.
 - ii. During the pre-proposal period, interested parties will be able to ask questions and request clarifications if they believe that any of the terms and conditions of the solicitation are unclear, inconsistent with industry standards or unfair and unnecessarily restrictive of competition.
 - iii. Sealed proposals will be submitted to the District's office at a time specified in the advertisements.
 - iv. The following evaluation process will be used:
 1. Proposals will be evaluated for completeness and compliance with the requirements of the RFP.
 2. Proposals considered complete and responsive will be evaluated to determine if they meet the qualifying criteria of the RFP. Those proposals that do not meet the requirements will be rejected.
 3. Proposals will be independently scored against predetermined criteria by the voting members of the Evaluation Committee. Scores will be combined and assigned to each proposal.
 4. The Evaluation Committee will select finalists from the highest ranked proposals for interviews unless a clear selection of the top firm is made by the Committee.

- 5. The Evaluation Committee may conduct interviews.
 - 6. The Evaluation Committee may use the interviews to clarify questions and finalize scoring. Based on the final scoring, the Evaluation Committee will rank the proposals and provide an award recommendation to the School Board.
 - 7. Following approval by the School Board, the District will offer a contract to the top ranked firm. If an agreement cannot be reached, the District will have the option to enter into an agreement with the second ranked firm, and so on.
- v. Competing CM/GC firms will be notified in writing of the selection of the apparent successful proposal and will be given seven calendar days after receipt of the notice to tender questions or concerns about the selection process to the District.
 - vi. The contract with the CM/GC will require an open and competitive selection process for all components of the project as well as encourage the use of local qualified subcontractors.
- 5. Finding: The District has engaged a knowledgeable Owner’s Representative and Project Manager to provide the necessary expertise and assistance to the District in managing the CM/GC contracting procedure and process for the advantage of the District.
 - 6. Finding: There will be no impact to the funding source as a result of this exemption. The District’s funding source for this project will remain the same whether accomplished through a traditional Design-Bid-Build process or through the CM/GC process.
 - 7. Finding: There will be no adverse impact on the operation or budget if this exemption is provided. Whether this project is secured through a traditional Design-Bid-Build method or through the CM/GC process, the operational and budgetary impact will be the same other than the potential savings mentioned in Finding #1.

Conclusion of Findings of Fact

BE IT RESOLVED: It is in the best interest of the Alsea School District to utilize the CM/GC project delivery method for the Alsea School Gym Seismic Rehabilitation Project. The CM/GC method will: (1) reduce the risk of budget and schedule impacts to the District; (2) allow the District to select a contractor with verified expertise required for the Project; (3) benefit the public by improving safety and coordination during construction; and (4) not encourage favoritism or diminish competition.

PASSED AND ADOPTED at a regular meeting of the Board of Directors of Alsea School District 7J on the ___ day of _____, 2024 by the following vote:

AYES: _____ NAYS: _____ ABSENT: _____ ABSTAIN: _____

Chairperson of Board of Directors

Date

m. Review Draft Findings of Fact for Architect - Seismic

FINDING OF FACTS FOR DIRECT APPOINTMENT OF ARCHITECT

Before the Board of Directors of the Alsea School District Sitting as Local Contract Review Board Regarding the Alsea Gym Seismic Rehabilitation Project

The Alsea School District (the District) has been awarded a grant from the State of Oregon to cover the costs associated with seismic rehabilitation of the Alsea School gym and office addition (the Project). A detailed assessment and approach was completed by the Design Team in order to procure the grant. Design services are needed as soon as the grant agreement is finalized in early July so that construction will be completed over the next summer when school is not in session. The overall project schedule is short duration and completion is critical to occupancy for the following school year.

In consideration of these facts, the District intends to directly appoint Soderstrom Architects (the Architect) for final design of the Project. The guiding applicable statute is ORS 279C.110(10) which allows a contracting agency to directly appoint a consultant for architectural services when the cost does not exceed \$100,000. The findings upon which this determination is made are described below.

Finding of Fact

Direct appointment of the Architect will: (1) enable the Project to be completed on schedule; (2) ensure a quality design is completed in the shortest time possible; (3) provide excellent delivery and coordination during the Project; and (4) not result in additional costs to the Project.

Specific findings which substantiate these conclusions are as follows:

1. Finding: Direct appointment of the Architect will enable the Project to be completed on schedule. Ordinarily, selection of a design team through a Request for Qualifications process followed by a fee and proposal negotiation takes 2 to 3 months. In this case, that would mean starting design in September or later. Allowing for a 6 to 7 months for design followed by 2 months for permitting, construction procurement could not begin before May next year which means construction could not start until mid-summer. The seismic upgrade work for this Project is very invasive and cannot occur when the building is occupied. Therefore, using a typical procurement process to select the design team will result in students and staff not having access to the gym, offices and adjacent areas for several months after school begins. Additionally, construction noise and activities will disrupt teaching in areas of the building that can be safely occupied. This puts an unreasonable burden on the District and will severely impact their ability to teach students unless design begins as soon as the grant agreement is finalized in July.

2. Finding: Direct appointment of the Architect will ensure a quality design is completed in the shortest time possible. The proposed Architect was involved with the assessment for the seismic grant that was awarded to the District. From this assessment and other projects they have recently completed at the school, they are intimately familiar with the scope of work for this Project. In addition, they have proven expertise in successfully completing similar projects for school districts in Oregon. By using this Architect versus other potential firms, the District is assured they will receive a high quality design that is consistent with the budget and requirements of the grant. The Architect's familiarity with the school and the seismic assessment also ensures that design can be completed in the shortest possible schedule.
3. Finding: Direct appointment of the Architect will provide excellent delivery and coordination during the Project. The proposed Architect has completed other projects at the school recently. Their performance throughout these projects has been excellent. They are experienced, detailed, thorough, responsive, communicative, consistently meet project deadlines, resolve issues quickly as a team, provide additional services quickly and efficiently, work to minimize change orders and have excellent relationships with the District. The District is assured that, even with a direct appointment, the proposed Architect will complete this project with excellence which relieves the District of the burden associated with firms who do not perform to this level.
4. Finding: Direct appointment of the Architect will not result in additional costs to the Project. With approval to directly appoint the Architect, a fee for design services will be negotiated. This fee will be benchmarked against typical fees for similar services to ensure it is fair. Moreover, the established contract terms from recent agreements with the Architect will be referenced in the new agreement for this Project so that the District is adequately protected. The District will not pay more for services by directly appointing the Architect and will save the time and expense associated with using a Request for Qualifications process for selection.
5. Finding: The District has engaged a knowledgeable Owner's Representative and Project Manager to provide the necessary expertise and assistance to the District in managing the design team and negotiating the agreement for this Project to the advantage of the District. This Project Manager has prior experience with the proposed Architect and is familiar with potential issues and risks so they can be addressed in advance.
6. Finding: There will be no adverse impact on the operation or budget if this exemption is provided. Whether the design team is selected by direct appointment or by a Request for Qualifications process, the operational and budgetary impact to the Project will be similar.

Conclusion of Findings of Fact

BE IT RESOLVED: It is in the best interest of the Alsea School District to directly appoint the proposed Architect for the Alsea School Gym Seismic Rehabilitation Project. The direct appointment will: (1) enable the Project to be completed on schedule; (2) ensure a quality design is completed in the shortest time possible; (3) provide excellent delivery and coordination during the Project; and (4) not result in additional costs to the Project.

PASSED AND ADOPTED at a regular meeting of the Board of Directors of Alsea School District 7J on the _____ day of _____, 2024 by the following vote:

AYES: _____ NAYS: _____ ABSENT: _____ ABSTAIN: _____

Chairperson of Board of Directors

Date

Soderstrom Architects

Alea School District

Attn: Krista Nieraeth, Superintendent
301 South 3rd Steet
Alea, OR 97324
P: (541) 487-4305
E: krista.nieraeth@alsea.k12.or.us

June 14, 2024

RE: Professional Architectural Services Proposal
Alea High School Gymnasium Seismic Retrofit
Project #: 24037

Dear Ms. Nieraeth,

Thank you again for this opportunity to partner with the Alea School District (District) community on your Alea High School seismic retrofit project, as part of the Business Oregon Seismic Retrofit Grant program.

PROJECT OVERVIEW

The District is proceeding with a seismic rehabilitation of the Alea High School, which includes two specific areas of scope:

- Area A: Gymnasium, built 1949, unreinforced masonry, approximately 12,900 SF.
- Area B: Office Addition, built 1973, wood framed, approximately 900 SF.

We will provide complete architectural design and cost estimating services associated with the seismic retrofit of these areas, as submitted in the Business Oregon grant application. Our services will be all-inclusive, including design, permitting and construction administration services for the District.

UNDERSTANDING OF SCOPE

Refer to the attached 'Scope of Services' document for detailed information on design deliverables, project milestones and overall services.

- Mechanical, Electrical, Plumbing Scope: 'Design-Build' by the General Contractor.
- Structural Engineering: By others, but we will coordinate with Owner's consultant.
- Cost Estimating: One (1) cost estimate included at 100% Design Development.

SCHEDULE

We are proposing approximately six (6) months to complete the design and provide documents for both bidding to contractors and submitting for permits. This aligns with a bid window of early spring 2025, which should work well for the anticipated summer 2025 anticipated construction duration.

DESIGN FEES

Please refer to the attached "Fee Dashboard" document for a summary of all proposed fees. The attached documents provide additional detail on these fees, including consultant proposals and Soderstrom hourly rates. We feel it is important to be transparent and 'open book' with the fees and welcome any clarifying questions or requests for additional information.

| | |
|-----------------------------|-----------------|
| Proposed Design Fee: | \$79,500 |
| Estimated Reimbursables: | \$11,500 |

We are proposing these services on a lump sum basis, billed as a percentage of completion.

COMMITMENT OF RESOURCES

Soderstrom Architects has genuinely enjoyed our work with the Alsea School District to date, and we are committed to the success of these projects for the future of your students and your entire community. Our team will commit all resources necessary to complete them on time, within budget and as proposed in scope. If you have any questions regarding this proposal, please feel free to contact me by phone at 503.481.4677 or by email at marleneg@sdra.com.

Thank you again for your consideration. We are extremely excited for the opportunity to work again with the Alsea School District and community to help guide their future.

Sincerely,



Marlene Gillis, AIA, ALEP, LEED AP, CCS
President, Soderstrom Architects, Ltd.

Accepted by:

Signature, Krista Nieraeth
Superintendent, Alsea School District

Date

CC
Chris Giggy, IMS, Nancy Giggy, IMS

Enc
SRG Application Design Drawings, dated December 2023.
Project Fee Dashboard, dated 6.14.24.
Scope of Services Description.
Hourly Rates – Soderstrom.

Soderstrom Architects

Client: **Alsea School District**
 Job Name: **Alsea High School Gymnasium Seismic Retrofit**
 Document: **Fee Summary Dashboard**
 Project Number: **24037**
 Date: **June 14, 2024**



| Traditional Fees | |
|------------------|-----------------------|
| Architectural | \$ 69,500 <i>SDRA</i> |
| Structural | \$ - <i>by Owner</i> |
| Subtotal: | \$ 69,500 |

| Fee Percentages | |
|-------------------------------------|---------------------|
| Estimated Project Cost: | \$ 1,764,900 |
| Traditional Service Fee Percentage: | 3.94% |
| Allowances | TBD |
| Total Percentage Fee: | 3.94% |

| Allowances / Anticipated | |
|--------------------------|-------------------------------|
| Mech / Elect / Plumb | TBD <i>Allowance</i> |
| Civil | \$ - <i>Excluded</i> |
| Hardware | \$ - <i>Vendor</i> |
| Kitchen Consultant | \$ - <i>N/A</i> |
| Landscape | \$ - <i>Excluded</i> |
| Cost Estimating | \$ 10,000 <i>Const. Focus</i> |
| Subtotal: | \$ 10,000 |

| Owner's Direct Consultants | |
|----------------------------|---------------|
| Project Management | By Owner \$ - |
| Soils / Geotechnical | By Owner \$ - |
| Survey | By Owner \$ - |
| Environmental | By Owner \$ - |
| Testing | By Owner \$ - |
| Commissioning | By Owner \$ - |
| Land Use | By Owner \$ - |
| Traffic | By Owner \$ - |

| | |
|-----------------------------------|------------------|
| Total | \$ 79,500 |
| <i>Reimbursables (estimated):</i> | \$ 11,500 |

| Fee/Phase Break Down | Percentage | Duration | Fee by Phase |
|------------------------------------------|---------------|-----------------|------------------|
| Pre-Design (completed - SRG Application) | 0.0% | - | \$ - |
| Schematic Design (SD) | 15.0% | 6 Weeks | \$ 11,925 |
| Design Development (DD) | 20.0% | 8 Weeks | \$ 15,900 |
| Contract Documents (CD) | 28.0% | 12 Weeks | \$ 22,260 |
| Bidding/Permitting (BID) | 3.0% | 6 Weeks | \$ 2,385 |
| Construction Administration (CA) | 32.0% | 12 Weeks | \$ 25,440 |
| Closeout | 2.0% | 2 Weeks | \$ 1,590 |
| Total | 100.0% | 46 Weeks | \$ 79,500 |

SCOPE OF SERVICES ARCHITECTURAL AND ENGINEERING SERVICES

A. PHASE 1 - PROGRAMMING SERVICES: Not Applicable

The Programming Phase has been completed through the Business Oregon grant process, where ZCS Engineering and Architecture has developed preliminary plans and the conceptual design approach.

B. PHASE 2 - SCHEMATIC DESIGN SERVICES

During the Schematic Design Phase, Soderstrom shall prepare Schematic Design Documents consisting of drawings and other documents illustrating the general scope, scale, and relationship of project components for approval by the **Owner**. Designs will be conceptual in character and based on the program requirements developed, reviewed, and agreed upon by the **Owner** and Soderstrom in the grant application.

Services during this phase shall include the following:

1. A "Project Specification Narrative" which includes a brief description of the main components, concepts, equipment, system operations, maintenance requirements and materials proposed to be used in construction for each discipline, in sufficient detail to allow the cost consultant to prepare some approximate quantities.
2. ARCHITECTURAL DESIGN / DOCUMENTATION. Respond to structural design (by Owner) as required for impacts to surrounding finishes, materials, and systems.
3. MECHANICAL, ELECTRICAL, PLUMBING Scope is excluded, with the intention of this being design-build by the General Contractor.
4. Participate in regular project meetings as required by the **Owner**.
5. Allow **Owner** two weeks for review/comment and approval of the Schematic Design documents.

C. PHASE 3 - DESIGN DEVELOPMENT SERVICES

In the Design Development Phase, Soderstrom shall provide drawings and other documents to fix and describe the size and character of the entire Project, driven by the structural design (by Owner) but including architectural, as well as materials and such other elements as may be appropriate. Consideration shall be given to availability of materials, equipment and labor, construction sequencing and scheduling, economic analysis of construction and operations, **Owner's** safety, security, and maintenance requirements, and energy conservation. Services during this phase shall consist of the following:

1. ARCHITECTURAL DESIGN / DOCUMENTATION. Continue development and expansion of Schematic Design Documents in support of the structural design (by Owner) to establish the scope relationship, forms, size, and appearance of the project through plans, sections and elevations, typical construction details and equipment layout.
2. MATERIALS RESEARCH / SPECIFICATIONS. Deliver Specifications completed to NOT LESS THAN 35 percent for all consultant disciplines.
3. Prior to the conclusion of the Design Development Phase, submit the Design Development documents to the Owner and the Cost Consultant or Selected Contractor. Meet with the Cost Consultant or Selected Contractor to review the Design Development Documents. Cost analysis and document review will take two weeks to complete; follow up with a meeting to review results and comments.
4. Adjust documents as required to meet budget and maintain quality throughout this phase. Prior to start of Phase 4, adjustments will require final approval from Owner. No additional compensation is provided for adjustments to drawings to meet budget.
5. Design Development documents with building and fire code officials for compliance, confirmation of permit application documentation and timelines.
6. Participate in regular project meetings as required by the **Owner**.
7. Allow **Owner** two weeks for review/comment and approval of the Design Development documents.

D. PHASE 4 - CONSTRUCTION DOCUMENTATION SERVICES

In the Construction Documents Phase, Soderstrom shall prepare the approved Documents, Specifications, and will develop and provide technical construction specifications and special conditions that are consistent with the State of Oregon General Conditions, including all content required for building permit application. Services during this phase shall consist of:

1. ARCHITECTURAL DESIGN DOCUMENTATION. Prepare final drawings based on approved Design Development Documents, setting forth in detail the construction requirements for the Project.
2. MATERIALS RESEARCH / SPECIFICATIONS Develop and prepare architectural specifications describing materials, systems and equipment, workmanship, quality, and performance criteria required for the construction of the project, coordination of the development of specifications by other disciplines and the **Owner's** requirements related to CSI Division 00 & 01.
3. Provide a 75% Construction Document set of plans, drawings and specifications to the **Owner** and the Selected Contractor (assuming CM/GC) for review and cost confirmation. Meet with the Owner or Selected Contractor to review the Construction Documents. This cost analysis and document review will take two weeks to complete and will be followed by a meeting to review results and review comments.
4. Participate in regular project meetings as required by the **Owner**.
5. Review Construction Documents with building and fire officials prior to submission for formal plan review. Submit documents to appropriate agencies for plan review.
6. Review Construction Documents with the **Owner** to confirm use of appropriate building materials and finishes, facility layout, equipment specified.
7. Allow **Owner** two weeks for review and approval of the construction documents.

E. PHASE 5 - BIDDING PERIOD SERVICES

In the Bidding Period, Soderstrom shall provide services necessary for the administration of the Bid. Services during this phase shall consist of:

1. ANALYSIS OF ALTERNATES / SUBSTITUTIONS. Consider, and provide analysis, comparisons, and recommendations, regarding alternates or substitutions proposed by general contractor and bidding subcontractors during the bid period.
2. Prepare addenda to the contract documents as required.
3. Provide documentation and specification modification services as necessary, at no additional cost to the **Owner**, if the bid amounts received by the **Owner** for the construction of the project exceed the established construction budget.

F. PHASE 6 - CONSTRUCTION CONTRACT ADMINISTRATION SERVICES

In the Construction Contract Administration Phase, Soderstrom's team shall provide services necessary for the administration of the Construction Contract. Services during this phase shall consist of:

1. OFFICE CONSTRUCTION ADMINISTRATION. Process requests for information (RFIs), submittals, including receipt, review of, and appropriate action on shop drawings, product data, samples and other submittals required by the Contract Documents. Send qualified individuals to regular construction meetings at the job site. Review and process all RFIs, submittals, and Proposal Requests complete distribution of responses within ten (10) calendar days.
2. SPECIAL INSPECTION REPORT REVIEW. For independent inspection and testing agencies retained by the **Owner**, review field testing required by the Contract Documents, and review reports on inspections and tests, and notifications to **Owner** and Contractor(s) of observed deficiencies of Work.
3. SUPPLEMENTAL DOCUMENTS. Prepare supplemental drawings, specifications and interpretation in response to requests for clarification by Contractor(s) or the **Owner** and required by construction conditions.
4. PROPOSAL REQUESTS/CHANGE ORDERS Prepare, reproduce, and distribute drawings and specifications to describe Work to be added, deleted or modified; review proposals from Contractor(s) for reasonableness of quantities and costs of labor and materials; review and make recommendations relative to changes in time for substantial completion; assist in negotiations with Contractor(s) relative to costs of work proposed to be added, deleted or modified; assist in the preparation of appropriate modifications of the Contract(s) for Construction; coordinate communications, approvals and notifications relative to changes in the Work.
5. PAY APPLICATION REVIEW. Review the amounts owing to the Contractor based on observations at the site and on evaluations of the Contractor's Application for Payment and certify Certificates for Payment as provided in the Contract Documents.

G. Phase 7 – PROJECT CLOSE-OUT SERVICES

Upon written notice from the Contractor(s) that the Work, or a designated portion thereof which is acceptable to the Owner, is sufficiently complete in accordance with the Contract Documents to permit occupancy or utilization for the use for which it is intended.

Services during this phase shall consist of:

1. **SUBSTANTIAL COMPLETION.** Issue Certificate of Substantial Completion and provide the **Owner** a letter of final inspection and acceptance. Review releases and waivers of lien or bonds indemnifying the **Owner** against liens; issue Final Certificate(s) for Payment by the Contractor. Process, complete and distribute such documents within thirty (30) calendar days of the Final Completion of the Work unless approved by the Owner, provided submittals are complete and delivered to Soderstrom, according to schedule.
2. **FINAL CORRECTION REPORT.** Conduct a job walk with the **Owner** and prepare a detailed Final Work Correction Report of incomplete work and corrections of any deficiencies of the Work as related to the Contract Documents. Issue report to the Contractor within three [3] days of site observation. Verify that the Deficiency Report submitted to the Contractor is completed or corrected and determine the amounts to be withheld until final completion. Confirm in writing that all deficiencies related to previously issued Site Observation Reports have been corrected as part of the Final Correction Report.
3. **OPERATIONS AND MAINTENANCE DOCUMENTATION.** Obtain from the Contractor at the end of the project all product data sheets, equipment warranties, maintenance schedules and operation manuals as outlined in the Construction Documents. Review these documents as part of the Close-out Phase. Identify any missing or incorrect documents and notify the Contractor. When corrected documents are deemed complete, transmit paper and electronic copies for **Owner** archive and records. Review contractor supplied “O&M Manuals” at no additional cost.
4. **RECORD DRAWINGS.** Review the as-built drawings submitted by the Contractor, including significant changes in the work made during construction. When corrected documents are deemed complete, transmit paper and electronic copies for **Owner** archive and records. Review contractor supplied “as-builts” [Record Drawings] at no additional cost.
5. **WARRANTY REVIEW.** Near the end of the twelve-month warranty period, consult with **Owner** and make recommendations regarding any inadequate performance of materials, systems and equipment under warranty, and inspection(s) prior to expiration of the warranty period to ascertain adequacy of performance of materials, systems and equipment brought to Soderstrom’s attention. Document defects or deficiencies observed by Soderstrom and assist **Owner** in preparing instruction to the Contractor(s) for correction of noted defects as needed and requested by the **Owner**.

Soderstrom Architects

SCHEDULE OF CHARGES

All work completed by Soderstrom Architects, Ltd. on a time and material basis will be billed in accordance with this Schedule of Charges.

| | |
|-----------------------------|-------|
| Principal | \$245 |
| Senior Project Manager | \$195 |
| Project Manager II | \$185 |
| Project Manager I | \$170 |
| Senior Architect / Designer | \$200 |
| Architect III | \$180 |
| Architect II | \$145 |
| Architect I | \$135 |
| Designer III | \$150 |
| Designer II | \$130 |
| Designer I | \$120 |
| Design Assistant | \$110 |
| Senior Interior Designer | \$195 |
| Interior Designer III | \$150 |
| Interior Designer II | \$130 |
| Interior Designer I | \$120 |

Reimbursable expenses will be billed at 1.1 x direct cost including: fees of any required consultants, postage, mileage, printing, reproduction, and governmental fees directly related to the project.

These rates are to remain in effect for 12 months after the contract execution date. Updated rates may be implemented thereafter and will be reflected on progress billings.

n. Review Draft Findings of Fact for Engineer - Seismic

FINDING OF FACTS FOR DIRECT APPOINTMENT OF ENGINEER

Before the Board of Directors of the Alsea School District Sitting as Local Contract Review Board Regarding the Alsea Gym Seismic Rehabilitation Project

The Alsea School District (the District) has been awarded a grant from the State of Oregon to cover the costs associated with seismic rehabilitation of the Alsea School gym and office addition (the Project). A detailed assessment and approach was completed by the Design Team in order to procure the grant. Design services are needed as soon as the grant agreement is finalized in early July so that construction will be completed over the next summer when school is not in session. The overall project schedule is short duration and completion is critical to occupancy for the following school year.

In consideration of these facts, the District intends to directly appoint ZCS Engineering (the Engineer) for final design of the Project. The guiding applicable statutes are: ORS 279C.110(2) which allows a contracting agency to adjust selection procedures if the cost is less than \$250,000, and ORS 279C.110(11) which allows a contracting agency to directly appoint a consultant for engineering services when necessary. The findings upon which this determination is made are described below.

Finding of Fact

Direct appointment of the Engineer will: (1) enable the Project to be completed on schedule; (2) ensure a quality design is completed in the shortest time possible; (3) provide excellent delivery and coordination during the Project; and (4) not result in additional costs to the Project.

Specific findings which substantiate these conclusions are as follows:

1. Finding: Direct appointment of the Engineer will enable the Project to be completed on schedule. Ordinarily, selection of a design team through a Request for Qualifications process followed by a fee and proposal negotiation takes 2 to 3 months. In this case, that would mean starting design in September or later. Allowing for a 6 to 7 months for design followed by 2 months for permitting, construction procurement could not begin before May next year which means construction could not start until mid-summer. The seismic upgrade work for this Project is very invasive and cannot occur when the building is occupied. Therefore, using a typical procurement process to select the design team will result in students and staff not having access to the gym, offices and adjacent areas for several months after school begins. Additionally, construction noise and activities will disrupt teaching in areas of the building that can be safely occupied. This puts an unreasonable burden on the District and will severely impact their ability to teach students unless design begins as soon as the grant agreement is finalized in July.

2. Finding: Direct appointment of the Engineer will ensure a quality design is completed in the shortest time possible. The proposed Engineer was selected to prepare the detailed assessment and application for the seismic grant that was awarded to the District. From this assessment and other projects they have recently completed at the school, they are intimately familiar with the scope of work for this Project. In addition, they have proven expertise in successfully completing similar projects for school districts in Oregon. By using this design team versus other potential firms, the District is assured they will receive a high quality design that is consistent with the budget and requirements of the grant. The Engineer's familiarity with the school and the seismic assessment also ensures that design can be completed in the shortest possible schedule.
3. Finding: Direct appointment of the Engineer will provide excellent delivery and coordination during the Project. The proposed Engineer has completed other projects at the school recently. Their performance throughout these projects has been excellent. They are experienced, detailed, thorough, responsive, communicative, consistently meet project deadlines, resolve issues quickly as a team, provide additional services quickly and efficiently, work to minimize change orders and have excellent relationships with the District. The District is assured that, even with a direct appointment, the proposed Engineer will complete this project with excellence which relieves the District of the burden associated with firms who do not perform to this level.
4. Finding: Direct appointment of the Engineer will not result in additional costs to the Project. With approval to directly appoint the Engineer, a fee for design services will be negotiated. This fee will be benchmarked against typical fees for similar services to ensure it is fair. Moreover, the established contract terms from recent agreements with the Engineer will be referenced in the new agreement for this Project so that the District is adequately protected. The District will not pay more for services by directly appointing the Engineer and will save the time and expense associated with using a Request for Qualifications process for selection.
5. Finding: The District has engaged a knowledgeable Owner's Representative and Project Manager to provide the necessary expertise and assistance to the District in managing the design team and negotiating the agreement for this Project to the advantage of the District. This Project Manager has prior experience with the proposed Engineer and is familiar with potential issues and risks so they can be addressed in advance.
6. Finding: There will be no adverse impact on the operation or budget if this exemption is provided. Whether the design team is selected by direct appointment or by a Request for Qualifications process, the operational and budgetary impact to the Project will be similar.

Conclusion of Findings of Fact

BE IT RESOLVED: It is in the best interest of the Alsea School District to directly appoint the proposed Engineer for the Alsea School Gym Seismic Rehabilitation Project. The direct appointment will: (1) enable the Project to be completed on schedule; (2) ensure a quality design is completed in the shortest time possible; (3) provide excellent delivery and coordination during the Project; and (4) not result in additional costs to the Project.

Chairperson of Board of Directors

Date

PASSED AND ADOPTED at a regular meeting of the Board of Directors of Alsea School District 7J on the ____ day of _____, 2024 by the following vote:

AYES: ____ NAYS: ____ ABSENT: ____ ABSTAIN: ____

Chairperson of Board of Directors

Date

June 14, 2024

Krista Nieraeth
Superintendent
Alsea School District
301 South 3rd Street
Alsea, OR 97324

Reference: Alsea School District – Alsea School Gymnasium Seismic Retrofit

Subject: Consulting Services Proposal

I would like to thank you for the opportunity to prepare a fee proposal to provide professional services for the Seismic Retrofit of Alsea School Gymnasium.

Background

ZCS has participated in the State of Oregon Seismic Grant Program since its beginning in 2009. Since then, ZCS has been the responsible design professional for 209 projects through the program. In addition to our successful record of construction projects, ZCS has helped 91 school districts and 37 emergency service districts obtain 267 grants for a total of \$475 million. This represents 62% of the total \$766 million of available funds through the Seismic Grant Program. This high level of involvement has allowed us to establish a team of engineers and technicians with substantial experience in the evaluation of existing structures, specifically education facilities, to obtain grant funds.

Over the course of the 209 completed projects, our seismic retrofit team has learned valuable lessons and techniques to efficiently perform seismic rehabilitations on schools within summer construction seasons. We have developed a collaborative approach with general contractors developing new solutions that are cost effective and efficient to construct. This approach, along with diligent planning and knowledge of school operations, allows us to help contractors complete the required work in a short window of time.

We are excited to continue our application phase services for the Alsea School Gymnasium into the design phase. The purpose of this proposal is to outline the professional consultant effort and associated fees for developing the construction documents and support necessary to fulfill the grant obligation. The scope of our work for this project is defined as follows:



Our Services

Our work includes advancing preliminary structural rehabilitation plans prepared by ZCS for the Seismic Rehabilitation Grant (SRG). The rehabilitation work will be designed based on the 2022 Oregon Structural Specialty Code (OSSC) and the American Society of Civil Engineer's rehabilitation document ASCE 41-17: Seismic Evaluation and Retrofit of Existing Buildings. Once final construction has been completed under the rehabilitation plan, the building will meet the performance level as identified in the seismic application and ASCE 41-17. The following tasks outline our services:

Seismic Retrofit Design

Pre-Design (PD) Phase

- Review original building construction drawings to verify areas of structural concern
- Perform site visits to verify structural systems and advance as-built building drawings
- Generate structural revit model
- Perform a structural evaluation of existing structure based on the ASCE 41-17 and identify all areas of structural deficiency
- Collect geotechnical and HAZMAT information as needed to start schematic design
- Conduct material testing as needed to start schematic design

Schematic Design (SD) Phase

- Collate findings from initial evaluation in preliminary calculations to assist in the determination of the existing building structural seismic deficiencies
- Prepare SD narrative and exhibits, as required, for preliminary budget analysis and revise as necessary
- Advance the SD plan set to 100% SD. Submit to District for review
- Included in this phase are regular team meetings and meeting minutes by ZCS

Design Development (DD) Phase

- Meetings with the owner to discuss proposed schematic rehabilitation program and make adjustments to benefit the use of the building during and after construction
- Perform site visits to review existing conditions exposed during destructive investigation
- Perform a collaborative in-house work session to develop structural repair strategies to resolve primary structural deficiencies and perform value engineering of the schematic design
- Perform structural calculations per the seismic rehabilitation program to the building as proposed based on the 2022 OSSC, and ASCE 41-17
- Develop 50% DD structural rehabilitation construction plans illustrating the seismic rehabilitation plan for review and cost estimation by CM/GC contractor/Cost Estimator
- Review cost estimate and perform value engineering as required to ensure alignment with project budget
- Advance the 50% DD plan set to 100% DD and incorporate value engineering. Submit to District for review
- Perform in-house quality control peer review and principal engineer review



- Meetings with the owner to discuss the seismic rehabilitation scheme findings and solution options

Construction Document (CD) Phase

- Finalize structural analysis of final seismic rehabilitation program
- Develop complete structural rehabilitation construction documents and specifications to implement selected seismic rehabilitation program for G.C.
- Refine and finalize floor plans, code plans, roof plans, furniture plans, reflected ceiling plans, building sections, schedules, and interior and exterior elevations as necessary to describe the project
- Coordinate 50% CD drawings with the owner and design team
- Submit 50% CD plans to CM/GC/Cost Estimator for cost estimation
- Review cost estimate and perform value engineering as required to ensure alignment with project budget
- Advance the 50% CD plan set to 100% CD and incorporate value engineering. Submit to District for review
- Perform in-house quality control peer review and principal engineer review
- Incorporate final team comments, address any conflicts, and review for value engineering strategies as needed
- Work with, and submit all the necessary documents to, the State Historical Preservation Office (SHPO) as required by the grant program. ZCS will submit all the necessary information to SHPO on the behalf of the District. If mitigation is required ZCS will assist the District through this process to ensure proper closeout of the grant

Bidding and Permitting Phase

- Coordinate permit submittal documents and provide response to local building department review comments as needed
- Attend pre-bid meeting
- Provide clarification to bid questions and issue addenda if required
- Coordinate bid documents and provide response to Request For Information (RFI) received during the bidding period as needed

Construction Administration Phase

- Perform review of shop drawings, material testing reports from special inspector, inspection reports, and other submittals
- Attend weekly project meetings and perform necessary site visits and observations and document observations with field reports and project photos.
- Perform necessary structural inspections and provide inspection reports
- Provide response to Request for Information (RFI) issued by the G.C.
- Provide review of, and make recommendations for, material substitution requests, alternate construction options (design not included), review pay requests, and change orders issued by the G.C.
- Prepare preliminary and final punch lists

ZCS will provide comprehensive construction documents including ancillary requirements, necessary to secure all permits and approvals, procure contractors via public procurement, and execute the work required by the grant, as described within the scope of work described by the grant application, funded by the grant, or ancillary to the grant. All



work shall be executed in accordance with the requirements of the grant. The above services will include structural calculations stamped by a registered structural engineer and bid level construction documents.

The work associated with non-structural finishes for this project include the development of bid level specifications and room finish schedules as required for the contractor to implement a replacement program of impacted non-structural finishes and building envelope outlined in the demolition plan. The work will also include the attachment of non-structural components such as lights, ceilings, cabinets, storage racks, etc. Work will also include (as necessary for proper communication of the work) site plan, code analysis summary, floor plans, roof plan, wall sections, exterior elevations, interior elevations, reflected ceiling plans, and special inspection schedules.

It is our understanding the mechanical, electrical, and plumbing work will be limited to the work ancillary to the required demolition plan. In addition, the seismic rehabilitation of these systems will include the attachment and bracing of specific units, components, and duct systems to secure them from falling. It is our understanding these systems are in good working order.

Designs will be coordinated/submitted at the completion stages noted above. It is expected that each phase will be subject to owner and local agency review, comment, or revision as required. It is our intent to communicate the scope of this project effectively and allow the owner to participate in decisions that will impact the performance and overall use of the facility. We will work closely with the owner to develop a pre-construction and construction schedule to help reduce the stress this project will have on the district staff and operations of the facility.

Deliverables

The following describes the major deliverables we anticipate:

Schematic Design

- 100% SD Drawing Set and Narratives

Design Development

- 50% DD Drawings Set for coordination and cost estimation
- 100% DD Drawing Set and Outline Specifications

Construction Documents

- 50% CD Drawings Set for coordination and cost estimation
- 100% CD Drawings Set for Bidding and Permit
- 100% CD Project Specifications for Bidding and Permit
- Structural Calculations Package

Schedule

We propose developing the design and construction documents through the fall and winter of 2024 for a bidding window in early spring for construction in summer of 2025. Upon notice to proceed and discussions with you, we can finalize this schedule.



Fee

Our services will be performed on a lump sum basis and billed based on percentage of completion unless otherwise noted in the fee schedule. We have attached a fee schedule exhibit showing our fees per the phases described above. Any additional work will only be performed after approval in writing by the District. Subconsultant costs will be billed at cost plus ten percent and are included within the presented fees.

Any significant scope changes made by the Owner or required by local review committees after commencement of work affecting design or drawings may be considered extra services and would be billed under prior authorization from you.

Assumptions and Exclusions

The following assumptions and exclusions apply to the above fee proposal but can be provided upon your request:

- Engineering related to construction sequence or procedures and value engineering during the construction phase are considered extra services and can be negotiated as needed
- Reimbursement requests through the grant program will be prepared and submitted by the District
- All required grant program documentation and closeout will be prepared and submitted by the District
- ZCS will support the District in preparation of reimbursement requests and other grant program required documentation as needed
- Special inspection services are excluded and will be provided by the District directly
- Geotechnical hazard report will be provided by the District directly
- Destructive testing and investigation will likely be required for this project. If needed, it is assumed that the work will be performed by the CM/GC contractor or the District will hire a contractor with ZCS assistance to perform the destructive testing and inspection based on a testing and investigation plan prepared by ZCS
- Hazardous materials (HAZMAT) testing and inspection and abatement contractor will be provided by the District directly with procurement assistance provided by ZCS
- Any work resulting from modifications of the scope of work made by the owner after commencement of work affecting structural design or drawings will be provided under prior authorization from the District
- Scope items outside of the scope of the seismic retrofit project will be performed as additional services under prior authorization from the District
- LEED Certification services are excluded
- Physical models and renderings are excluded
- District will be responsible for the removal and replacement of IT related fixtures and equipment and a dedicated IT design is not anticipated
- Systems furniture design and procurement services are excluded
- Our current insurance coverage will be satisfactory and not required to be increased under our agreement with the owner



Please accept this proposal for your review and feel free to contact me if you have any questions or require additional information. We are willing to negotiate our scope and fee as required to better suit the objectives of the District. Please review and contact our office if you have any questions or would like to discuss an alternate approach.

Thank you again for the opportunity to provide this proposal.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kristofer N. Topping', written over a circular stamp or mark.

Kristofer N. Topping, PE, SE
Senior Associate | Lead Engineer

A handwritten signature in black ink, appearing to read 'Zach Stokes', written in a stylized, cursive font.

Zach Stokes, PE
Principal, COO

Enclosure: Fee Schedule



Fee Schedule

| <i>FEE SCHEDULE</i> | | | | | | | |
|-------------------------------|----------------|------------------|--------------------|------------------------|----------------------|--------------------|------------------|
| | Pre-Design | Schematic Design | Design Development | Construction Documents | Bidding & Permitting | Construction Admin | Total |
| Structural Engineering | \$9,463 | \$18,926 | \$47,315 | \$66,241 | \$9,463 | \$37,852 | \$189,260 |

6. **Old Business**
7. **First Reading *(Shaded words are new/strike-throughs are deleted)**
8. **Second Reading**
9. **Board Comments**
- a. OSBA Summer Conference
10. **Future Agenda Items**
11. **Key Dates**
July 25, 2024 Regular School Board Meeting, 7:00 PM