



Northwest Regional
Education Service District

BOARD PACKET
MATERIALES DE LA MESA
DIRECTIVA

EXECUTIVE & REGULAR MEETING
REUNIÓN EJECUTIVA Y ORDINARIA

March 14, 2023
14 de marzo de 2023

4:00PM - 6:30PM

CONTACT/CONTACTO

Valerie White
vwhite@nwresd.k12.or.us



Northwest Regional Education Service District

Welcome to this Public Meeting of the NWRESD Board of Directors

March 14, 2023 - 4:00-6:30 PM; Virtual

Executive & Regular Session

Agenda Item Times Are Estimates

Executive Session

4:00 PM CALL TO ORDER [Executive Session Statement](#) Chair Tomlin
Board: Karen Cunningham, Doug Dougherty, Tony Erickson, Yadira Martinez, Christine Riley, Ross Tomlin, Diane Wilkinson, Maureen Wolf, Ernest Stephens
Staff: Dan Goldman, Valerie White, David Williams, Sherry Ely, Debbie Simons

[ORS 192.660\(2\)\(d\)](#): To conduct deliberations with persons you have designated to carry on labor negotiations.

4:25 PM ADJOURN Chair Tomlin

General Session

[General Session Registration Link](#)

4:30 PM 1. CALL TO ORDER Chair Tomlin
Board: Karen Cunningham, Doug Dougherty, Tony Erickson, Yadira Martinez, Christine Riley, Ernest Stephens, Ross Tomlin, Diane Wilkinson, Maureen Wolf
Staff: Dan Goldman, Valerie White

4:32 PM 2. PLEDGE OF ALLEGIANCE / LAND ACKNOWLEDGEMENT Chair Tomlin

4:35 PM 3. AGENDA REVIEW/REVISION Dan Goldman

4:38 PM 4. SUPERINTENDENT REPORT
A. [March 2023 Superintendent Report](#) Dan Goldman

4:50 PM 5. RECOGNITION AND GOOD NEWS
A. [Dr Lowery & the Lions Low Vision Clinic](#) Kelsey Cardwell

4:56 PM 6. PUBLIC COMMENT Chair Tomlin
The Northwest Regional Education Service District Board of Directors appreciates community members sharing information during public comments. Members of the community wishing to address the Board must complete a [Public Comment Card](#) prior to the beginning of the board meeting. The Board requests comments be limited to three (3) minutes per speaker. Speakers will state their name and home address for the record. While the Board does not respond to public comment, following the meeting the Chair, Vice Chair, and Superintendent will together determine the appropriate level of response. Speakers may offer objective criticism of district operations or programs, but the Board will not hear complaints concerning specific district personnel.

5:05 PM	<u>7. CONSENT AGENDA</u>	Valerie White Debbie Simons Debbie Simons Stuart Long Debbie Simons Dan Goldman
	A. Approve February Board Meeting Minutes	
	B. Approve February Personnel Reports	
	C. Approve adoption of Policies: IGAI, JFCF	
	D. Approve RICOH Copier Lease Agreement	
	E. Approve 2023-24 NWRESD Operational Calendar	
	F. Approve 2023-24 Board Meeting Calendar	
5:15 PM	<u>8. REPORTS AND DISCUSSION</u>	Dorothy Spence & Elena Barreto Megan McCarter & Ryan Blasquez Debbie Simons Dan Goldman
	A. NW Parenting Hub Progress Updates	
	B. MtSS and Early Literacy Regional Priority	
	C. First Read Policies: GCBDB-GDBDB, GCBDC-GDBDC	
	D. Administrative Reports	
5:45 PM	<u>9. ACTION ITEMS</u>	Debbie Simons Dan Goldman Sherry Ely S. Liwaru Dan Goldman Chair Tomlin Chair Tomlin
	A. Approve Resolution 23-004: Classified Appreciation Week	
	B. Approve Resolution 23-005: Neurodiversity Celebration Week	
	C. Approve February 2023 Financial Report	
	D. Approve Board Equity Policy Advisory Committee Members	
	E. Declare Board Vacancy	
	F. Approve REVISED licensed & Administrator contract renewals, extensions and non-extensions	
6:15 PM	<u>10. BOARD MEMBER COMMENTS</u>	
6:20 PM	<u>11. ADJOURN</u>	



Northwest Regional
Education Service District

PLEDGE OF ALLEGIANCE



THE LAND UPON WHICH WE STAND.



INDIGENOUS LAND ACKNOWLEDGEMENT

“WE WANT TO ACKNOWLEDGE THAT WE GATHER AS THE NORTHWEST REGIONAL ESD ON THE TRADITIONAL LANDS OF THE **CHINOOK, CLATSKANIE, CLATSOP-NEHALEM, KALAPUYA, SILETZ** AND **TILLAMOOK** PEOPLES, PAST AND PRESENT, AND HONOR WITH GRATITUDE THE LAND ITSELF AND THE PEOPLE WHO HAVE STEWARDED IT THROUGHOUT THE GENERATIONS.”

-Adapted from Delilah Friedler

RECONOCIMIENTO DE TIERRAS INDÍGENAS



"QUEREMOS RECONOCER QUE NOS REUNIMOS COMO EL DISTRITO DE SERVICIOS EDUCATIVOS PARA LA REGIÓN DEL NOROESTE EN LAS TIERRAS TRADICIONALES PASADAS Y PRESENTES DE LOS PUEBLOS **CHINOOK, CLATSKANIE, CLATSOP-NEHALEM, KALAPUYA, SILETZ Y TILLAMOOK**, Y HONRAMOS CON GRATITUD LA TIERRA MISMA Y A LAS PERSONAS QUE LA HAN PROCURADO A LO LARGO DE LAS GENERACIONES."

-Adaptado de Delilah Friedler



Northwest Regional Education Service District

Superintendent Office Report

March 14, 2023

Good evening Board Members,

Tonight the board will be asked to approve a resolution acknowledging and celebrating the work of our classified staff. Our classified employees are pivotal to student success at NWRESD: They are often the first to greet students and families as they walk in the door of our service centers and schools; they process payroll, deliver curriculum and supplies throughout the region; they literally keep the lights on in our facilities' they ensure educational access for families and children through Spanish and ASL interpreting; they support family and student success beyond the classroom walls by serving as occupational, speech-language pathology and physical therapy assistants, transition specialists, and recruiters for migrant and early learning programs. It's impossible to fit all the diverse ways they are making a difference on a page, but you can [check out our most recent newsletter for some highlights of recent contributions from NWRESD classified staff](#). As the Board considers approving the resolution later this evening, I want to share sincere thanks and gratitude for our classified colleagues on behalf of our entire administrative team here at the ESD.

LSP Update

Great news... our LSP has now been officially approved with overwhelming support from our component districts. We're off and running on pricing our programs, obtaining district program selections, and then on to recruitment and staffing the support our districts need.

Thank you to Directors Cunningham, Martinez, Tomlin, Erickson, Wilkinson and Riley who spent a number of late evenings alongside David Williams, our service center administrators and myself presenting our 2023-24 Local Service Plan to many of our component school boards across the region. While a grueling schedule, it really has been invigorating to talk about the great work happening in partnership with our districts. I am very proud of the breadth and quality of our services and of our talented staff; at nearly every board meeting they received effusive praise and accolades for the work they do in support of children.

Legislative Updates

After another positive revenue forecast, the press for additional resources in every area of government has intensified. From homelessness, to post-secondary and K-12 education, the lobbying for resources is at a fever pitch. As the board knows, our top priorities for the ESD are to 1) secure adequate early childhood program funding (including facilities), 2) secure current service level funding for the Student Success Act technical assistance grant, 3) improve funding in the Regional Inclusive Services contract, and 4) to secure \$10.3b in the state school fund (SSF).

There is increasing optimism in K-12 circles for an improved SSF; however, there is still a \$400 million divide between the governor's recommended budget of \$9.9b and our target. There is also an increasing likelihood that there will be some level of targeted reading program funding that aligns with our current professional development programs and philosophy. And, we are confident that the Student Success Act will continue to support some level of expanded investment in EI/ECSE and SSA Technical Assistance. We believe the question will be not "if", but at what level of funding.

Director Wolf and I have been attending weekly OAESD Legislative Committee meetings where we've been discussing bills of interest. There are thousands of bills to track with some already advancing out of committees, onto the floors of the full chambers, and into Ways and Means. SB 819 is amongst the most controversial and potentially impactful from a program change perspective. The measure would dramatically alter the landscape of shortened school day placements for students in special education. The goal of the bill is to make shortened day programming a placement of last resort that is structurally temporary. For the ESD, this has the potential to impact our programming in our SEL schools. While these schools operate on the premise of a full day and full year of instruction, the bill requires identical hours of instruction in the school day compared to each student's resident school. Operationally, that means aligning their schedules with the bell schedule for Beaverton, as that district has the longest instructional day in our region. We are working with the principals to develop a short-term plan should the bill take effect during this current school year as well as a long term plan to adjust schedules and programming beginning next school year. Principals will begin working with their staff members to workshop potential change options. We will also be working in collaboration with our component districts as transportation schedules will likely need to be altered.

I have been chairing OAESD's legislative subcommittee on Early Childhood Special Education. Our goal is to establish a strategy for legislative advocacy. For the interested, here's an [information sheet](#) that helps to center our positions. We are working with The Children's Institute and contract agency leaders across the state to identify our funding needs to effectively serve children with disabilities in inclusive settings, including investments in facilities and infrastructure.

Budget

Last week, our cross-departmental budget team reviewed 2023-24 budget proposals from each division at the ESD. Each division leader submitted budget proposals intentionally aligned to our strategic plan, with evidence of development with our Equity Lens, and with evidence of community engagement feedback and cross departmental teaming. While quite intense for the budget development team, I think we all left excited for the program we are aiming to stand up next year. Of course, our final budget plan will be dependent on available funding from the legislature. Currently, we are assuming a \$9.9b State School Fund allocation for our general fund and LSP services to districts.

As the board knows, one of the challenges in our rapid program growth (via expansion of grant/contract programs such as EI/ECSE and SSA Technical Assistance) is keeping pace in our operational departments such as HR, fiscal, tech, communications, and facilities. We simply do not have the bandwidth to adequately support the addition of over 300 FTE over the past few years. To address this in our upcoming budget proposal, we will be charging grant programs an "internal service fee" (ISF) to increase revenue in our general fund to support additional FTE in these areas. The result will be an appearance of a sudden increase to our general fund that is out of step with the State School Fund increase, but it's actually revenue generated from State contracts and grants.

Westside Junior Achievement/BizTown Groundbreaking Ceremony

We're very excited that the JA/BizTown Discovery Center in Hillsboro is formally coming together! Through the ESD, our districts will be able to secure access to this meaningful and proven program in our region. Formerly, students from our region could only access this program in East Multnomah county, essentially restricting access for schools outside of eastern Washington county. By opening a new center in Hillsboro, schools from across our four-county region can realistically participate in the program. Board members are invited to attend the groundbreaking ceremony on April 4th at 11am in Hillsboro. See the flier below and let Valerie know if you will be attending so she can get you registered.



Groundbreaking *Ceremony*



RECOGNITION AND GOOD NEWS



Dr. John P. Lowery



Nicole Mandarano



Katie Torgerson

LIONS LOW VISION CLINIC



5825 NE Ray Circle Hillsboro,
OR 97124-6436

March 3, 2023

To Dr. John Lowery, Katie Torgerson and Nicole Mandarano:

It is my pleasure to inform you that the Northwest Regional ESD Board of Directors would like to recognize you at an upcoming regular board meeting, scheduled to take place on Tuesday, March 14, virtually.

Our board is proud of the work our educators do to make sure children can fully access their right to an education. We understand you are an irreplaceable partner in this work. At your recent clinic hosted at the Washington Service Center, our communications team reported:

There are an estimated 775 children across the state of Oregon who experience blindness or low vision. Most children are not completely blind, so the goal is to maximize the vision they do have. Two times a month, Dr. Lowery travels around the state to meet with these children, assess their vision and recommend aids and techniques to help them fully participate in school. The Blind Visually Impaired Student Fund and the Oregon Lions Sight & Hearing Foundation funds his work. Education service districts or school districts typically coordinate the appointments. Dr. Lowery sets up his mobile eye clinics in student's homes, in their schools, at other educational buildings or at the Lions building in Portland.

We look forward to learning more about your work. We respectfully request your attendance at our next board meeting for recognition and a brief conversation. Our board may ask questions to better understand your successes and challenges.

[You can find Zoom joining instructions on our board meetings page.](#) Please RSVP to Kelsey Cardwell, Communications Director at 503-614-1469 or kcardwell@nwresd.k12.or.us. She will be able to provide more details and answer any questions you have.

Sincerely,

A blue ink handwritten signature, appearing to read "Dan Goldman", with a stylized flourish at the end.

Dan Goldman
Superintendent

CLATSOP COUNTY
503-325-2862
Fax: 503-325-1297
3194 Marine Drive
Astoria, OR 97103

COLUMBIA COUNTY
503-366-4100
Fax: 503-397-0796
800 Port Avenue
St. Helens, OR 97051

TILLAMOOK COUNTY
503-842-8423
Fax: 503-842-6272
2515 3rd Street
Tillamook, OR 97141

WASHINGTON COUNTY
503-614-1428
Fax: 503-614-1440
5825 NE Ray Circle
Hillsboro, OR 97124-6436

CONSENT

AGENDA



**Welcome to this Public Meeting of the
NWRESD Board of Directors**

February 14, 2023 - 4:00-6:30 PM
Executive & General Session

Executive Session

CALL TO ORDER [Executive Session Statement](#) Chair Tomlin called the Executive Session to order at 4:06 pm.
Board: Karen Cunningham, Doug Dougherty, Tony Erickson, Yadira Martinez, Christine Riley, Ross Tomlin, Diane Wilkinson, Maureen Wolf, Ernest Stephens
Staff: Dan Goldman, Valerie White, David Williams, Debbie Simons.

ORS 192.660(2)(d) To conduct deliberations with persons you have designated to carry on labor negotiations.

ADJOURN - Chair Tomlin adjourned the Executive Session at 4:35 pm.

General Session

CALL TO ORDER Chair Tomlin called the general session to order at 4:37 pm.
Board: Karen Cunningham, Doug Dougherty, Tony Erickson, Yadira Martinez, Christine Riley, Ernest Stephens, Ross Tomlin, Diane Wilkinson, Maureen Wolf
Staff: David Williams, Debbie Simons, Stuart Long, Eva Manderson, Katie Jones, Kristen Miyasaki, Megan McCarter, S. Liwaru, Sarah Davis, Sherry Ely, Stacy Rager, Vanessa Hernandez.
Guests: Dan Gaffney

PLEDGE OF ALLEGIANCE / LAND ACKNOWLEDGEMENT - Chair Tomlin led the board in the pledge of allegiance and Director Wilkinson provided the land acknowledgement.

AGENDA REVIEW/REVISION - None

SUPERINTENDENT REPORT - Superintendent Goldman began with a recommendation to the board and those attending to join NWRESD in watching "The Rebellious Life of Rosa Parks" at the Washington Service Center on February 22nd to celebrate Black History Month. He then discussed the Governor's budget and legislation, which will affect NWRESD. We heard about the State School Fund, early learning, early literacy, and funding for summer programs, as well as the impact they could have on the students of our region's districts. Superintendent Goldman expects that Measure 98 will be fully funded, as well as the continuation of technical assistance to the districts through SSA grants. Child nutrition was the last item of the governor's budget discussed, which would eliminate the "haves and have-nots" in the cafeteria line. Director Wolf expressed hopes that summer programming within the Governor's budget would be decided on quickly as timing of release of funding has been an issue in the past. Discussing the legislative session, Superintendent Goldman offered kudos to Director Wolf and Chief of Staff David Williams for the Washington County Legislative Summit held on February 4 at Washington Service Center as a great success in that we hosted a number of our local legislators and/or their staff. Superintendent Goldman noted that his closing of this summit included a discussion about district accountability as well as the invalid data and messaging legislators and our communities have been given about teachers and public schools as a whole. COSA recently convened districts in discussing a bill to improve statewide special education instructional minutes to align with their typical counterparts as the law requires. This bill WILL pass and Oregon must invest in supporting districts to make this a reality. Superintendent Goldman announced that the Clatsop Service Center will be moving from Seaside back to Astoria, along with Astoria Early Learning, to the 2nd floor of Gray Elementary. Additionally, he provided an update to the purchase of a facility to house Hillsboro Early Learning, announced that interim CFO Sherry Ely would be staying for the 2023-24 school year, talked about LSP presentations and the LSPs 100% district acceptance rate (at the time of this writing), and that he has been nominated to be the OAESD President and will be honored to serve in this position if elected. Finally, Superintendent Goldman announced that he and his team have selected Stacy Rager to be the next Executive Director of Early Learning. Stacy Rager thanked Superintendent Goldman and the board and discussed her excitement to begin her new role.

PUBLIC COMMENT - None

RECOGNITION AND GOOD NEWS - Chief of Staff David Williams introduced Dan Gaffney and discussed his efforts to improve and increase childcare offerings in the Clatsop County region. Eva Manderson discussed all the ways in which Dan has supported and assisted families and childcare providers in Clatsop County over the past 7 years as well as his continued work with a childcare expansion and retention grant project in Clatsop County. Director Wilkinson joked that she has known Dan since 2007 and he has tried to retire 3 times - she gave kudos to Dan about his service to the community and, especially, our children. Vice-chair Dougherty offered his memories of working with Dan in Seaside School District and noted how much administration, parents and staff appreciate his work and tireless efforts. Dan noted that Vice-Chair Dougherty became a catalyst in his work with early learning and the realization of the gaps between so-called "haves and have-nots". This inspired Dan's work with P3 and ensuring students up to age 8 are ready for school. Dan Gaffney's supportive 'fingerprints' are on a number of programs throughout Clatsop and Tillamook counties and spilling over to neighboring areas. Partnerships and relationships are the key to supporting our children. Chair Tomlin asked Dan about his work in Clatsop county and the gathering of the "right people" to make a difference - giving credit to the pandemic's revealing of the childcare crisis in the United States. Continuing to engage community leaders has been very useful to moving the needle on childcare.

CONSENT AGENDA - Superintendent Goldman noted that the January Personnel Report in the consent agenda does not include Stacy Rager as the incoming Executive Director of Early Learning. Chair Tomlin entertained a motion by Director Riley to add Stacy Rager to the January Personnel Report as Executive Director of Early Learning. The motion was seconded by Director Stephens and approved unanimously. Chair Tomlin entertained a motion by Director Riley to approve the consent agenda as revised. The motion was seconded by Director Cunningham and approved unanimously.

[Approve January Board Meeting Minutes](#)

[Approve January Personnel Reports](#)

Adopt Policies: [GBJ, JFCJ](#)

8. REPORTS AND DISCUSSION

Equity Learning Teams - Equity Coach Katie Jones gave an update on Equity Learning Teams and what they are doing this year. Groups are participating in design labs to find inequities in their realm of influence and to change systems to support equity. Cohorts will be combined to prevent siloing of information and equity work. Focus will shift to learning from each other as well as the community. Each ELT group has been designating equity challenges within their groups and working together between groups to solve common issues. These challenges have evolved as more learning and collaboration takes place. Chair Tomlin asked if the board had questions for Katie. Superintendent Goldman noted that Katie is new to the agency this year and has jumped right into her work, supporting staff with ELT work across the agency, and that this lines up with our first Strategic Plan. He is excited to see that we are creating change, albeit slow, in equity for all our region's students. Director Stephens asked Katie if cultural "coding" has been discussed and the differences in perceptions between cultures. Families are being solicited for their input about our systems and the impact we have in their lives. Chief of Staff commented on the novel approach that NWRESD is taking with ELTs - he has experienced a good deal of this type of work in previous positions, but is happy to see NWRESD taking a different, and more engaging, approach.

Strategic Plan Revision Update - Chief of Staff David Williams presented an update to the Strat Plan revision process. Coming out of the Covid 19 pandemic, there are some mid-plan changes that need to be made. Focus work with our administrators and district superintendents has led to some draft revisions. Next steps: In February, revisions will be reviewed and edited by Superintendent Goldman's cabinet, NWRESD staff feedback will be solicited in March, community alignment will be addressed in March/April and, for April we will see district superintendent feedback and alignment. Final drafting and board review and approval is planned for May and June. Chair Tomlin appreciates the refresh of our Strategic Plan. Director Stephens asked David if there is a dashboard or process where we audit each component with departments. Chief of Staff Williams noted the NWRESD stocktake process which we have used over the years.

First Read Policies: IGAI, JFCJ - CHRO Debbie Simons let the board know that the board will have a break from policies in the coming months. She presented two policies for update with notes included. CHRO Simons noted that these policies have polarized some districts in our regions, but that it is state law and as a public agency, we are required, by law, to adopt these policies. The board did not have any questions or comments.

Administrative Reports - Chair Tomlin asked Superintendent Goldman if there is anything of note in the administrative reports. Due to time constraints, Superintendent Goldman fielded questions. Chair Tomlin noted that he was not aware that the NWRESD worked on subjects such as chronic absenteeism with districts and commented that NeahKahNie's board had stated that that support had made a big difference for at least one of their schools.

ACTION ITEMS

[Resolution #23-003: Women's History Month](#) - Equity Professional Learning Specialist Inger McDowell-Hartye presented and recited Resolution #23-003 to the board. Chair Tomlin asked for questions or comments. Chair Tomlin entertained a motion by Director Wolf to approve the consent agenda as presented. The motion was seconded by Director Riley and approved unanimously.

[January 2023 Financial Report](#) - CFO Ely reviewed the January 2023 Financial Report, stating that audits for NWRES D and four districts being delayed due to auditor issues, not due to any action or inaction by the NWRES D or component districts, has held up State School Fund payments for January and February 2023. New business manager staff throughout the state has also slowed audit processes. Director Wolf appreciated OASBO's efforts to mitigate these issues, but is frustrated with ODE's rules which withhold funds from, especially, small districts. Chair Tomlin entertained a motion by Director Stephens to accept the financial report as presented. The motion was seconded by Director Wilkinson and approved unanimously.

[Budget Committee Appointments](#) - CFO Ely presented the recommended applicants, Jon Graves and Jessica O'Donnell. Chair Tomlin entertained a motion by Director Wolf to accept the financial report as presented. The motion was seconded by Director Riley and approved unanimously.

[2023-2038 Clatsop Service Center Lease Agreement](#) - CFO Ely presented this lease agreement to the board for their approval. Lease payments will come from Early Learning funds which need to be used by the end of the year. Chair Tomlin asked the board if they had any questions. Director Erickson asked about ADA access to the 2nd floor of Gray Elementary. Superintendent Goldman noted the elevator as well as other ADA compliant access points. The Astoria district would be responsible for any ADA upgrades needed. Chair Tomlin entertained a motion by Director Dougherty to accept the financial report as presented. The motion was seconded by Director Martinez and approved unanimously.

[OAESD Officer Council Vote 2022-23: Chair-Elect](#) - Superintendent Goldman presented the nominee, Will Cahill, of Lake County, as the Chair-Elect of the OAESD Officer Council. After asking for questions, Chair Tomlin entertained a motion by Director Cunningham to accept the financial report as presented. The motion was seconded by Director Wolf and approved unanimously.

BOARD MEMBER COMMENTS - Director Cunningham shared with the board that her term is up at the end of June and that she will not be returning to the board. She stated that it has been a pleasure to serve for the past 8 years. Director Wilkinson shared that she will be finishing this year of her term, but that she will have to leave her position due to a job change which precludes her service on the NWRES D board. Director Wolf stated that she will be attending the educator manufacturing day at EPSON tomorrow and that she will report back on her experience. Director Stephens thanked Karen and Diane for their service and their welcome to him as a newer board member and that they have been strong advocates for our communities and students.

11. ADJOURN - Chair Tomlin adjourned the general Session at 6:15 pm.



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Debbie Simons – Chief Human Resources Officer

RE: February 2023 Personnel Report

EXPLANATION:

Please see attached personnel report prepared by Lysie Scharpf, Human Resources Specialist.

PRESENTER(S): Debbie Simons, Chief Human Resources Officer

SUPPLEMENTARY MATERIALS: February 2023 Personnel Report

RECOMMENDATION: To approve the February 2023 Personnel Report as presented.

PROPOSED MOTION: "I move to approve the February 2023 Personnel Report as presented."

**NW Regional Education Services District
PERSONNEL REPORT
February 3, 2023 – March 3, 2023**

New Hires

Name	Position	Department	Building	New Hire/ Transfer	Tentative Start Date
Lynsie Scharpf	HR Specialist	Administration	Washington Service Center	Transfer	10/03/2022
Aaron Sackett	Assistant Director of Technology	Technology	Washington Service Center	Transfer	01/31/2023
Joseph Sanchez	NOSS Equity & inclusion Advocate	Northwest Outdoor Science School	Washington Service Center	New Hire	02/13/2023
Jennifer Collins	Lead District Business Manager	Fiscal Services	Washington Service Center	Transfer	01/03/2023
Jessica Culbertson	Data Reporting Analyst	Instructional Services	Washington Service Center	New hire	02/27/2023
Kimberly Ansberry	Instructional Assistant ASL 1:1	Special Student Services	Hillsboro School District	Transfer	02/27/2023
Sarah Chacon Brown	Assessment & Data Specialist	Instructional Services	Washington Service Center	Transfer	02/13/2023
Polly Draper	Licensed Physical Therapy Assistant	Special Student Services	Hillsboro School District	New Hire	03/01/2023
Megan McCarter	Chief Academic Officer	Administration	Washington Service Center	Transfer	07/01/2023
Sherry Ely	Chief Finance Officer	Administration	Washington Service Center	Transfer	07/01/2023

Resignations, Retirements & Separations

Name	Position	Department	Last Day of Employment	Details/Comments
Alma Mondragon Delgado	Instructional Assistant	Early Learning	February 10, 2023	Resignation
Amy Swam	Bilingual Instructional Assistant	Early Learning	February 21, 2023	Resignation
Eden Baxter	Instructional Assistant	Early Learning	February 17, 2023	Resignation
Jonathan Baldwin	Instructional Assistant	Social Emotional Learning Schools	February 17, 2023	Resignation
Kathie Carey	Senior Payroll Specialist	Fiscal Services	February 28, 2023	Resignation
Rhonda Azari	Instructional Assistant	Social Emotional Learning Schools	February 15, 2023	Resignation
Melissa Kreuzer	ASL Teacher	Special Student Services	June 15, 2023	Resignation
Lita Blodgett	Instructional Assistant	Early Learning	March 10, 2023	Resignation
Marjorie Neilson	Speech Language Pathology Assistant	Special Student Services	January 5, 2023	Post-Retirement Resignation
Janet Robertson	Speech Language Pathologist	Early Learning	June 8, 2023	Retirement
Teresa Larkin	Early Childhood Education Specialist	Early Learning	June 30, 2023	Retirement
Maria Beardslee Lakatos	Coordinated Enrollment Specialist	Instructional Services	June 30, 2023	Retirement

Currently Advertised Vacancies

Currently Advertised Vacancies is a snapshot in time for jobs that are currently posted as of 3.3.23.

Open Position	Category	Department	Original Post Date	Comments
Instructional Assistant – BECC	Classified	Early Learning	9/28/2022	0.9375 FTE - Resignation
Speech Language Pathologist – REPOST	Licensed	Early Learning	10/10/2022	1.0 FTE – New Position
Early Childhood Professional Development Support Spec - REPOST	Classified	Early Learning	10/10/2022	1.0 FTE - previously unfilled
Preschool Promise Quality Coach – Tillamook SC – 2 positions available – REPOST	Classified	Early Learning	10/10/2022	1.0 FTE - previously unfilled
Bilingual Instructional Assistant – Head Start	Classified	Early Learning	10/14/2022	0.9375 FTE – New Position
Instructional Assistant – BECC	Classified	Early Learning	10/20/2022	0.9375 FTE - Resignation
Instructional Assistant – WSC	Classified	Early Learning	10/20/2022	0.9375 FTE - Resignation
Outdoor School Program Leader – 5+ positions available	Classified	Northwest Outdoor Science School	10/21/2022	1.0 FTE – Spring Session
Instructional Assistant – Clatsop Service Center – REPOST	Classified	Early Learning	11/01/2022	0.9375 - Resignation
Instructional Assistant – BECC	Classified	Early Learning	11/18/2022	0.9375 FTE – Resignation
Speech Language Pathologist Assistant	Classified	Special Student Services	11/17/2022	0.40 FTE - Resignation
Instructional Assistant – Columbia Academy	Classified	Social Emotional Learning Schools	11/21/2022	0.85 FTE - Transfer
Instructional Assistant – Columbia Service Center	Classified	Early Learning	11/21/2022	0.9375 FTE - Separation
AAC Speech Language Pathologist – WSC	Licensed	Special Student Services	12/02/2022	1.0 FTE – New Position
Instructional Assistant – BECC - REPOST	Classified	Early Learning	12/19/2022	0.9375 FTE – Resignation
Speech Language Pathologist – BECC	Licensed	Early Learning	12/20/2022	1.0 FTE -Resignation
Speech Language Pathologist – BECC- REPOST – 2 positions available	Licensed	Early Learning	1/06/2023	1.0 FTE -Resignation
Instructional Assistant – Clatsop Service Center	Classified	Early Learning	1/13/2023	0.9375 FTE - Resignation

Administrative Assistant – Eval Team – WSC	Classified	Early Learning	1/17/2023	0.9375 FTE - Resignation
School Psych Intern – Early Learning – 23/24 SY	Licensed	Early Learning	1/18/2023	1.0 FTE – New Position for 23/24 SY
Instructional Assistant – BECC	Classified	Early Learning	1/17/2023	0.9375 FTE – Resignation
Technology Support Technician 2	Classified	Technology	2/02/2023	1.0 Transfer
Speech Language Pathologist – Tillamook County	Licensed	Special Student Services	02/09/2023	3.0 FTE – 23/24 SY
Speech Language Pathologist – Clatsop County	Licensed	Special Student Services	02/10/2023	2.8 FTE – 23/24 SY
Speech Language Pathologist – Scappoose School District	Licensed	Special Student Services	02/13/2023	3.0 FTE – 23/24 SY
Speech Language Pathologist – Washington County	Licensed	Special Student Services	02/09/2023	3.0 FTE – 23/24 SY
Assistive Technology Specialist – Hillsboro School District	Licensed	Special Student Services	02/09/2023	1.0 FTE – vacant position
Early Childhood Education Specialist – Washington County	Licensed	Early Learning	02/13/2023	8.0 FTE – 23/24 SY
Support Specialist - REPOST	Classified	Special Student Services	02/13/2023	1.0 FTE – New Position
Migrant School Readiness Specialist	Classified	Instructional Services	02/16/2023	1.0 FTE - Resignation
Instructional Assistant – BECC – 2 Positions Available	Classified	Early Learning	02/16/2023	0.9375 FTE – Resignation
Instructional Assistant – Cascade Academy	Classified	Social Emotional Learning Schools	02/17/2022	0.85 FTE – Currently filled by contractor
Instructional Assistant – Pacific Academy – 2 positions available	Classified	Social Emotional Learning Schools	02/22/2023	0.85 FTE - Resignation
SPED Teacher – Cascade & Pacific Academy	Licensed	Social Emotional Learning Schools	02/21/2023	1.0 FTE - Resignation
Accounting Support Specialist	Classified	Fiscal Services	02/13/2023	1.0 FTE - Resignation

Accounting Support Specialist - Payroll	Classified	Fiscal Services	02/27/2023	1.0 FTE - Resignation
School Psychologist – Tillamook County	Licensed	Special Student Services	02/27/2023	2.0 FTE – 23/24 SY
School Psychologist – Columbia County	Licensed	Special Student Services	02/27/2023	1.0 FTE – 23/24 SY
Early Childhood Education Specialist– Washington County	Licensed	Early Learning	02/27/2023	1.0 FTE – Retirement
Occupational Therapist – Early Learning Sites TBD	Licensed	Early Learning	03/01/2023	3.0 FTE – 23/24 SY
Occupational Therapist – Clatsop County	Licensed	Special Student Services	03/01/2023	2.0 FTE – 23/24 SY
Speech Language Pathologist – Tillamook County	Licensed	Early Learning	03/01/2023	1.0 FTE – Retirement
Outdoor School Field Instructor – 5+ positions available-REPOST	Classified	Northwest Outdoor Science School	03/01/2023	1.0 FTE – Spring Session
Physical Therapist – Tillamook/Clatsop/Columbia Counties	Licensed	Special Student Services	03/01/2023	1.0 FTE – 23/24 SY
Teacher Visually Impaired – WSC – 2 positions available REPOST	Licensed	Special Student Services	03/01/2023	1.0 FTE – 23/24 SY
Licensed Physical Therapy Assistant - Tillamook/Clatsop/Columbia Counties	Classified	Early Learning	03/02/2023	1.0 FTE – 23/24 SY



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Debbie Simons, Chief Human Resources Officer

RE: Proposed Adoption of Policies

EXPLANATION:

Policy IGAI - Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education: A new Oregon Administrative Rule, 581-021-0593, requires public education providers, which includes school districts, public charter schools, and education service districts, to provide information on menstrual health and must include this information in their health and sexuality education. As a result, new language has been added to board policy IGAI - Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education. Oregon Department of Education's (ODE) website provides a variety of related resources.

Policy JFCF - HAZING, HARASSMENT, INTIMIDATION, BULLYING, MENACING, CYBERBULLYING, TEEN DATING VIOLENCE, OR DOMESTIC VIOLENCE – STUDENT House Bill 2631 passed by the 2021 Legislature added requirements to notify parents or guardians of a student who was the subject an act of harassment, intimidation, bullying, or cyberbullying, and the parents or guardians of a student who may have conducted an act of harassment, intimidation, bullying, or cyberbullying. House Bill 3041 also passed and revised the statutory definition of sexual orientation and added a new term defining gender identity in Oregon affecting protected classes.

PRESENTER(S):

Debbie Simons

SUPPLEMENTARY MATERIALS:

[IGAI - Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education](#)

[JFCF - HAZING, HARASSMENT, INTIMIDATION, BULLYING, MENACING, CYBERBULLYING, TEEN DATING VIOLENCE, OR DOMESTIC VIOLENCE – STUDENT](#)

RECOMMENDATION:

Approve the policies as presented.

PROPOSED MOTION:

"I propose the policies be adopted as presented."

Northwest Regional ESD

Code: IGAI

Adopted: 4/16/14

Revised/Readopted: 8/08/17, 3/14/23

Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education **

(Highly recommended for ESDs that operate a school)

The ESD shall provide an age-appropriate, comprehensive plan of instruction focusing on human sexuality, HIV/AIDS and sexually transmitted infections and disease prevention in elementary and secondary schools as an integral part of health education and other subjects. Course material and instruction for all human sexuality education courses that discuss human sexuality shall enhance a student's understanding of sexuality as a normal and healthy aspect of human development. A part of the comprehensive plan of instruction shall provide age-appropriate child sexual abuse prevention instruction for students in kindergarten through grade 12. The district must provide a minimum of four instructional sessions annually; one instruction session is equal to one standard class period. In addition, the HIV/AIDS and sexually transmitted infections and disease prevention education and the human sexuality education comprehensive plan shall provide adequate instruction at least annually, for all students in grades 6 through 8 and at least twice during grades 9 through 12.

Parents, teachers, school administrators, local health departments staff, other community representatives and persons from the medical community who are knowledgeable of the latest scientific information and effective education strategies shall develop the plan of instruction aligned with the Oregon Health Education Standards and Benchmarks.

The Board shall approve the plan of instruction and require that it be reviewed and update biennially in accordance with new scientific information and effective educational strategies.

Parents of minor students shall be notified in advance of any human sexuality, AIDS/HIV instruction. Any parent may request that their child be excused from that portion of the instructional program under the procedures set forth in Oregon Revised Statute (ORS) 336.035(2).

The comprehensive plan of instruction shall include the following information that:

1. Promotes abstinence for school age youth and mutually monogamous relationships with an uninfected partner for adults;
2. Allays those fears concerning HIV that are scientifically groundless;
3. Is balanced and medically accurate;
4. Provides balanced and accurate information and skills-based instruction on risks and benefits of contraceptives, condoms and other disease reduction measures;
5. Discusses responsible sexual behaviors and hygienic practices which may reduce or eliminate unintended pregnancy, exposure to HIV, hepatitis B/C and other sexually transmitted infections and diseases;

6. Stresses high-risk behaviors such as the sharing of needles or syringes for injecting illegal drugs and controlled substances;
7. Discusses the characteristics of the emotional, physical and psychological aspects of a healthy relationship;
8. Discusses the benefits of delaying pregnancy beyond the adolescent years as a means to better ensure a healthy future for parents and their children. The student shall be provided with statistics based on the latest medical information regarding both the health benefits and the possible side effects of all forms of contraceptives including the success and failure rates for prevention of pregnancy, sexually transmitted infections and diseases;
9. Stresses that HIV/STDs and Hepatitis B/C can be serious possible hazards of sexual contact;
10. Provides students with information about Oregon laws that address young people's rights and responsibilities relating to childbearing and parenting;
11. Advises students of consequences of having sexual relations with persons younger than 18 years of age to whom they are not married;
12. Encourages family communication and involvement and helps students learn to make responsible, respectful and healthy decisions;
13. Teaches that no form of sexual expression or behavior is acceptable when it physically or emotionally harms oneself or others and that it is wrong to take advantage of or exploit another person;
14. Teaches that consent is an essential component of healthy sexual behavior. Course material shall promote positive attitudes and behaviors related to healthy relationships and sexuality, and encourage active student bystander behavior;
15. Teachers students how to identify and respond to attitudes and behaviors which contribute to sexual violence;
16. Validates the importance of one's honesty, respect for each person's dignity and well-being, and responsibility for ones' actions;
17. Uses inclusive materials and strategies that recognizes different sexual orientations, gender identities and gender expression;
18. Includes information about relevant community resources, how to access these resources and the laws that protect the rights of minors to anonymously access these resources; and
19. Is culturally inclusive.

The comprehensive plan of instruction shall emphasize skill-based instruction that:

1. Assists students to develop and practice effective communication skills, development of self-esteem and ability to resist peer pressure;

2. Provides students with the opportunity to learn about and personalize peer, media, technology and community influences that both positively and negatively impact their attitudes and decisions related to healthy sexuality, relationships and sexual behaviors, including decisions to abstain from sexual intercourse;
3. Enhances students' ability to access valid health information and resources related to their sexual health;
4. Teaches how to develop and communicate sexual and reproductive boundaries;
5. Is research based, evidence based or best practices; and
6. Aligns with the Oregon Health Education Content Standards and Benchmarks.

All sexuality education programs emphasize that abstinence from sexual intercourse, when practiced consistently and correctly, is the only 100 percent effective method against unintended pregnancy, sexually transmitted HIV and hepatitis B/C infection and other sexually transmitted infections and diseases.

Abstinence is to be stressed, but not to the exclusion of contraceptives and condoms for preventing unintended pregnancy, HIV infection, hepatitis B/C infection and other sexually transmitted infections and diseases. Such courses are to acknowledge the value of abstinence while not devaluing or ignoring those students who have had or are having sexual relationships. Further, sexuality education materials, including instructional strategies, and activities must not, in any way use shame or fear-based tactics.

Materials and information shall be presented in a manner sensitive to the fact that there are students who have experienced, perpetrated or witnessed sexual abuse and relationship violence.

The ESD's health and sexuality education will provide information on menstrual health and will be inclusive and affirming of transgender, non-binary, intersex, and two spirit/indigiqueer students; be positive and not fear- or shame-based; be age-appropriate; be medically-accurate; be culturally responsive; and be accessible for students with disabilities.

END OF POLICY

Legal Reference(s):

[ORS 334.125](#)

[ORS 336.035](#)

[ORS 336.059](#)

[ORS 336.107](#)

[ORS 336.455 - 336.474](#)

[ORS 339.370 - 339.400](#)

[OAR 581-021-0009](#)

[OAR 581-021-0593](#)

[OAR 581-022-2030](#)

[OAR 581-022-2050](#)

[OAR 581-022-2220](#)

Northwest Regional ESD

Code: JFCF

Adopted: 4/11/12

Revised/Readopted: 08/08/17

Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence – Student**

(This policy is required only if the ESD has schools as part of their ESD program.)

The Board in its commitment to providing a safe, positive, and productive learning environment for all students, will consult with parents/guardians, employees, volunteers, students, administrators, and community representatives in developing this policy compliance with applicable Oregon law.

Hazing, harassment, intimidation or bullying, menacing, and acts of cyberbullying by students, staff, or third parties toward students is strictly prohibited in the ESD. Teen dating violence is unacceptable behavior and prohibited. Each student has the right to a safe learning environment.

Retaliation against any person who is a victim of, who reports, is thought to have reported, or files a complaint about an act of hazing, harassment, intimidation or bullying, [menacing,] an act of cyberbullying, or teen dating violence, or otherwise participates in an investigation or inquiry is prohibited. A person who engages in retaliation behavior will be subject to consequences and appropriate remedial action. False charges shall also be regarded as a serious offense and will result in consequences and appropriate remedial action.

Students whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including expulsion.

Staff whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or the Board.

Students, staff, or third parties may also be referred to law enforcement officials.

ESD administrator/principal and the superintendent are [is] responsible for ensuring this policy is implemented.

Definitions

“ESD” includes ESD facilities, ESD premises, and non-ESD property if the student is at any ESD-sponsored, ESD-approved, or ESD-related activity or function, such as field trips or athletic events where students are under the jurisdiction of the ESD.

“Third parties” include, but are not limited to, coaches, school volunteers, parents, school visitors, service contractors, or others engaged in ESD business, such as employees of businesses or organizations participating in cooperative work programs with the ESD and others not directly subject to ESD control at other ESD-sponsored programs and activities.

“Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student/ for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any ESD-sponsored/activity or grade level attainment, (i.e., personal servitude, sexual stimulation/sexual assault, forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation or any other

forced activity that could adversely affect the mental or physical health or safety of a student); requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article; or assignment of pranks to be performed or other such activities intended to degrade or humiliate. It is not a defense against hazing that the student subjected to hazing consented to or appeared to consent to the behavior.

“Harassment, intimidation or bullying” means any act that substantially interferes with a student’s educational benefits, opportunities or performance, that takes place on or immediately adjacent to ESD grounds, at any ESD-sponsored activity, on ESD-provided transportation, or at any official ESD bus stop, having the effect of:

1. Physically harming a student or damaging a student’s property;
2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student’s property; or
3. Creating a hostile educational environment including interfering with the psychological well-being of the student.

“Protected class” means a group of persons distinguished, or perceived to be distinguished, by race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, familial status source of income, or disability.

“Teen dating violence” means:

1. A pattern of behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or
2. Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.

“Domestic violence” means abuse between family and/or household members, as those terms are described in ORS 107.705.

“Cyberbullying” means the use of any electronic communication device to harass, intimidate, or bully.

“Retaliation” means any acts of, including but not limited to, hazing, harassment, intimidation or bullying, menacing, or acts of cyberbullying toward the victim, a person in response to an actual or apparent reporting of, or participation in the investigation of, hazing, harassment, intimidation or bullying, menacing, acts of cyberbullying, teen dating violence, or retaliation.

“Menacing” includes any act intended to place an ESD employee, student, or third party in fear of imminent serious physical injury.

Reporting

The ESD administrator/principal will take reports and conduct a prompt investigation of any reported acts of hazing, harassment, intimidation or bullying, menacing, cyberbullying, or teen dating violence. Any employee who has knowledge of conduct in violation of this policy shall immediately report concerns to the ESD administrator/principal who has overall responsibility for all investigations. Any employee who has knowledge of incidents of teen dating violence that took place on ESD property, at an ESD-sponsored activity, or in a vehicle used for ESD-provided transportation shall immediately report the incident to their supervisor. Failure of an employee to report an act of hazing, harassment, intimidation or bullying, menacing, cyberbullying, or teen dating violence to

their supervisor may be subject to remedial action, up to and including dismissal. Remedial action may not be based solely on an anonymous report.

Any student who has knowledge of conduct in violation of this policy or feels they have been subjected to an act of hazing, harassment, intimidation or bullying, or menacing, or cyberbullying or fees they have been a victim of teen dating violence in violation of this policy, is encouraged to immediately report concerns to the Chief Human Resources Officer who have overall responsibility for all investigations. Any volunteer who has knowledge of conduct in violation of this policy is encouraged to immediately report concerns to the ESD administrator/principal . A report from a student or volunteer may be made anonymously. A student or volunteer may also report concerns to a teacher or counselor who will be responsible for notifying the appropriate ESD official.

Reports against the ESD administrator/principal shall be filed with the superintendent. Reports against the superintendent shall be filed with the Board chair.

The person who makes the report shall be notified when the investigation has been completed and, as appropriate, the findings of the investigation and any remedial action that has been taken. The person who made the report may request that the superintendent review the actions taken in the initial investigation, in accordance with the ESD complaint procedure and applicable regulations.

Notification to Parents or Guardians

The ESD administrator/principal shall notify the parents or guardians of a student who was subject to an act of harassment, intimidation, bullying or cyberbullying, and the parents or guardians of a student who may have conducted an act of harassment, intimidation, bullying or cyberbullying.

The notification must occur with involvement and consideration of the needs and concerns of the student who was the subject to an act of harassment, intimidation, bullying or cyberbullying. The notification is not required if the Chief Human Resources Officer reasonably believes notification could endanger the student who was subjected to an act of harassment, intimidation, bullying or cyberbullying or if all of the following occur:

1. The student who was subjected to an act of harassment, intimidation, bully, or cyberbullying requests that notification not be provided to the student's parents or guardians.
2. The Chief Human Resources Officer determines that notification is not in the best interest of the student who was subjected to an act of harassment, intimidation, bullying, or cyberbullying; and
3. The ESD administrator/principal informs the student that federal law may require the student's parents and guardians to have access to the student's education record.

If the Chief Human Resources Officer determines the notification is not in the best interest of the student, they must inform the student of that determination prior to providing notification.

When notification is provided, the notification must occur:

1. Within a reasonable period of time; or
2. Promptly, for acts that caused physical harm to the student.

Training and Education

The ESD shall incorporate into existing training programs for students, information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying, and acts of cyberbullying and this policy.

The ESD shall incorporate age-appropriate education about teen dating violence and domestic violence into new or existing training programs for students in grades 7 through 12.

The ESD shall incorporate into existing training programs for staff information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying, teen dating violence, domestic violence, and acts of cyberbullying and this policy.

Notice

The superintendent shall be responsible for ensuring annual notice of this policy is provided in a student or staff handbook, school and ESD websites, and school and ESD office ~~and the development of administrative regulations, including reporting and investigative procedures~~. [Complaint procedures, as established by the ESD, shall be followed.]

Domestic violence posters provided by the Oregon Department of Education (ODE) shall be posted in clearly visible locations on school campuses in accordance with rules adopted by ODE.

END OF POLICY

Legal Reference(s):

[\[ORS 163.190\]](#)

[\[ORS 163.197\]](#)

[ORS 166.065](#)

[ORS 166.155 - 166.165](#)

[ORS 107.705](#)

[ORS 174.100](#)

[ORS 334.125](#)

[ORS 339.240](#)

[ORS 339.250](#)

[ORS 339.351 - 339.368](#)

[OAR 581-021-0045](#)

[OAR 581-021-0046](#)

[OAR 581-021-0055](#)

[OAR 581-022-2310](#)

[OAR 581-022-2370](#)

[House Bill 2631 \(2021\)](#)

[House Bill 3041 \(2021\)](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).



Northwest Regional Education Service District

TO: Board of Directors

FR: Stuart Long, Chief Information Officer

RE: NWRES D Copier Lease Renewal

EXPLANATION:

Northwest Regional ESD maintains a fleet of over 40 copiers across our various facilities and classrooms. This includes a history of ten years of changes and multiple leases. Furthermore many copiers have aged both in their features and serviceability. Finally, the increased use of digital documents post-pandemic has reduced our need for high volume printing in some areas.

In an effort to standardize and right-size our fleet and to put us on a single 5 year lease mechanism we sought proposals from two vendors using pre-bid state purchasing contracts. Ricoh, our current provider, submitted a proposal (State of Oregon NASPO contract #9491) as did Pacific Office Automation (OETC Purchasing Consortium contract #OETC-22B).

Both providers' proposals will update our entire copier fleet, and both meet our list of technical requirements, including usage accounting, printer functionality, faxing, security, and support. Both vendors also submitted highly competitive pricing. However, once estimated per page charges were calculated and added to the lease; Ricoh submitted the overall lower cost proposal.

Our recommendation is to continue our partnership with Ricoh in a 5 year lease at \$44,070.72 per year or \$220,353.60 for a five year lease.

PRESENTER(S):

Stuart Long

SUPPLEMENTARY MATERIALS:

Vendor Price Proposal

RECOMMENDATION:

Authorize lease

PROPOSED MOTION:

"I move that we authorize the lease of copiers from Ricoh as presented."

	Ricoh	POA - Canon
Small Model	IMC300F	C357iF
Quantity	16	17
Pages p Min	31	36
Trays	4	1
Max Paper Size	Legal	Legal
Finisher	No	No
Fax	Yes	Yes
Mo Lease Cost	\$54.29	\$58.06
Cost p Page - BW	\$0.009	\$0.007
Cost p Page - Color	\$0.055	\$0.050
Optional Fax	\$0.00	\$0.000
Optional Finisher	N/A	\$12.87
Optional Trays	\$0.00	\$5.800
Medium Model	C400SRF	C3835
Quantity	4	11
Pages p Min	42C/45BW	35
Trays	4	4
Max Paper Size	Legal	Oversized Tabloid
Finisher	Yes	Yes
Fax	Yes	\$10.730
Mo Lease Cost	\$57.94	\$121.140
Cost p Page - BW	\$0.009	\$0.005
Cost p Page - Color	\$0.055	\$0.040
Large Model	IMC4500	C5860
Quantity	13	5
Pages p Min	45	70
Trays	4	4
Max Paper Size	Oversized Tabloid	Oversized Tabloid
Postscript3	4.33	Included
Finisher	Yes	Yes
Fax	\$10.56	Yes
Mo Lease Cost	\$150.11	\$183.520
Cost p Page - BW	\$0.005	\$0.005
Cost p Page - Color	\$0.030	\$0.040
Mgmt Software	Ricoh Smart Integration	Canon Uniflow
Quantity	33	33
Cost	\$18.81	Included
Azure Support	Y	Y
Accounting	Y	Y

Badge Print Rel	Y	Y
Monthly Cost	\$620.73	Included in copier cost
Contract	NASPO 1040602	OETC
Allowable Changes	10%	10%
Small Monthly Total	\$868.64	\$1,304.41
Medium Monthly Total	\$231.76	\$1,450.570
Large Monthly Total	\$1,951.43	\$917.600
Monthly Lease Cost	\$3,672.56	\$3,672.58
Annual Lease Cost	\$44,070.72	\$44,070.96
60 mo Lease Cost	\$220,353.60	\$220,354.80
Current B&W Pages (50937)		
Small B&W Pages	\$74.090	\$61.227
Medium B&W Pages	\$18.523	\$25.469
Large B&W Pages	\$33.443	\$11.577
Current Color Pages (18133)		
Small Color Pages	\$452.773	\$437.338
Medium Color Pages	\$61.742	\$226.387
Large Color Pages	\$200.661	\$102.903
Estimated Monthly Per Page Cost	\$841.232	\$864.900
Estimated Page & Lease Monthly Total	\$4,513.792	\$4,537.480
Estimated Page & Lease Annual Total	\$54,165.51	\$54,449.76
Estimated Page & Lease 60 Mo Lease Total	\$270,827.54	\$272,248.80

RICOH USA, INC.
George Trano
Account Manager-Government/K12
9020 SW Washington Square RD Suite 120
Tigard, Oregon 97223
360 213 6105 cell

February 14, 2023

**Proposal
For
NW Regional ESD**

TOTAL PAYMENT for 33 Devices and RSI Licenses \$3672.56

60Mo. FMV Lease

60Mo. CPC

Current Ricoh MPC307 Gray EL Classroom Serial #C509P303343, WSC Admin C509P401331, Grohner D/HH C509P302741, Columbia Academy C509P302779, Vernonia C508P500877, Columbia SC C509P903045, Clatskanie MS C509P700964

Current Ricoh MPC401SR WSC HR Serial #G097PB00036

Current Ricoh MPC407 Columbia SC Serial #C499P500079

Current Ricoh MP3555 WSC Related SVCC Serial #C310L300084, WSC Tech C310L300082

Current Ricoh MP4055 WSC Fiscal Serial #C329R800380, WSC Mailroom C329R800050, WSC Eval Team C320R200515, Clatsop Workroom C320R100702

Current Ricoh MP5055 WSC Vision Team Serial # C330R200239

Pickup and return

16-Ricoh IMC300F COLOR MFP

\$54.29ea.

2-Paper Feed Unit (500 Sheets ea.)

Low Cabinet

Fax (STD)

Surge Protector

Training

.009B/W-.055CLR

Includes all parts, labor and supplies.

Current Ricoh IMC400SRF Clatsop Front Desk Serial #3949PB00052

Current Ricoh MPC407 Tillamook SC Admin Serial #C499P800133

Current Ricoh MP3555 Tillamook SC Mailroom Serial #C310L200103

Current Ricoh MP5055 WSC EL Serial # C330R200181

Pickup and return

4-Ricoh IMC400SRF COLOR MFP

\$57.94ea.

2-Paper Feed Unit (500 Sheets ea.)

Low Cabinet

Finisher Stapler (STD)

Fax (STD)

Surge Protector

Training

.009B/W-.055CLR

Includes all parts, labor, staples and supplies.

60Mo. FMV Lease

60Mo. CPC

Current Ricoh MP5055 Cascade Academy Workroom Serial #C339R600461, Beaverton ECC Mailroom C339R400566, Levi Anderson Front Desk C339R600383, WSC Instructional C339R501101, Tualatin ECC Workroom C339R700419, Columbia SC Front Desk C339R700414, Hillsboro ECC Receptionist C330R200204, Levi Anderson Staff Room C330R100328
Current Ricoh MP6055 Beaverton ECC Workroom Serial #C349R300243
Current Ricoh MPC407 Tualatin ECC Conf 103 Serial #C499P700130, Hillsboro ECC Fabrication Room C499P500096
Current Ricoh IMC400SRF Pacific Academy OCR Room Serial #3940P100298,
Current Ricoh IMC6000 WSC Copy Room Serial #3140BB00068
Pickup and return

13-Ricoh IMC4500 COLOR MFP

\$150.11ea.

.005B/W-.03CLR

Finisher Stapler

Includes all parts, labor and supplies.

Bridge Unit

Paper Feed Unit (550 Sheets ea.)

Fax (\$10.56 per mo.)

PostScript3 (Full Version) (\$4.33 per mo.)

Surge Protector

Training

The contract will allow for 10% of your fleet to be upgraded/downgraded/cancelled without penalty during the contract after the 13month.

NASPO OR STATE Lease Language

This lease is placed against the NASPO VP Master Agreement #1040602. The terms and conditions of the participating addendum entered into by the State of Oregon, #9491 apply to this lease and supersedes all additional or conflicting terms and conditions expressed or implied.

Ricoh Address

PO Box 650073

Dallas, TX 75256-0073

No Upgrades but will be returned to leasing company

Current Ricoh MPC307 Cascade Academy RM 125 Serial #C507PA05856, Levi Anderson Front Desk C509P401304, Beaverton ECC Lobby C509PB00154

Current Ricoh MPC407 Beaverton ECC Front Desk Serial #C498P400448

Current Ricoh MP4055 Hillsboro ECC Workroom Serial #C329R800234

Current Ricoh MP5055 Tualatin ECC Front Desk Serial #C339R700540, Pacific Academy Front Desk C330R200255

Current Ricoh IMC400SRF WSC Copy Room Serial #3940P100288

RICOH USA, INC.
George Trano
Account Manager-Government/K12
9020 SW Washington Square RD Suite 120
Tigard, Oregon 97223
360 213 6105 cell

January 31, 2023

**Proposal
For
NW Regional ESD**

60Mo. FMV Lease
\$620.73 or \$18.81/device

33-RSI Essential and Enhancement Device Licenses

33-Card Readers

28Hours of Installation, Implementation, Deployment and Training

NASPO OR STATE Lease Language

This lease is placed against the NASPO VP Master Agreement #1040602. The terms and conditions of the participating addendum entered into by the State of Oregon, #9491 apply to this lease and supersedes all additional or conflicting terms and conditions expressed or implied.

Ricoh Address

PO Box 650073
Dallas, TX 75256-0073



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Debbie Simons, Chief Human Resources Officer

RE: Approval 2023-24 Operational Calendar

EXPLANATION:

The proposed Operational Calendar designates holidays and closures for the entire organization; which then provides the structure for individual staff group work calendars to be developed. An opportunity for the ESD this next year is to support students in multiple school districts with some starting student calendars prior to Labor Day and others starting after the holiday. Board members may remember the ESD used to have individual staff calendars; totalling at the time nearly 650 calendars. Over the last two years; we have been working to identify staff calendars in groups to simplify the staff planning process. From this calendar, individual staff group calendars are developed based on the number of work days staff are assigned to work.

The Assistant Human Resources Director is responsible for meeting with program supervisors to align staff calendars with those of component districts in order to provide the highest level of staff support in the individual services and programs we offer.

PRESENTER(S):	Debbie Simons, Chief Human Resources Officer
SUPPLEMENTARY MATERIALS:	2023-2024 Operational Calendar
RECOMMENDATION:	The Administration recommends approval of the 2023-2024 Operational Calendar as presented.
PROPOSED MOTION:	"I move to approve the 2023-2024 Operational Calendar as presented."

2023-2024 OPERATIONAL CALENDAR - 260-Day

7 - Service Centers Closed 14 - Service Centers Closed 21 - Service Centers Closed 28 - Service Centers Closed	JULY 2023							22-24 Inservice/Planning	AUGUST 2023						
	S	M	T	W	Th	F	S		S	M	T	W	Th	F	S
							1				1	2	3	4	5
	2	3	H	5	6	7	8		6	7	8	9	10	11	12
	9	10	11	12	13	14	15		13	14	15	16	17	18	19
	16	17	18	19	20	21	22		20	21	22	23	24	25	26
	23	24	25	26	27	28	29		27	28	29	30	31		
30	31														
21								23							
4 - No School	SEPTEMBER 2023							22-24 Inservice/Planning	OCTOBER 2023						
	S	M	T	W	Th	F	S		S	M	T	W	Th	F	S
						1	2								
	3	H	5	6	7	8	9		1	2	3	4	5	6	7
	10	11	12	13	14	15	16		8	9	10	11	12	13	14
	17	18	19	20	21	22	23		15	16	17	18	19	20	21
	24	25	26	27	28	29	30		22	23	24	25	26	27	28
							29	30	31						
21								22							
10 - No School 23-24 No School	NOVEMBER 2023							18-29 Winter Break No School Service Centers Closed 25 - No School	DECEMBER 2023						
	S	M	T	W	Th	F	S		S	M	T	W	Th	F	S
				1	2	3	4							1	2
	5	6	7	8	9	H	11		3	4	5	6	7	8	9
	12	13	14	15	16	17	18		10	11	12	13	14	15	16
	19	20	21	22	H	H	25		17	18	19	20	21	22	23
	26	27	28	29	30				24	H	26	27	29	29	30
							31								
22								21							
1 No School 15 No School	JANUARY 2024							19 No School	FEBRUARY 2024						
	S	M	T	W	Th	F	S		S	M	T	W	Th	F	S
		H	2	3	4	5	6						1	2	3
	7	8	9	10	11	12	13		4	5	6	7	8	9	10
	14	H	16	17	18	19	20		11	12	13	14	15	16	17
	21	22	23	24	25	26	27		18	H	20	21	22	23	24
	28	29	30	31					25	26	27	28	29		
23								21							
25-29 Spring Vacation Service Centers Closed	MARCH 2024							19 No School	APRIL 2024						
	S	M	T	W	Th	F	S		S	M	T	W	Th	F	S
						1	2								
	3	4	5	6	7	8	9			1	2	3	4	5	6
	10	11	12	13	14	15	16		7	8	9	10	11	12	13
	17	18	19	20	21	22	23		14	15	16	17	18	19	20
	24	25	26	27	28	29	30		21	22	23	24	25	26	27
31							28	29	30						
21								22							
27 No School	MAY 2024							19 No School	JUNE 2024						
	S	M	T	W	Th	F	S		S	M	T	W	Th	F	S
				1	2	3	4								1
	5	6	7	8	9	10	11		2	3	4	5	6	7	8
	12	13	14	15	16	17	18		9	10	11	12	13	14	15
	19	20	21	22	23	24	25		16	17	18	H	20	21	22
	26	H	28	29	30	31			23	24	25	26	27	28	29
23								20							



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors
FR: Dan Goldman, Superintendent
RE: Approve 2023-24 NWRESD Board Calendar

EXPLANATION:

The Board will consider the proposed NWRESD Board Calendar for its 2023-24 meetings. Generally, the proposed calendar stipulates that NWRESD Board Meetings will be scheduled on the 2nd Tuesday of each month, with Executive Session beginning at 4:30pm (when necessary) and the General Session beginning at 5:00pm. Summer, Fall and Spring sessions will be in-person with a hybrid option; sessions scheduled in the winter months will be virtual.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS: [Proposed 2023-24 Board Meeting Calendar](#)

RECOMMENDATION: The administration recommends approval of the 2023-24 Board Meeting Calendar as presented

PROPOSED MOTION: "I move to approve the 2023-24 Board Meeting Calendar as presented."



2023-24 BOARD MEETING CALENDAR

NWRESD Board Meetings are generally scheduled on the 2nd Tuesday of each month
Executive Session (if necessary) begins at 4:30pm; General Session begins at 5:00pm

***July 18, 2023: TBD - in Clatsop or Tillamook Counties**
10 am - 3:30 pm - Annual Work Session & General Session

September 12, 2023: Columbia County
5:00 pm - General Session

***October 17, 2023: Washington County**
5:00 pm - General Session

November 14, 2023: Clatsop County
5:00 pm - General Session

December 12, 2023: Virtual
5:00 pm - General Session

January 9, 2024: Virtual
5:00 pm - General Session

February 13, 2024: Virtual
5:00 pm - General Session

March 12, 2024: Virtual
5:00 pm - General Session

April 9, 2024: Tillamook County
5:00 pm - General Session

May 14, 2024 Washington County
4:00 pm - Budget Committee Meeting
5:00 pm - General Session

June 11, 2024: Washington County
5:00 pm - General Session & Budget Hearing

**3rd Tuesday*



***REPORTS &
DISCUSSION***



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Dorothy Spence

RE: NW Early Learning Hub & NW Parenting Program Updates

EXPLANATION:

The materials included are for a board presentation update on the work supported by the NW Early Learning Hub and NW Parenting Hub team. The presentation provides an overview and timeline of the NW Early Learning Hub and NW Parenting Hub, as well as its connection and support to the ESD Strategic Plan and Early Learning Department Action Plan. The presentation lastly highlights more information on the parenting supports and family leadership programming coordinated and implemented by NW Early Learning Hub and NW Parenting.

PRESENTER(S): Dorothy Spence

SUPPLEMENTARY MATERIALS: [March: NW Early Learning Hub & NW Parenting Program Updates Slides](#)

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

NW Early Learning Hub & NW Parenting Program Updates



NWRESD Board Meeting

March 14, 2023

Dorothy Spence & Elena Barreto

Early Learning Department Exec Director

Serving Clatsop,
Columbia &
Tillamook
counties

Dorothy Spence, Early
Learning Coordinator

NW Early Learning Hub

NW Parenting

5 Full Time Staff
Total

Coordinated Enrollment &
Family Leadership (2)
Community Navigator (1)*
Support Specialist (1)*

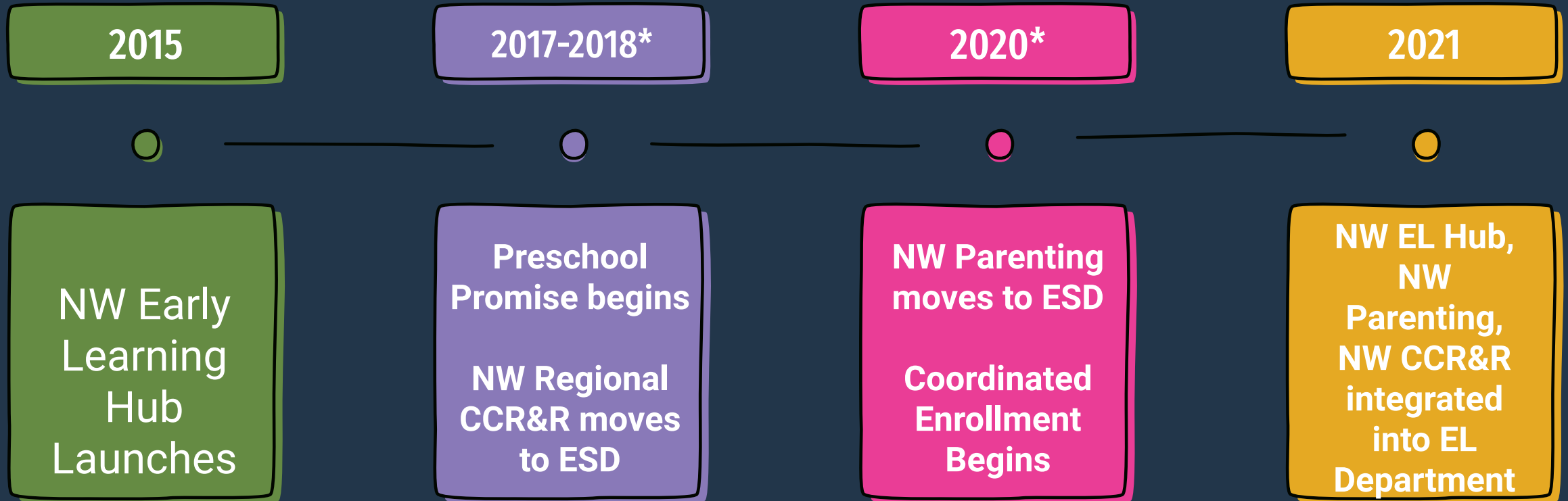
Regional Coordinator (1)*
Support Specialist (1)*

Contracted - Local Coordinators (3)





Timeline



*Team was expanded during these years

Core Work: Small but mighty team + community partners make it happen!

Early Literacy Supports

Dolly Parton Imagination Library

Ready for K

Escuelita Movil

1

Professional Development

Playful Inquiry - 75 educators

Parenting Educators

Family Leadership Council

2

Parenting Supports

Evidence based series (Ready for K)

Workshops/ Play & Learn Groups

Parent Cafes

Mini-grants

3

Kinder Transition

Kindergarten Registration Campaign

Kindercamps & Kinder Transition Grants

Ready for K

Escuelita Movil

4

Coordinated Enrollment

Outreach & Recruitment (all Free Preschool)

Selection & Placement (Preschool Promise)

5

Child Care Capacity Building

Regional System Assessment

Clatsop County Retention & Expansion Program

Columbia County Community Leaders

6



Connecting to ESD Strategic Plan & EL Department Action Plan

ESD Strategic Plan

- Collective Commitment 3 - Establish high expectations for achievement and personal growth for each student
- Collective Commitment 5 - Develop authentic, reciprocal, and inclusive partnerships with our diverse students, families, and community partners

EL Department Action Plan

- AIM 1 High Leverage Action - Expanding and supporting community partnerships through professional development and resource assistance.
- AIM 2 High Leverage Action - Align our system of staff, community and parent learning and engagement activities within our MTSS framework that focuses on building meaningful relationships and supports.



Program
Highlights

**Parenting Education
& Supports:** *Building
a Parenting Toolbox*

Family Leadership:
*Engaging Parents as
Leaders*

Parenting Education & Supports: *Building a Parenting Toolbox*

Supporting the delivery of parenting education programs, workshops, family engagement opportunities, and support for school success for families with children 0-18.

- **Families Served**
 - In 21-22 SY, we held **39 programs serving 274 caregivers**
 - From July-Dec 2022, we held **38 programs serving 212 caregivers**
- **Impact on Parents *through evidence based series***
 - Parent Skills Ladder evaluation shows parents greatest growth in the following:
 - “Find positive ways to guide and discipline my kids”
 - “Talk with other parents to share experiences”
- **Local Coordination is Key!**

Programming we are working towards include Spanish Active of Parenting Teens, expanding Play and Learn groups, and regional ACEs campaign.

Family Leadership: *Engaging Parents as Leaders*

NW EL Hub Governance Council Parent Representatives (3)

Parent Navigators (3 plus 1 additional local partner)

“The parent navigator program has been successful in using both modern communication (social media), and old fashioned “word of mouth” to connect parents with services and programs they might otherwise never come across. While it is just a small portion of the work the early learning hub does, it has been great to witness the families who have benefited and the children who have thrived after finding a placement in a program right for them.”

Empathy Interviews - Listened to 20 families

Family Leadership Council - Launching in April 2023



Parent Village Series

November 2022 - Engaged 4 Spanish speaking families

February/March 2023 - Engaging 5 families with 3 spanish speaking and 2 English speaking



Parent Village: Goals & Outcomes



Elevate Expectations

Goal

Increase the number of parents who are able to identify where society is not meeting their needs



Desired Outcome

Parents have raised expectations of society



Forge Collective Identity

Goal

Increase the number of parents who see that society has an obligation to create structures that support parents



Desired Outcome

Parents have formed a collective identity



Fight for Change

Goal

Increase the number of parents ready to take action towards a parent nation



Desired Outcome

Parents are poised to be catalysts for change



NW EL Hub & NW Parenting Team



**Dorothy
Spence**

Early Learning Hub
Director

dspence@nwresd.k12.or.us

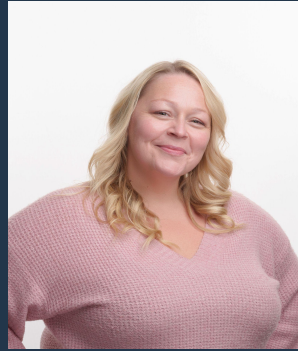


Elena Barreto

Community Navigator,
NW Early Learning Hub

Regional Coordinator,
NW Parenting

ebarreto@nwresd.k12.or.us



**Racheal
Parker**

Support Specialist

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**Melina
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Vargaz**

Coordinated Enrollment
Specialist

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**Maria
Beardslee
Lakatos**

Coordinated Enrollment
Specialist

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Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Megan McCarter & Ryan Blasquez

RE: Early Reading & MtSS Regional Priorities

EXPLANATION: The materials included are for a board presentation update on NWRESD's Early Literacy and Multi-tiered Systems of Support priorities for our 20 component districts. The presentation highlights why Early Reading and MtSS should be priorities and how these priorities align with our districts' improvement plans. Additionally, we will highlight our current work around these priorities and where we are heading in the upcoming school year.

PRESENTER(S): Megan McCarter & Ryan Blasquez

SUPPLEMENTARY MATERIALS: [March 2023 Early Literacy and MtSS Regional Priorities Presentation](#)

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

EARLY READING & MTSS: Regional Priorities



NWRESD Board Meeting

March 14, 2023

Megan McCarter, Chief Academic Officer
Ryan Blasquez, Director of Instruction

Why focus on Reading?

“Literacy is a fundamental human right and the foundation for lifelong learning. It is fully essential to social and human development in its ability to transform lives. For individuals, families, and societies alike, it is an instrument of empowerment to improve one’s health, one’s income, and one’s relationship with the world.”

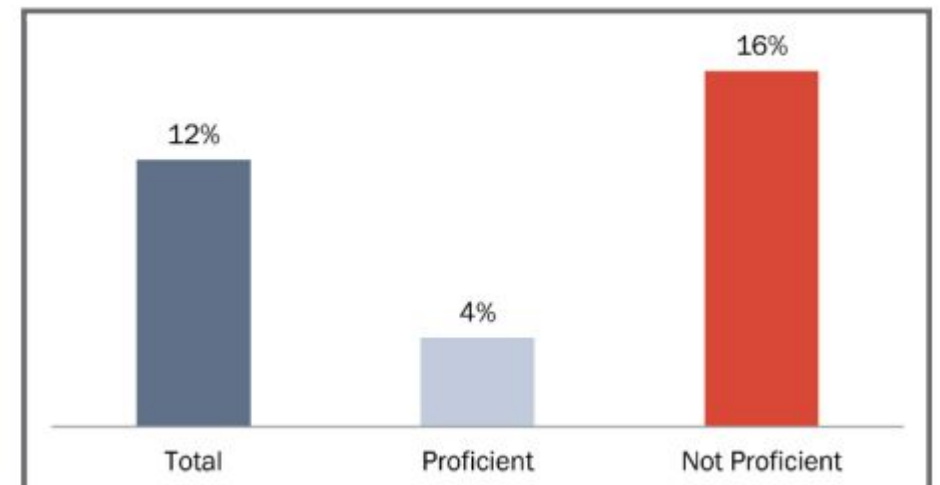
United Nations Educational, Scientific and Cultural Organization
(UNESCO)



What the data tells us

- Students who are poor readers are more likely to have behavioral and social problems in later grades.
- Students who aren't reading by the end of 3rd grade are 4 times more likely to drop out of high school.
- Nearly 50% of inmates have dyslexia, and 2 out of 3 scored poorly in reading comprehension.

Figure 1a: Children Not Graduating from High School by Age 19

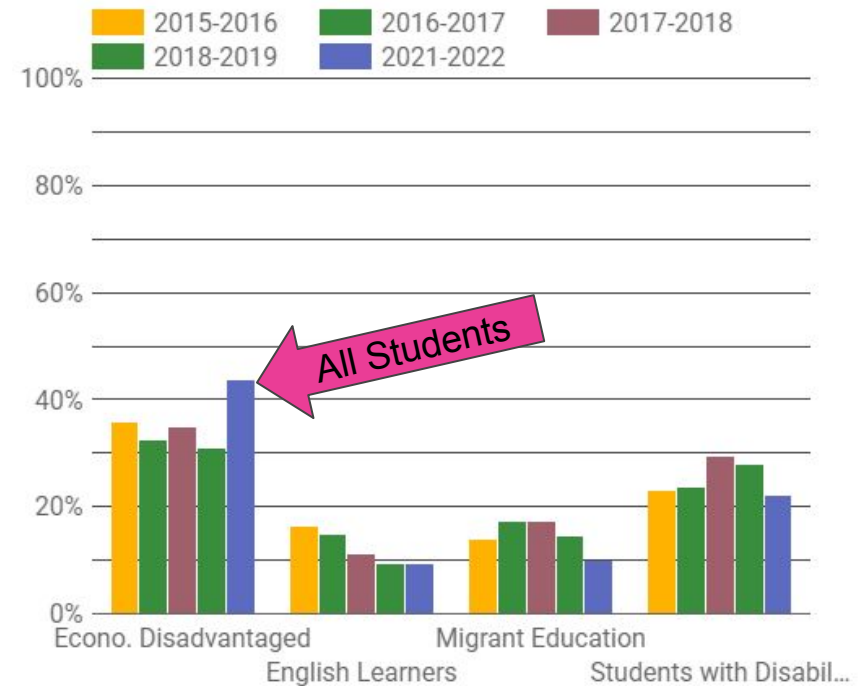
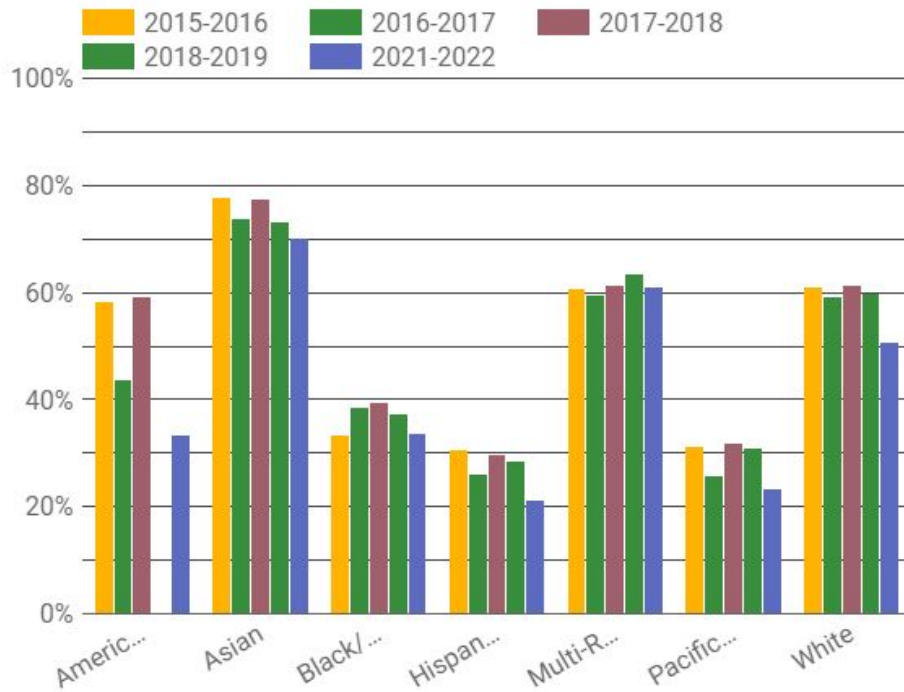
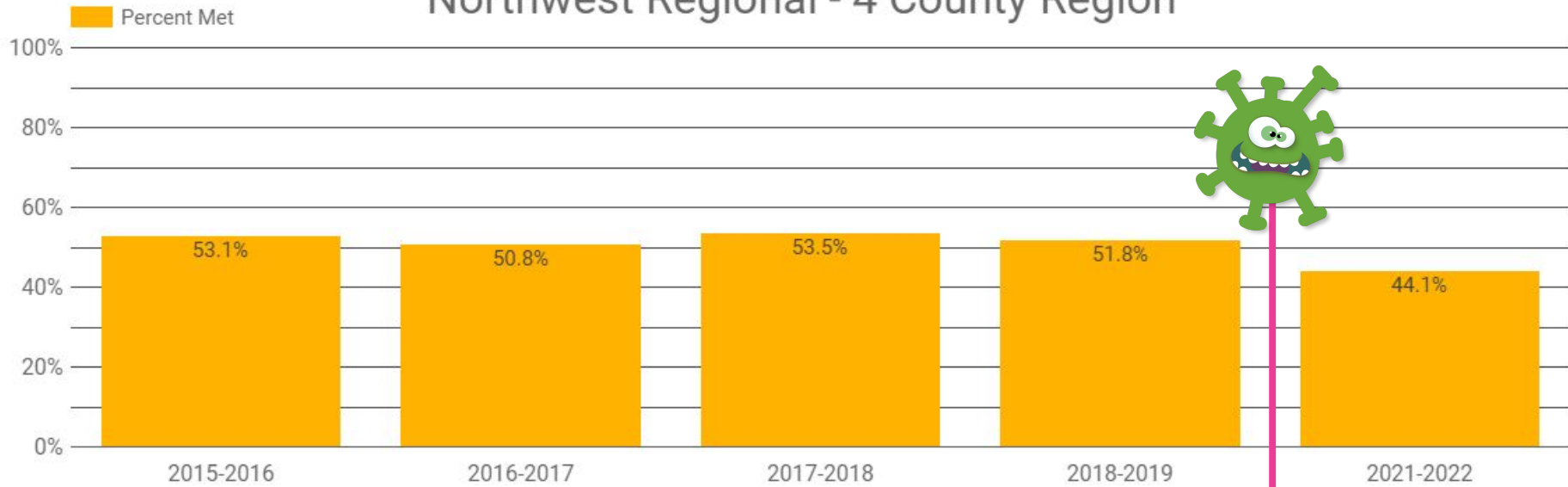


[Miles SB, Stipek D. - Contemporaneous and longitudinal associations between social behavior and literacy achievement in a sample of low-income elementary school children \(2006\)](#)

[Moody KC, et al. Prevalence of dyslexia among Texas prison inmates. \(2000\)](#)

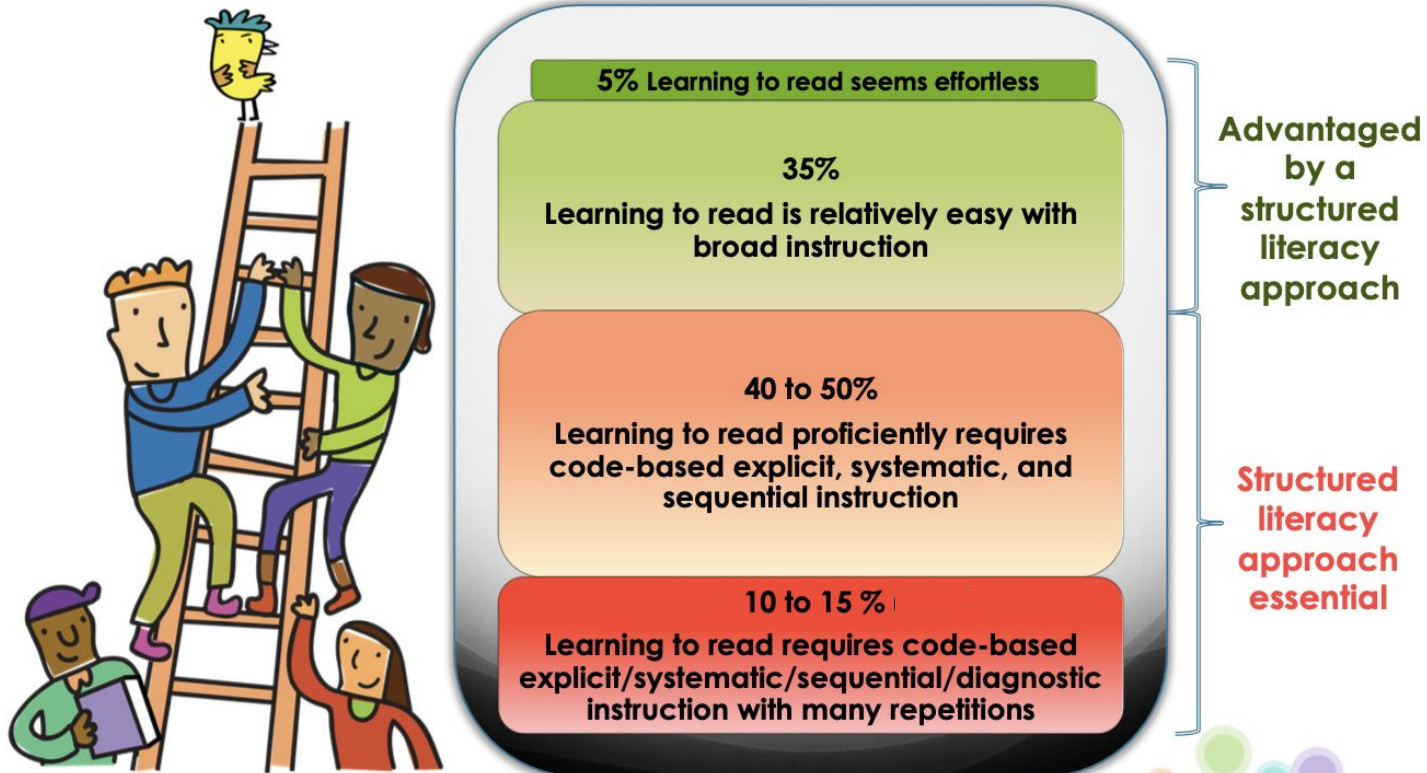
[Hernandez, Donald J - Double Jeopardy: How Third Grade Reading Skills and Poverty Influence High School Graduation \(2012\)](#)

3rd Grade ELA Performance Northwest Regional - 4 County Region



Structured Literacy Instruction is for ALL! (UPDATE)

The Ladder of Reading ©



Used with Nancy Young's permission
For more info see
www.nancyyoung.ca

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Artwork by Dean Stanton

(Lyon, 1998; NRP, 2000; IDA, 2015; Hemenstall, 2016)

www.nancyyoung.ca

Nancy Young
B.A., M.Ed.
Reading
Spelling
Writing



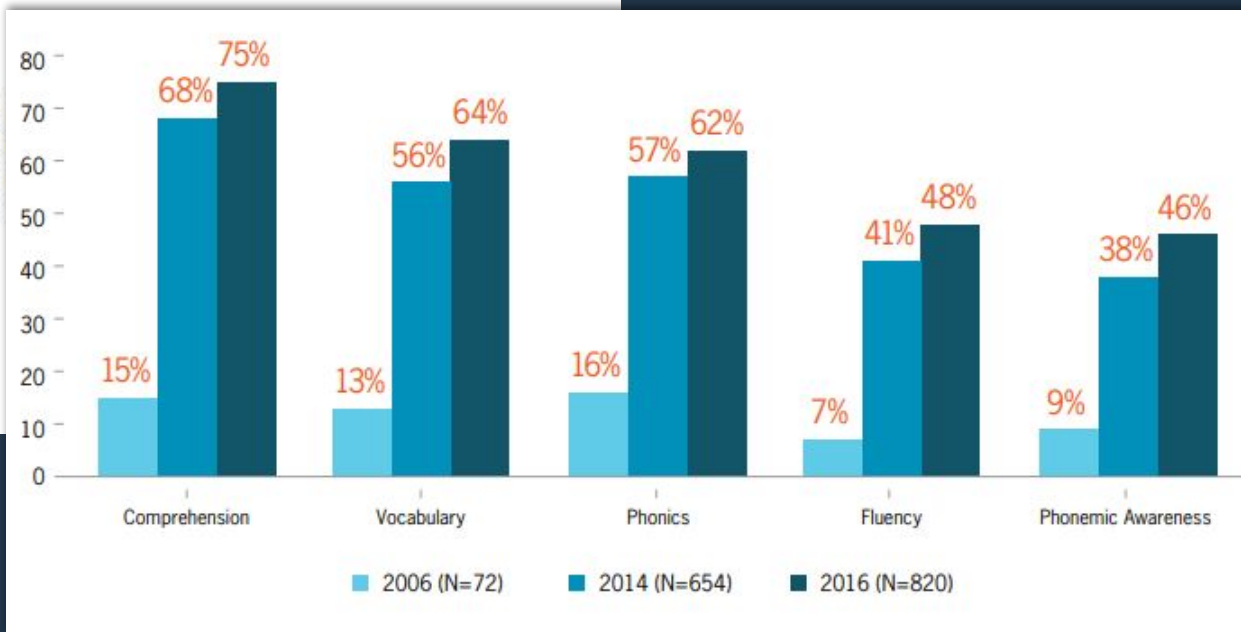
How are Teachers Prepared?

How many programs teach elementary teacher candidates about the five key components of early reading instruction?

(N=820 undergraduate elementary programs)²



A+ programs provide excellent coverage of each component and, without exception, use high-quality reading textbooks to support instruction.





Correlation between Early Literacy and State Assessments

Correlation and Predictive Nature of Reading Screeners to Smarter Balanced Overall ELA RIT Scores

Based on 2014-15 administration of Screeners and Smarter Balanced in the Tigard-Tualatin School District.
Outcome Benchmark: Level 3 on Smarter Balanced English Language Arts Overall Score.

		Screener	Benchmark	n	Correlation	Sensitivity	Specificity	PPV	NPV
3rd	Fall	DIBELS Composite	220	891	0.64	0.84	0.59	0.74	0.73
	Winter	DIBELS Composite	285	906	0.67	0.83	0.61	0.75	0.73
	Spring	DIBELS Composite	330	935	0.69	0.87	0.58	0.74	0.78
4th	Fall	DIBELS Composite	290	891	0.73	0.87	0.65	0.80	0.76
	Winter	DIBELS Composite	330	897	0.74	0.91	0.60	0.78	0.80
	Spring	DIBELS Composite	391	911	0.72	0.91	0.58	0.77	0.80
5th	Fall	DIBELS Composite	357	872	0.71	0.87	0.65	0.78	0.78
	Winter	DIBELS Composite	372	880	0.72	0.90	0.60	0.76	0.81
	Spring	DIBELS Composite	415	895	0.70	0.87	0.60	0.75	0.76
6th	Fall	DIBELS Composite	344	878	0.67	0.98	0.27	0.61	0.91
	Winter	DIBELS Composite	358	878	0.67	0.95	0.43	0.65	0.89
	Spring	DIBELS Composite	380	901	0.66	0.96	0.31	0.61	0.88
7th	Fall	MAZE	29	876	0.62	0.84	0.57	0.73	0.72
	Winter	MAZE	29	854	0.66	0.79	0.70	0.79	0.69
	Spring	MAZE	33	871	0.61	0.79	0.61	0.75	0.66
							0.72	0.78	
							0.71	0.79	
							0.71	0.77	

A 5 minute screener can predict with 75 to 80% accuracy whether or not the student will achieve a 3 or 4 on the State English Language Arts Assessment!

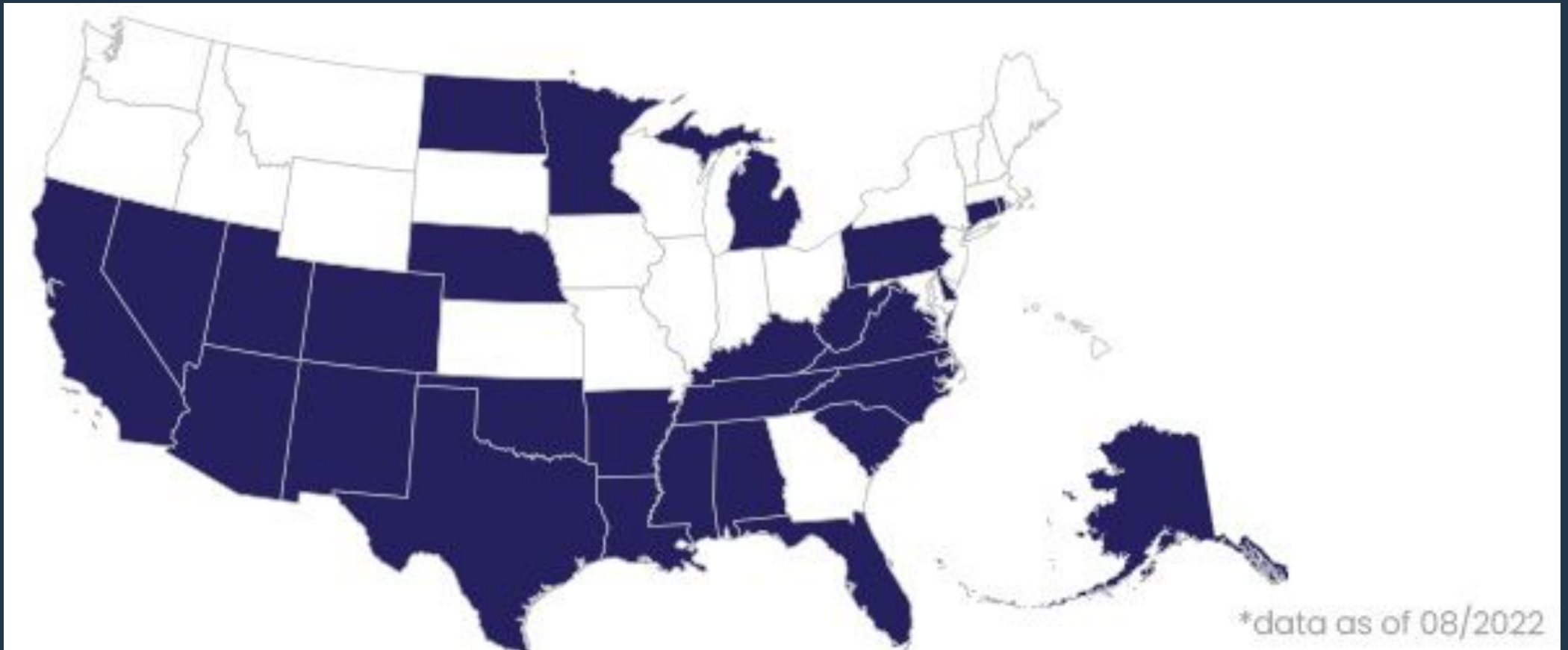
6th Graders who don't meet the screener benchmark have a 90% chance of not meeting on the State Assessment!

Positive Predictive Value	Probability that students who pass the screener will also pass the summative assessment
Negative Predictive Value	Probability that students who do not pass the screener will also not pass the summative assessment

[Link to Document](#)



Which states currently require evidence based curriculum?



Potential (and likely) Legislation

We want to be leading effective reading instructional work and be proactive so our districts are set-up for success.

MTSS at NWRES D

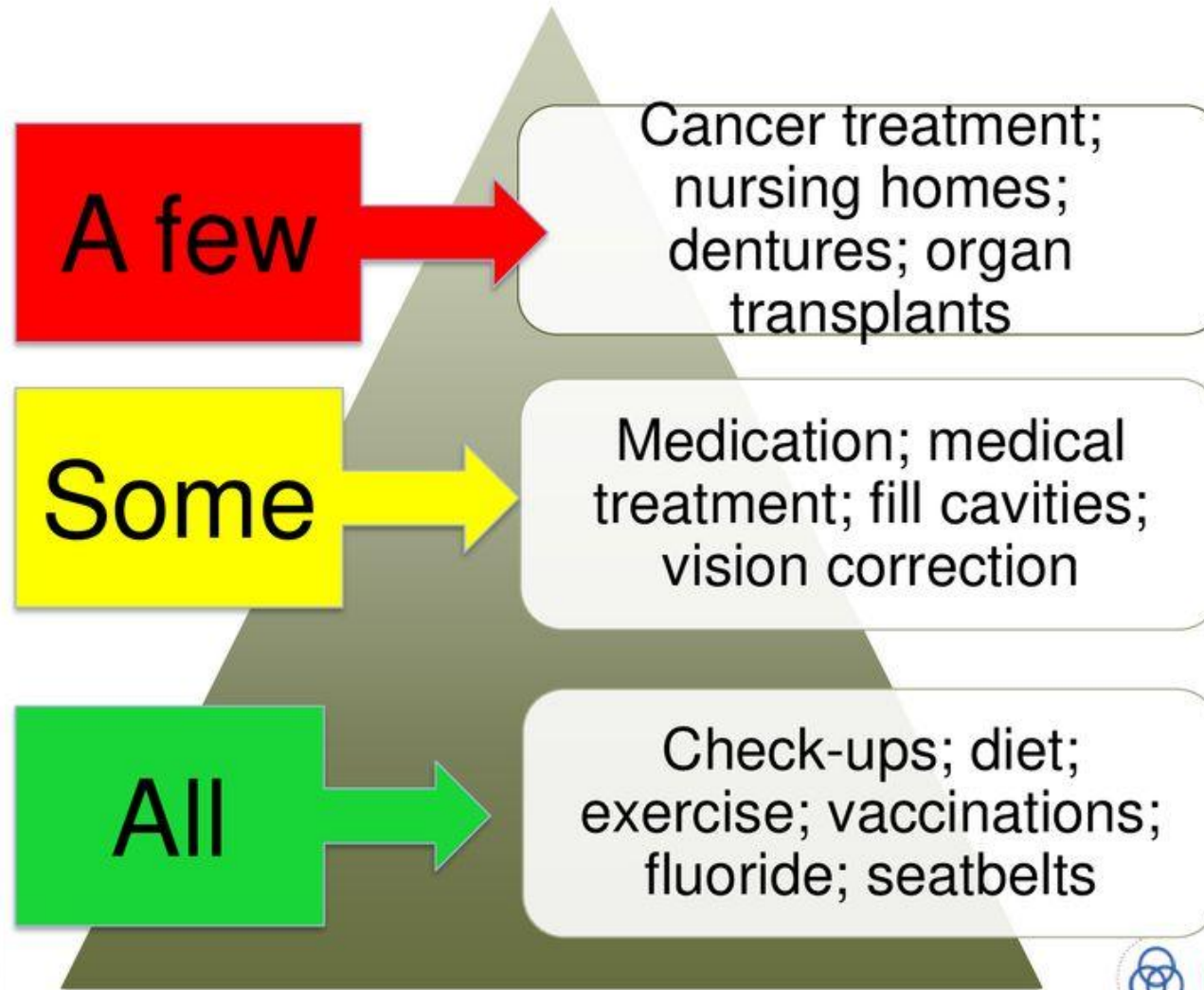
- Problems of practice in **school systems** and with **students** are complex.

So...

- NWRES D uses an MTSS Framework to think about supports for our partner districts (*supports for all, for some and for a few*).
- Instructional Services coaches use MTSS language, thinking and tools when training, coaching and consulting your teams.
- We are hoping that you can see value in this structured approach.

U.S. Public Health: Tiered Logic Model

Regional
Service District



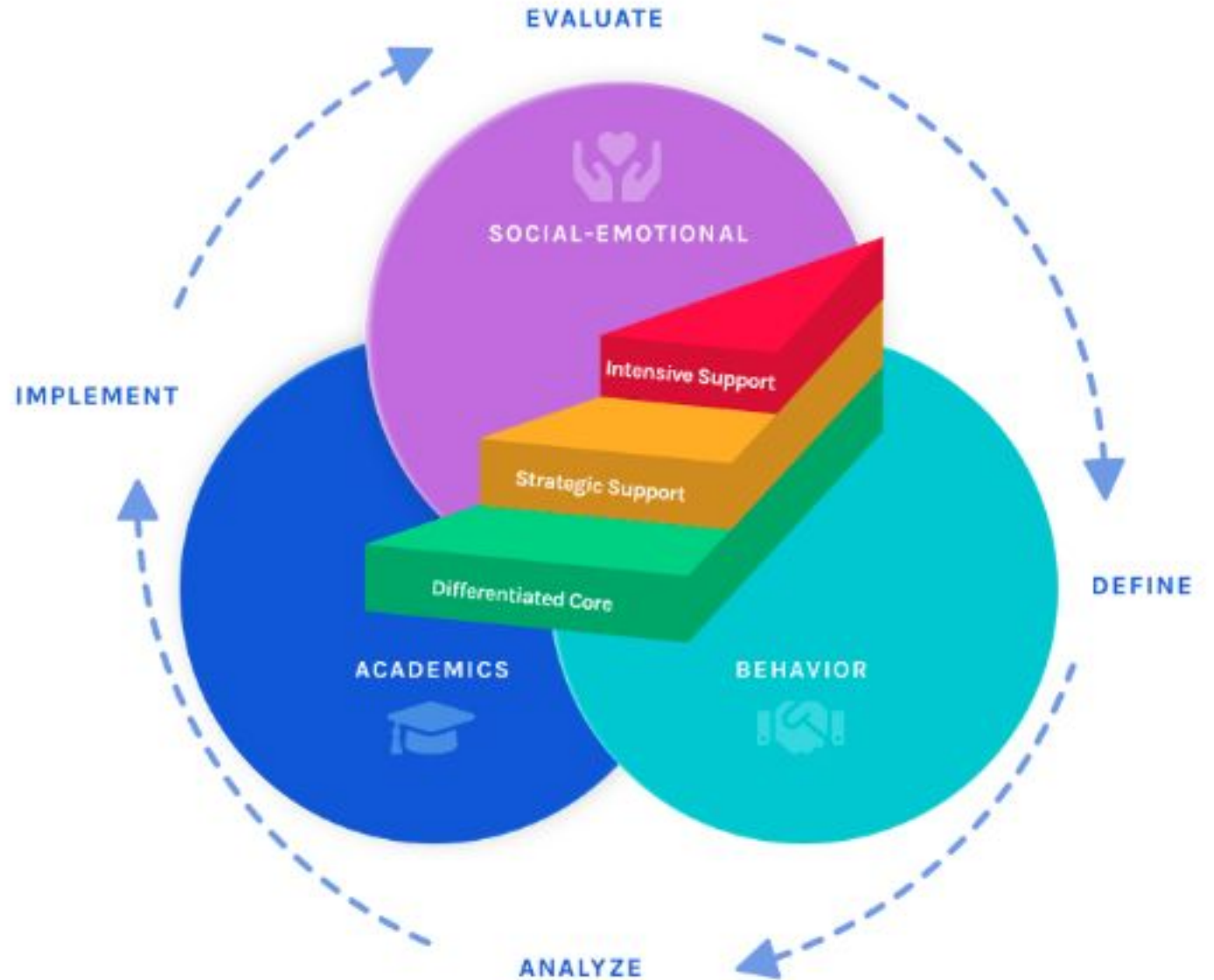
Walker et al. (1996). Integrated approaches to preventing antisocial behavior patterns among school-age children and youth. *JEBD*, 4, 194 – 209.



PBIS Positive Behavioral Interventions & Supports
OHP TECHNICAL ASSISTANCE CENTER

An inclusive visual of MTSS...

- A framework that works for nearly any initiative
- Tiers build on each other- layers of support are added to help students reach grade level expectations



Benefits of Using an MTSS Structure

- A streamlined process for ongoing improvement- people feel calmer!
- Fewer students “falling through the cracks”- kids caught and given supports before they fail. Strengthens core program.
- More likely to correctly identify students who need Special Education (as opposed to “trusting our gut”), prevent overidentification


Why do we need MTSS?




Bracing for a Tidal Wave of Unnecessary Special Education Referrals



Students pegged for evaluation may be struggling due to disrupted learning or show trauma-related behaviors — and may not have disabilities at all














Sample District Page & How to Read



Not Currently Participating • Consider Joining:



REN DEP SCC

Currently Participating • Consider Strategies For:


MEP ELL

NWRESD Instructional Services Programs Aligned with Your Plan Strategies

<div style="background-color: #00AEEF; color: white; padding: 2px; margin-bottom: 5px;">1</div> <p>Create/Implement MTSS</p> 	<div style="background-color: #00AEEF; color: white; padding: 2px; margin-bottom: 5px;">2</div> <p>Support, PD, and Coaching on instructional strategies to meet student needs especially for ELA and Math</p> 	<div style="background-color: #00AEEF; color: white; padding: 2px; margin-bottom: 5px;">3</div> <p>Increase Electives and Outside of School Learning Activities</p>	<div style="background-color: #00AEEF; color: white; padding: 2px; margin-bottom: 5px;">4</div> <p>Create a Culture of Safety, Respect, Health & Wellness</p> 
<div style="background-color: #00AEEF; color: white; padding: 2px; margin-bottom: 5px;">5</div> <p>Academic and CCR Support for Students with Disabilities</p> 	<div style="background-color: #8E44AD; color: white; padding: 2px; margin-bottom: 5px;">6</div> <p>Community Engagement Focused on Attendance Barriers</p> 	<div style="background-color: #8E44AD; color: white; padding: 2px; margin-bottom: 5px;">7</div> <p>Mentoring, Advocacy, and Volunteerism within the Community</p> 	<div style="background-color: #E91E63; color: white; padding: 2px; margin-bottom: 5px;">8</div> <p>Effective 9GS Teams to Ensure On-Track</p> 
<div style="background-color: #E91E63; color: white; padding: 2px; margin-bottom: 5px;">9</div> <p>Trauma-Informed Attendance Team</p> 	<div style="background-color: #E91E63; color: white; padding: 2px; margin-bottom: 5px;">10</div> <p>CMHS to Develop Computer-Aided Design CTE program</p> 	<div style="background-color: #E91E63; color: white; padding: 2px; margin-bottom: 5px;">11</div> <p>Introduce CCR in 7th grade; Advanced Course Work & CTE</p> 	<div style="background-color: #E91E63; color: white; padding: 2px; margin-bottom: 5px;">12</div> <p>Utilizing Navience to Plan for Post-Secondary College and Career</p> 

















Plan

SSA


M98


CIP

Instructional Services Programs KEY

 9GS	 ICN	 ELN	 SEMH	 Attendance	 REN	 DEP	 CCR
 MTSS	 WP	 IG	 MEP	 STEM	 SCC	 ELL	 ORTII

Participation Status

 = Participating

 = Not Participating

Regional District Priorities

Strategy Category	# of Districts with at least 1 Strategy	Percent of Districts with at least 1 Strategy	NWRESD Aligned Service(s)
9th Grade On Track	19	95%	9th Grade Success Network
Advanced Courses, Dual Credit, CTE	16	80%	Career & College Readiness, Willamette Promise, STEM
Early Literacy/Reading	12	60%	Early Literacy Network, ORTIi
MtSS	12	60%	MtSS, ORTIi
Professional Learning	12	60%	Professional Learning Networks
Attendance	11	55%	Attendance Services
Math	10	50%	STEM, Migrant Education Program
Culturally Sustaining Practices	9	45%	Professional Learning Networks
Electives and After School	9	45%	STEM, Migrant Education Program
PreK	8	40%	Early Learning Department

Regional District Priorities

Strategy Category	# of Districts with at least 1 Strategy	Percent of Districts with at least 1 Strategy	NWRESD Aligned Service(s)
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Culturally Sustaining Practices	9	45%	Professional Learning Networks
Electives and After School	9	45%	STEM, Migrant Education Program
PreK	8	40%	Early Learning Department

What we are doing...

- ❑ Creation of our Regional Planning Team made up of our three instructional departments (Early Learning, Special Education, and Instructional Services) focused on setting regional priorities
- ❑ Analyzing data and facilitating learning with Curriculum and Instruction Directors and Sped Director Job Alikes
- ❑ Restructuring services based on feedback, data, and learning as well as proactive response to legislation
- ❑ Helping our programs and districts to use the MtSS Structure with all of their systems/supports/initiatives

Where we are going...

- ❑ Revision of Oregon Response to Instruction and Intervention to target Early Reading, as a way to scale up MTSS
- ❑ Relaunching of our Early Literacy Network as Early Reading Support
 - ❑ Increase number of coaches from 1 to 3
 - ❑ Partner with expert contractors
 - ❑ Cover substitute costs for districts to participate

BOARD REPORT | INSTRUCTIONAL SERVICES

Instructional Coaching

The Instructional Coaching Network (ICN) has been busy! From training forums and coaching collaboratives for coaches and program leads, to site visits for implementation coaching and to observe the great work that is happening in the participating districts, Samya Matouk and Naheed Brown have their calendars full. The next few months will be also devoted to developing an Instructional Coaching Handbook with a team of coaches from some of the component districts. The handbook will be crafted around the equity centered, student focused beliefs of ICN which will guide the work we do to sustain instructional coaching in the NW region.



The Handbook will be presented to the ICN community at the in-person End of the Year ICN Summit on May 10 which will be held at the Washington Service Center. The Summit will celebrate the work done by the district coaches this year, have multiple mini PD sessions for participants to choose from, a gallery walk to highlight district coaching programs, fun informative hands-on activities, and a keynote speaker to start us off for motivation! Lunch, beverages and PDUs will be provided. Gifts and prizes will make the Summit complete! We are looking forward to having all of our 137 network members join the event.

1. Vernonia SD coach Kendra Schlegel (on the left) with a teacher during a coaching session that Naheed got to observe during a site visit.
2. TTSD Coaches lead a PD session for their own learning at their Training Center. Coaching Program Lead and Associate Director of Teaching Laura Kintz, C&I Director Todd Robson and ICN Lead Naheed Brown were present as well.

NOSS Spring Season

Northwest Outdoor Science School began with staff members on February 16, and will welcome students for the first time this season on March 6. The extensive staff training period allows for our program to align itself with the Mission, Vision, and Collective Commitments held by NWRESD.

During our staff training week, we focused largely on incorporating Native Knowledge and Indigenous perspectives into Outdoor School programming. Every NOSS staff member took a virtual day-long course, entitled “Critical Orientations: Indigenous Studies and Outdoor Education”, offered through Oregon State University. Dr. Spirit Brooks and Dr. Leilani Sabzalian (creators of the course) then led a debrief on Zoom, allowing our staff to dig deeper and ask questions.

**CRITICAL ORIENTATIONS:
INDIGENOUS STUDIES AND
OUTDOOR EDUCATION**

DR. SPIRIT BROOKS | OREGON STATE UNIVERSITY EXTENSION SERVICE OUTDOOR SCHOOL PROGRAM
DR. LEILANI SABZALIAN | UNIVERSITY OF OREGON, CRITICAL AND SOCIOCULTURAL STUDIES IN EDUCATION AND SAPSIK'ALA PROGRAM

Later in the day, Sinixt Farmer Michelle Week from ʔast sq̓it (Good Rain Farm) presented curriculum she developed that incorporates Native ways of knowing into our Plants/Forest Field study. This curriculum will be used at all of our sites this Spring. NOSS is thrilled to be partnering with such powerful leaders who are helping us to evaluate how honoring Indigeneity can be present during the Outdoor School program.



The Early Learning Digest

News from the Early Learning Leadership Team

Prepared by Peggy Freund, Interim Executive Director of Early Learning
March 2023

Early Learning

Starting July 1, Stacy Rager will be our next Executive Director of Early Learning. Since joining NWRESA in 2013 as a school psychologist, Stacy has served as the principal at the Beaverton Early Childhood Center and as the EI/ECSE Evaluation Coordinator. Currently, she is our Columbia Service Center Administrator. Congratulations, Stacy! We are excited and happy to have Stacy lead our team.

The Early Learning Admin team this month has been reviewing and revising the Early Learning Action Plan for 22-23. The plan includes two aims focused on expanding quality preschool inclusion opportunities and family engagement and support. One of the main metrics used in this plan to determine success is the ODE Adequate Service Level percentages generated by ecWeb, the EI/ECSE state database. When reviewing the plan, it was exciting to report average increases from July to February of 43 percentage points for Early Intervention (EI) and 18 percentage points for Early Childhood Special Education (ECSE). Two counties showed 24 and 30 percentage point increases in ECSE and two counties met the target for the year by February. The most significant factor influencing these data were staffing levels as seems to be the case throughout the state. Efforts designed to engage and support families were equally as impressive with the Early Learning Hub and EI/ECSE offering a variety of educational and support activities. A few revisions will be made to the plan to better define actions and two actions did not get the attention they deserved so they will now be made a priority for this spring. The admin team has appreciated how the action plan has focused and united the work of the early learning department.

EI/ECSE

Across the four county region, 18 licensed staff have participated in professional development around using the MTSS curriculum framework and are currently piloting implementation with 25 children. EI and ECSE students in the pilot receive their services in a variety of settings, including home, inclusive preschools, Head Start and SAIL classrooms. A final MTSS workshop will be held in-person on March 3, 2023 to review progress and next steps and to seek feedback from participants regarding rolling this framework out program wide in 2023-2024. Dr. Jennifer Grisham from the University of Kentucky has been our MTSS trainer and consultant and will join

us in-person on March 3. In addition, Dr. Grisham invited us to present during this year's DEC conference from November 28th - December 1st in Minneapolis, MN. Our conference proposal has been submitted and is currently being reviewed.

February Census Enrollment

ACTIVE Number of Eligible children with IFSPs developed	<i>Clatsop County</i>	<i>Columbia County</i>	<i>Tillamook County</i>	<i>Washington County</i>	Totals
E	31	75	20	591	717
ECSE	85	141	41	1249	1516
Total Number of Children Eligible	116	216	61	1840	2233

Family Resource Specialists

The FRS team received 29 new referrals this month in addition to the already opened referrals through which they continued their work of assisting families, peers, and sites. They collaborated with Kim Medalion to plan for May's vision fair, and formed partnerships to help lead the parenting education event focused on leaving home with children who have disabilities. In addition to this, two team members went to NorthWest Children's Outreach's training to complete the final steps in partnership. The team also began collaborating with a community partner A Child's Way to do a presentation as part of the for parent education series. The team is currently working on the development of streamlined communication systems, a website broadcasting the Family Resource Team to NWRESD, and a provider handout outlining the various activities accessible to all families within the EI/ECSE and beyond departments during the spring and summer months across the region.

Instructional Coaches

The instructional coach team has continued to lead a variety of PLCs and professional development opportunities. Anne Shope attended the Oregon Association for Comprehensive Education conference in Seaside, OR and presented a session on neurodiversity. Anne and Tara Kerchner led a training at a partnership event hosted by NWRESD, Early Learning Washington County and Washington County CRR. The event included preschool promise coaches as well as NWRESD consultants, administrators and ICs. It was a great opportunity to team and share strategies around inclusion and coaching. Anne also facilitated two CCR&R trainings on PBIS strategies. Shannon Hamerman facilitated a CCR&R training with Ashley Hennessey, OT on sensory processing that was very well attended. Olson Miller has led the group in a PLC around the book "Don't Look Away: Embracing ANTI-Bias Classrooms" and continues to lead the team in their equity work. Katie Vsetecka and Lori Dyer are continuing to partner closely with LEAP coaches to support those classrooms. Katie is also supporting SAIL classrooms and has visited multiple classrooms to review and support use of PRT and DT strategies. Shannon led a third professional development for the Beaverton School District Pre K staff and has supported the placement of students in the last few remaining open IFSP slots and now all paid slots are full. All ICs are leading PLCs for instructional assistants in conjunction with the MICRO PDs. These PLCs have been a well received addition by the IA staff.

Special Student Services: Board Report

March 2023

Cathy Jensen, Executive Director K-12 Special Education

cjensen@nwresd.k12.or.us

Staff Excellence

Levi Anderson Learning Center (LALC) high school teacher Soraya Saba has received an Excellence Award from Western Governors University (WGU) recognizing her for the “exceptional nature of the work submitted.” In the award letter Soraya received for her Task 5 submission - Evidence-Based Strategy. WGU recognized her submission as “noteworthy with a well-articulated plan for offering community-wide support in the aftermath of a tragic student suicide scenario, where she rallied mental health professionals and the entire school community to educate and ward off any potential fallout from the experience.”

Principal Lisa Bates was invited to co-present in May at the National Technical Assistance Center for the Education of Neglected or Delinquent Children & Youth. Lisa and Sam Ko of Oregon’s Department of Education will be discussing the successful strategies implemented at LALC, a model Long Term Treatment program in Oregon.

Student Achievements and Activities

Two students graduated from Cascade Academy this semester, Nicho and Derek (*pictured right*).



Columbia Academy held a T-shirt design contest this year and four students won. Students, Xander, Elijah, Ezra, and Steven E. (*pictured right*), all had winning designs that were incorporated into one design. Each of the winners took a T-shirt home, with each student and staff member also receiving one of the prize winning T-shirts.



During a recent Social Emotional Learning (SEL) group activity, students at Columbia Academy (*pictured left*) practiced identifying emotions in themselves and others. These skills will not only help them regulate and manage their own emotional experiences, but also develop empathetic relationships with their peers.

March 2023

Administrative Report

The Office of Equity and Family Partnerships' purpose is to deepen NWRESA's commitment to and accomplishment of equity and antiracism.

Regional Racial Equity Learning and Partnerships - Develop authentic, reciprocal, and inclusive partnerships with our diverse students, families, and community partners

CAFE

Our work in the Cascade Alliance For Equity (CAFE) has allowed us the opportunity to share strategies to support component districts and lead in antiracism work. Each of the participating ESD leads (Northwest Regional, Multnomah, and Clackamas) meets together semi-monthly. NWRESA collaborates with our own region's equity directors/leaders from our component districts to support one another in the areas of equity & antiracism, providing a place for safe personal experience discussion and problem sharing, and providing support of equity-centered student groups. These student groups will be the presenters, facilitators, and panelists of our future regional CAFE summits.

Members of the team are also supporting each other in support of creating professional development to support inclusion and wellness. We share resources such as those that support erasure of absent narratives and create more inclusive and accurate curriculum narratives. We work together and share knowledge in addressing push-back to our equity focus and elevating students and communities in our respective component districts.

Professional Development Support - Cultivate anti-racism, multiculturalism, and diverse racial perspectives in program design, continuous improvement, and decision-making

Advanced Manufacturing Workshop

The Office of Equity and Family Partnerships is working in collaboration with the Career & College Readiness team to provide professional development to educators who teach within the category of career technical education. February 15th was the first of a 4-part series and included 14 educators from Hillsboro, Beaverton, Gaston, and Tigard-Tualatin. The first session was held at Epson Portland Inc in Hillsboro.

The equity objective is to use an equity lens to gain a deeper understanding about the systems educators are a part of and to move towards co-designing solutions with students and families to barriers existing in those contexts. Participants reflected on different aspects of their own identities and the role equity plays in their contexts given those identities. An introduction to Liberatory design was also included and focused on the Modes of Imagine and Inquire.

Submitted by:

Katie Jones, Equity Coach, [Equity and Family Partnerships](#) on behalf of the team.



Northwest Regional Education Service District

TECHNOLOGY BOARD REPORT

Prepared by Stuart Long

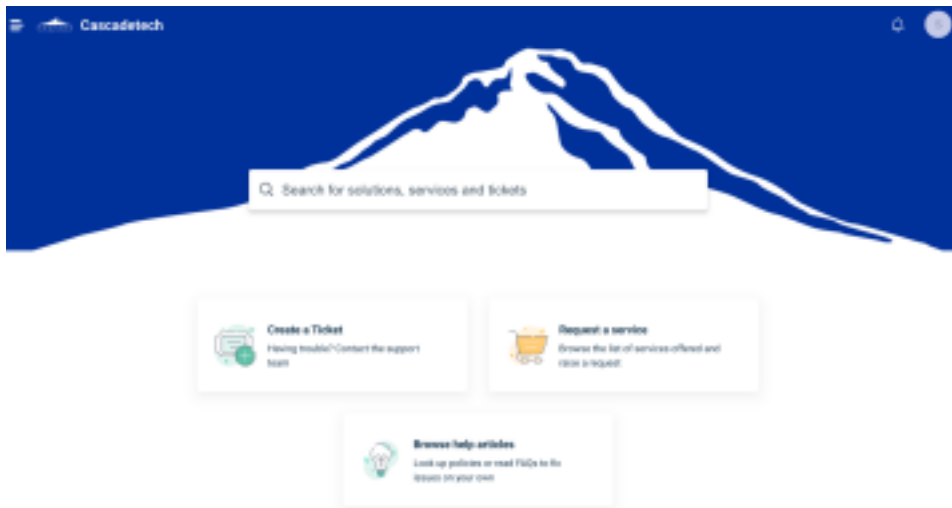
Long-needed systems improvements underway at Cascade Technology Alliance

Cascade Technology Alliance (CTA) is moving to standardize the use of two critical systems across our two partner agencies, Northwest Regional ESD and Multnomah ESD. We are able to leverage the scale of CTA to coordinate the rollout of these systems to benefit both agencies simultaneously.

Helpdesk

Currently CTA utilizes a twenty year old product to run the 23,216 help tickets we received last year. This winter CTA began a process, led by Jessa Reinhardt at NWRESD and Leanne Mixa-Bettin at MESD to explore, select, and replace one of the most critical systems supporting our Technology operations. A small workgroup selected Freshservice which is a system used by

dozens of school systems in Oregon including PPS.



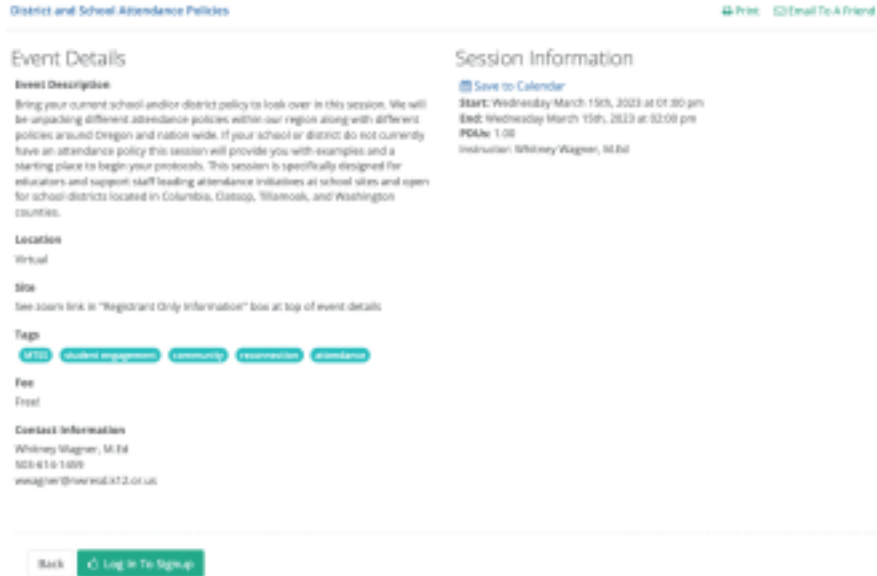
The goal of the software is to both replace our aging system and help the Technology departments at both NWRESD and MESD, capture and organize their work tickets, project tracking, and inventory. We are

also working with other operations teams to examine the software's usage in HR and Communications.

The team is currently working through the last steps of the setup process with the vendor. During the next few weeks we will go live with the Application Development team as our first users. Following that, other teams will come online through the remainder of the spring with the goal of having our largest group of staff (by ticket count), our Synergy support team, come online during July.

PDNetworks

Spearheaded by staff in NWRESD Instructional Services over the past year, NWRESD and MESD will both be adopting PDNetworks agency wide as our agency's primary event and workshop management application. PDNetworks is an ESD focused events system written by Southern Oregon ESD and also used by Clackamas and Willamette ESDs.



Currently both CTA agencies use a variety of different systems for events management from Evite to Google Sheets. Moving to a singular system has been a goal for both agencies and the implementation of PDNetworks will allow us to meet this goal.

The new software will allow departments to publish event details, register attendees, arrange payment, and track earned professional

development units (PDUs) for all attendees. It also helps our departments track data internally for measurements of engagement and future communications about events to support educators in the region.

Currently the Technology team is working through the final setup with the programmers at SOESD to make a couple of minor changes to the system and to set up our merchant account to handle online payments at both agencies. Our timeline is to have the first departments using the system shortly after spring break and then bring other departments on during the summer and into the fall.



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Debbie Simons, Chief Human Resources Officer

RE: First Reading of Policies

EXPLANATION:

GCBDB/GDBDB: Early Return to Work: The change to this policy is to align with Equal Employment Opportunity Commission guidance.

GCBDC/GDBDC - Domestic Violence, Harassment, Sexual Assault, Stalking Leave: OSBA is revising the last paragraph of this policy to be consistent with the recent change to similar language in the administrative regulation.

PRESENTER(S):

Debbie Simons

SUPPLEMENTARY MATERIALS:

[GCBDB_GDBDB: Early Return to Work](#)

[GCBDC/GDBDC - Domestic Violence, Harassment, Sexual Assault, Stalking Leave](#)

RECOMMENDATION:

N/A

PROPOSED MOTION:

N/A

OSBA Model ESD Sample Policy

Code: GCBDB/GDBDB

Adopted:

Early Return to Work

Efforts will be made, on a case-by-case basis, to reinstate ill or injured employees to work. The reinstatement will be within the requirements of the injury, the limitations of the law and the limitations of the ESD.

In the event an employee is not able to perform essential job functions completely after an illness or injury, the ESD will determine whether reasonable accommodations are appropriate that would provide a temporary light-duty assignment, restructuring of a position to include modified workdays, shift or part time work, hours of work or modifications in facilities, equipment, special aids and services. Reasonable accommodations must not result in an undue hardship on the ESD.

If an employee cannot be reasonably accommodated in their current position, the ESD will review alternative assignments. The employee, if qualified, will be offered an available vacant position with or without reasonable accommodations. If recovery is ongoing, sick leave is exhausted and no other assignment is possible, the ESD [will] ~~may~~ provide temporary unpaid leave as an accommodation in accordance with state and federal law.

The ESD will maintain current job descriptions for each position. Physical requirements for appropriate job categories will be established.

The [superintendent or designee] will develop procedures as necessary to implement this policy.

END OF POLICY

Legal Reference(s):

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[OAR 436-110-0003](#) to [-0900 OAR](#)

[581-024-0240](#)

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[ORS 659A.043](#) [ORS 659A.046](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213
(2012); 29 C.F.R. Part 1630 (2016); 28 C.F.R. Part 35 (2016).

HR8/08/22 | [RS](#) Early Return to Work – GCBDB/GDBDB 1-1

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OSBA Model ESD Sample Policy

Code: GCBDC/GDBDC
Adopted:

Domestic Violence, Harassment, Sexual Assault, or Stalking Leave (For employers who employ six or more employees)

Definitions

1. “Covered employer” means an employer who employs six or more individuals in the state of Oregon for each working day through each of 20 or more calendar workweeks in the year in which the eligible employee takes leave to address domestic violence, harassment, sexual assault or stalking, or in the year immediately preceding the year in which an eligible employee takes leave for domestic violence, harassment, sexual assault or stalking.
2. “Eligible employee” means an employee who is a victim of domestic violence, harassment, sexual assault, or stalking or is the parent or guardian of a minor child or dependent who is a victim of domestic violence, harassment, sexual assault or stalking.
3. “Protective order” means an order authorized by Oregon Revised Statutes (ORS) 30.866, 107.095(1)(c), 107.700 - 107.735, 124.005 - 124.040 or 163.730 - 163.750 or any other order that restrains an individual from contact with an eligible employee or the employee’s minor child or dependent.
4. “Victim of domestic violence” means an individual who has been a victim of abuse as defined by ORS 107.705; or any other individual designated as a victim of domestic violence by rule adopted under ORS 659A.805.
5. “Victim of harassment” means an individual against whom harassment has been committed as described in ORS 166.065 and any other individual designated as a victim of harassment by rule adopted under ORS 659A.805.
6. “Victim of sexual assault” means an individual against whom a sexual offense has been committed as described in ORS 163.467 or 163.525; or any other individual designated as a victim of sexual assault by rule adopted under ORS 659A.805.
7. “Victim of stalking” means an individual against whom stalking has been committed as described in ORS 163.732; or an individual designated as a victim of stalking by rule adopted under ORS 659A.805; or an individual who has obtained a court’s stalking protective order or a temporary court’s stalking protective order under ORS 30.866.
8. “Victim services provider” means a prosecutor-based victim assistance program or a nonprofit program offering safety planning, counseling, support or advocacy related to domestic violence, harassment, sexual assault or stalking.

An ESD (covered employer) shall allow an (eligible) employee to take reasonable leave for any of the following reasons:

1. To seek legal or law enforcement assistance or remedies to ensure the health and safety of the employee or the employee’s minor child or dependent, including preparing for and participating in protective order proceedings or other civil or criminal legal proceedings related to domestic violence, harassment, sexual assault or stalking;
2. To seek medical treatment for or to recover from injuries caused by domestic violence or sexual assault or harassment or stalking of the eligible employee or the employee’s minor child or dependent;
3. To obtain or assist a minor child or dependent in obtaining counseling from a licensed mental health professional related to an experience of domestic violence, harassment, sexual assault or stalking;
4. To obtain services from a victim services provider for the eligible employee or the employee’s minor child or dependent;
5. To relocate or take steps to secure an existing home to ensure health and safety of the eligible employee or the employee’s minor child or dependent.

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The ESD may limit the amount of leave, if the employee’s leave creates an undue hardship on the ESD.

The ESD shall not deny leave to an employee or discharge, threaten to discharge, demote, suspend or in any manner discriminate or retaliate against an employee with regards to promotion, compensation or other terms, conditions or privileges of employment as a result of taking such leave.

The employee shall give the ESD reasonable advanced notice of the employee’s intent to take leave unless giving advance notice is not feasible.

The ESD may require the employee to provide certification that:

1. The employee or minor child or dependent is a victim of domestic violence, harassment, sexual assault or stalking; and
2. The leave is taken for one of the identified purposes in this policy.

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Sufficient certification includes:

1. A copy of a report from law enforcement indicating the employee or child or dependent was a victim of domestic violence, harassment, sexual assault or stalking.
2. A copy of a protective order or other evidence from a court, administrative agency or attorney that the employee appeared in or was preparing for a civil, criminal or administrative proceeding related to domestic violence, harassment, sexual assault or stalking.

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3. Documentation from an attorney, law enforcement officer, health care professional, licensed mental professional or counselor, member of the clergy or a victim services provider that the employee or the employee's child or dependent was undergoing counseling, obtaining services or relocating as a result of domestic violence, harassment, sexual assault, or stalking.

All records and information kept by the ESD regarding the employee's leave, including the request or obtaining of leave is confidential and may not be released without the express permission of the employee unless otherwise required by law. This information will be kept in a file separate from the employee's personnel file.

The employee may use accrued paid leave that is offered by the ESD, including personal, sick and vacation leave. The employer may choose the order in which paid accrued leave is to be used when more than one type of paid leave is available, consistent with Board policies and/or any collective bargaining agreement.

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END OF POLICY

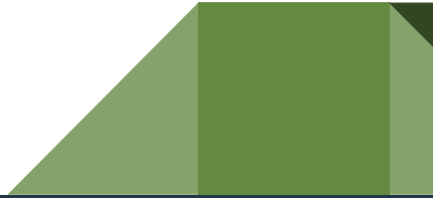
Legal Reference(s):

[ORS 192.355\(38\)](#)

[ORS 659A.270 - 659A.290](#)

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action agenda





Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Debbie Simons, Chief Human Resources Officer

RE: Classified Appreciation Week

EXPLANATION:

Each year at this time, Northwest Regional ESD joins school districts and ESD's across Oregon in honoring our classified staff who work to make our schools and programs great places to teach and learn, whether in person or from a distance.

These hardworking, impactful employees perform critical work every day that is essential to our educational mission. During this past year, classified staff have provided invaluable support to students, families and staff, enabling them to continue learning and working during the pandemic which has so greatly altered school operations and all aspects of our normal lives. This year's theme is "You Make A Difference."

Whatever their specific role, our classified staff members serve as the vital backbone of our NWRESD team. Our educational system absolutely could not function without them.

THANK YOU, NWRESD classified employees. We appreciate you!

PRESENTER(S):

Debbie Simons, CHRO

SUPPLEMENTARY MATERIALS:

[Resolution 23-004: Classified Appreciation Week](#)

RECOMMENDATION:

Approve Resolution 23-004 as presented

PROPOSED MOTION:

"I move to approve Resolution 23-004 as presented."



Northwest Regional Education Service District

RESOLUTION

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT IN CLATSOP, COLUMBIA, TILLAMOOK, AND WASHINGTON COUNTIES, OREGON PROCLAIMING MARCH 6-9, 2023 CLASSIFIED EMPLOYEE APPRECIATION WEEK

WHEREAS, the education of youth is essential to the future of our community, state, country and world; and

WHEREAS, classified employees are the backbone of our public education system; and

WHEREAS, classified employees work directly with students, educators, parents, volunteers, business partners and community members; and

WHEREAS, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

WHEREAS, our community depends upon and trusts classified employees to serve students; and

WHEREAS, classified employees, with their diverse talents and true dedication, nurture students throughout their school years.

NOW, THEREFORE, BE IT RESOLVED that the NWRESD Board of Directors proclaims March 6-9, 2023, to be **CLASSIFIED EMPLOYEE APPRECIATION WEEK**; and

BE IT FURTHER RESOLVED that the NWRESD Board of Directors strongly encourages all members of our community and partners to join in this observance, recognizing the dedication and hard work of these individuals.

This Resolution is effective immediately.

By: _____
Ross Tomlin; 2022-2023 Board Chair

ATTEST:

By: _____
Dan Goldman, Superintendent



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Valerie White, Board Secretary

RE: Neurodiversity Celebration Week

EXPLANATION:

Neurodiversity Celebration Week was started in 2018 by UK student, Siena Castellon, when she was just 16 years old. As an autistic student, who also has dyslexia, dyspraxia and ADHD, she experienced significant challenges, prejudice and bullying throughout her education. Her negative educational experiences motivated her to launch Neurodiversity Celebration Week in 2018 to challenge the misconceptions and stereotypes that still prevent neurodiverse people from reaching their potential.

At this March meeting, board members will have the opportunity to approve Resolution 23-005 and declare March 13-19, 2023 as “Neurodiversity Celebration Week” for Northwest Regional Education Service District.

PRESENTER(S):

Valerie White, Board Secretary

SUPPLEMENTARY MATERIALS:

[Resolution 23-005](#): Neurodiversity Celebration Week

RECOMMENDATION:

To approve Resolution 23-005: Neurodiversity Celebration Week as presented.

PROPOSED MOTION:

“I move to approve approve Resolution 23-005: Neurodiversity Celebration Week as presented.”



Northwest Regional Education Service District

RESOLUTION NO. 23-005

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT IN CLATSOP, COLUMBIA, TILLAMOOK, AND WASHINGTON COUNTIES, OREGON PROCLAIMING MARCH 13 - 17, 2023 AS NEURODIVERSITY CELEBRATION WEEK.

WHEREAS, the NWRESD Board of Directors recognizes that neurodiversity among the students, staff, contractors, and administrative teams of the NWRESD and our component districts is critical to enhancing the educational experience for our students and providing for a more inclusive learning and working environment, providing benefits for our students, staff and communities; AND

WHEREAS, Neurodiversity is defined as a strength-based paradigm to viewing conditions such as Autism, ADD/ADHD, Dyslexia and Dyspraxia as differences in individual brain function and behavioral traits and as part of normal variation in the human population; AND

WHEREAS, We believe that, when neurodivergent people are understood, valued, accommodated, and empowered, we all stand to benefit from their important and unique contributions. This resolution represents our commitment to promoting an authentically inclusive learning environment in alignment with this ideal.

NOW, THEREFORE, BE IT RESOLVED that the NWRESD Board of Directors proclaims March 13-17 to be NEURODIVERSITY CELEBRATION WEEK; and

BE IT FURTHER RESOLVED that the NWRESD Board of Directors strongly encourages all members of our community to join in celebrating neurodiverse students, staff, parents and other members of our community.

This Resolution is effective immediately upon adoption.

By: _____
Ross Tomlin 2022-23 Board Chair

ATTEST:

By: _____
Superintendent Dan Goldman

RESOURCES:

Everything Neurodiversity

<https://www.everythingneurodiversity.com/post/neurodiversity-celebration-week-march-13-19>

Autcollab

<https://autcollab.org/projects/neurodiversity-celebration-week/>

Neurodiversity Week

<https://www.neurodiversityweek.com/school-resources>

The Neu Project

<https://www.theneuproject.com/approach>

Oregon Department of Human Services

<https://www.oregon.gov/dhs/seniors-disabilities/DD/Pages/index.aspx>

ACTIONS TO TAKE:

- ✓ Familiarize yourself with these guidelines for inclusive language in autism research
<https://medicalxpress.com/news/2022-09-guidelines-inclusive-language-autism.html>
- ✓ Buy fundraiser prizes/auction items/etc. from Autistic businesses
- ✓ As an employer, embrace neurodiversity
<https://phys.org/news/2022-09-employers-embrace-neurodiversity.html>
- ✓ HIRE Autistic speakers (It's vitally important that the messages around neurodiversity be lead by people who have actually experienced it first hand.)
- ✓ Join the Discord community to learn about neurodiversity and neuroscience launching in March. Invite here: <https://discord.gg/Wjyu49hxVA>
- ✓ Cater events from Autistic businesses and businesses that specialize in employment of the Intellectual and Developmental Disabilities (IDD) community
- ✓ Deploy and utilize neurodiverse friendly tech and social media tools
<https://www.everythingneurodiversity.com/post/top-15-neurodiverse-friendly-tech-and-social-media-tools-for-the-workplace>



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Sherry Ely, Interim CFO

RE: Monthly Financial Update

EXPLANATION: Financial Summary report for period ending February 28, 2023

PRESENTER(S):

Sherry Ely, Interim CEO

SUPPLEMENTARY MATERIALS:

[Financial Narrative](#)

[Summary Financial Statements – 2.28.23](#)

RECOMMENDATION:

N/A

PROPOSED MOTION:

“I move to accept the monthly financial report as presented. “

March 2023 Fiscal Report

February Financials: In your packet is the February Financial Report. Generally, Revenues and Expenditures are relatively consistent with budget. I did update State School Fund Revenue as the ESD received an updated estimate on 2.17.2023 showing an increase over the budgeted amount of approximately \$800,000. This increase is due to an increase in our component districts ADMw.

ODE does a January to June trend adjustment in February which takes into consideration ADM that has been reported through the second quarter. ODE then applies a three year January to June average trend to each districts ADM that has been reported through December. I was pleased to note that districts are starting to see some recovery of ADM that was lost during the pandemic.

Regional Business Officials Meeting: Our next Regional Business Officials meeting will be March 10th at 2 PM.

Financial Audits: And the saga continues..... Most of our component districts have had their audits completed and are in the process of submitting those to ODE. The ESD's audit is in final review with the auditors so it should be submitted to ODE very soon.

For more information, please contact Sherry Ely, sely@nwresd.k12.or.us

All Funds | 2022 - 2023 Financial Summary by Function

For the Period Ending February 28, 2023

GENERAL FUNDS (100-199)	2020 - 2021 Actuals	2021 - 2022 Actuals	Adopted Budget	2022 - 2023 YTD Actuals	% of Budget	Add: Rev / Exp Projections	Annual Forecast	Variance Fav / (Unfav)
RESOURCES								
Operating Revenues								
State School Fund	\$ 37,730,704	\$ 37,488,465	\$ 39,082,745	\$ 23,016,536	58.89%	\$ 16,822,109	\$ 39,838,645	\$ 755,900
Other State School Fund	13,625,341	13,959,187	14,056,000	13,829,744	98.39%	974,959	14,804,703	748,703
State School Fund Formula	51,356,045	51,447,652	53,138,745	36,846,280	69.34%	17,797,068	54,643,349	1,504,604
Local Sources	3,014,149	2,800,922	3,705,904	2,288,735	61.76%	1,476,172	3,764,907	59,003
Intermediate Sources	26,203	10,096	-	4,429	-	-	4,429	4,429
State Sources	248,000	-	-	-	-	-	-	-
Federal Sources	-	-	-	-	-	-	-	-
Other Sources	282,947	445,000	425,000	275,000	64.71%	-	275,000	(150,000)
Total Operating Revenues	\$ 54,927,344	\$ 54,703,670	\$ 57,269,649	\$ 39,414,445	68.82%	\$ 19,273,240	\$ 58,687,685	\$ 1,418,036
Beginning Fund Balance	4,535,509	5,537,027	5,850,000	797,119	13.63%	5,052,881	5,850,000	0
TOTAL RESOURCES	\$ 59,462,853	\$ 60,240,697	\$ 63,119,649	\$ 40,211,564	63.71%	\$ 24,326,121	\$ 64,537,685	\$ 1,418,036
REQUIREMENTS								
Operating Expenditures								
Instruction	\$ -	\$ -	\$ -	\$ -	-	\$ -	\$ -	\$ -
Support Services	6,853,415	7,821,370	8,845,340	6,090,878	68.86%	2,836,382	8,927,260	(81,920)
Enterprise and Community Services	-	-	-	-	-	-	-	-
Facilities Acquisition and Construction	-	-	-	-	-	-	-	-
Other Uses	47,072,412	46,990,246	49,211,939	-	0.00%	49,185,132	49,185,132	26,807
Total Operating Expenditures	\$ 53,925,826	\$ 54,811,616	\$ 58,057,279	\$ 6,090,878	10.49%	\$ 52,021,514	\$ 58,112,392	\$ (55,113)
Contingencies	-	-	720,000	-	0.00%	-	-	720,000
Unappropriated Ending Fund Balance	-	-	4,342,370	-	0.00%	-	-	4,342,370
TOTAL REQUIREMENTS	\$ 53,925,826	\$ 54,811,616	\$ 63,119,649	\$ 6,090,878	9.65%	\$ 52,021,514	\$ 58,112,392	\$ 5,007,257
Ending Fund Balance	\$ 5,537,027	\$ 5,429,081					\$ 6,425,293	
Ending Fund Balance % of Revenue	9.31%	9.01%					9.96%	

All Funds | 2022 - 2023 Financial Summary by Function

For the Period Ending February 28, 2023

ALL OTHER FUNDS (200-699)	2020 - 2021 Actuals	2021 - 2022 Actuals	Adopted Budget	2022 - 2023 YTD Actuals	% of Budget	Add: Rev / Exp Projections	Annual Forecast	Variance Fav / (Unfav)
RESOURCES								
Operating Revenues								
Local Sources	\$ 40,228,959	\$ 38,269,208	\$ 40,796,183	\$ 18,064,372	44.28%	\$ 22,660,604	\$ 40,724,976	\$ (71,207)
Intermediate Sources	22,000	-	-	-	-	-	-	-
State Sources	32,571,680	24,339,925	49,730,477	16,852,850	33.89%	32,742,117	49,594,967	(135,510)
Federal Sources	8,834,547	10,344,580	21,566,827	3,900,307	18.08%	14,465,067	18,365,374	(3,201,453)
Other Sources	8,128,854	6,785,117	6,802,658	3,714,518	54.60%	2,934,121	6,648,639	(154,019)
Total Operating Revenues	\$ 89,786,041	\$ 79,738,830	\$ 118,896,146	\$ 42,532,047	35.77%	\$ 72,801,909	\$ 115,333,956	\$ (3,562,190)
Beginning Fund Balance	3,476,032	13,246,447	8,081,195	16,932,994	209.54%	-	16,932,994	8,851,799
TOTAL RESOURCES	\$ 93,262,072	\$ 92,985,277	\$ 126,977,341	\$ 59,465,041	46.83%	\$ 72,801,909	\$ 132,266,950	\$ 5,289,609
REQUIREMENTS								
Operating Expenditures								
Instruction	\$ 42,172,209	\$ 45,591,031	\$ 65,988,851	\$ 31,839,957	48.25%	\$ 27,935,021	\$ 59,774,978	\$ 6,213,873
Support Services	29,838,080	32,847,785	49,874,935	24,107,929	48.34%	19,354,947	43,462,875	6,412,060
Enterprise and Community Services	1,563,512	1,409,576	2,433,047	1,187,865	48.82%	949,938	2,137,803	295,244
Facilities Acquisition and Construction	42,224	-	958,729	-	0.00%	66,667	66,667	892,062
Other Uses	6,399,601	5,959,334	6,980,508	1,289,535	18.47%	4,240,000	5,529,535	1,450,973
Total Operating Expenditures	\$ 80,015,626	\$ 85,807,726	\$ 126,236,070	\$ 58,425,286	46.28%	\$ 52,546,573	\$ 110,971,859	\$ 15,264,211
Contingencies	-	-	741,271	-	0.00%	-	-	741,271
Unappropriated Ending Fund Balance	-	-	-	-	-	-	-	-
TOTAL REQUIREMENTS	80,015,626	\$ 85,807,726	\$ 126,977,341	\$ 58,425,286	46.01%	\$ 52,546,573	\$ 110,971,859	\$ 16,005,482
Ending Fund Balance	\$ 13,246,447	\$ 7,177,551					\$ 21,295,091	

All Funds | 2022 - 2023 Financial Summary by Function

For the Period Ending February 28, 2023

ALL OTHER FUNDS (200-799)	2020 - 2021 Actuals	2021 - 2022 Actuals	Adopted Budget	2022 - 2023 YTD Actuals	% of Budget	Add: Rev / Exp Projections	Annual Forecast	Variance Fav / (Unfav)
RESOURCES								
Operating Revenues								
Local Sources	\$ 40,229,434	\$ 38,299,420	\$ 40,896,183	\$ 18,064,307	44.17%	\$ 18,760,604	\$ 36,824,911	\$ (4,071,272)
Intermediate Sources	1,282,041	992,869	941,921	-	0.00%	932,689	932,689	(9,232)
State Sources	32,572,180	24,339,925	49,730,477	16,853,350	33.89%	25,242,117	42,095,467	(7,635,010)
Federal Sources	8,834,547	10,344,580	21,566,827	3,900,307	18.08%	11,465,067	15,365,374	(6,201,453)
Other Sources	49,386,866	48,239,173	49,942,946	(39,275,770)	-78.64%	89,149,822	49,874,052	(68,894)
Total Operating Revenues	\$ 132,305,068	\$ 122,215,967	\$ 163,078,355	\$ (457,806)	-0.28%	\$ 145,550,299	\$ 145,092,493	\$ (17,985,861)
Beginning Fund Balance	15,773,162	26,912,660	16,561,195	29,219,969	176.44%	-	29,219,969	12,658,774
TOTAL RESOURCES	\$ 148,078,231	\$ 149,128,627	\$ 179,639,550	\$ 28,762,163	16.01%	\$ 145,550,299	\$ 174,312,462	\$ (5,327,088)
REQUIREMENTS								
Operating Expenditures								
Instruction	\$ 55,670,982	\$ 57,996,451	\$ 80,502,851	\$ 37,492,955	46.57%	\$ 34,839,851	\$ 72,332,805	\$ 8,170,046
Support Services	39,974,798	43,532,246	60,763,150	29,914,511	49.23%	23,214,173	53,128,684	7,634,466
Enterprise and Community Services	1,632,142	1,410,121	2,633,047	1,187,865	45.11%	1,016,605	2,204,470	428,577
Facilities Acquisition and Construction	42,224	-	958,729	-	0.00%	66,667	66,667	892,062
Other Uses	23,845,425	26,725,282	34,040,502	16,246,236	47.73%	12,151,369	28,397,605	5,642,896
Total Operating Expenditures	\$ 121,165,571	\$ 129,664,101	\$ 178,898,279	\$ 84,841,566	47.42%	\$ 71,288,665	\$ 156,130,231	\$ 22,768,048
Contingencies	-	-	741,271	-	0.00%	-	-	741,271
Unappropriated Ending Fund Balance	-	-	-	-	-	-	-	-
TOTAL REQUIREMENTS	121,165,571	\$ 129,664,101	\$ 179,639,550	\$ 84,841,566	47.23%	\$ 71,288,665	\$ 156,130,231	\$ 23,509,319
Ending Fund Balance	\$ 26,912,660	\$ 19,464,526					\$ 18,182,231	



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Sharif Liwaru, Director of Equity and Family Partnerships

RE: Board Equity Policy Advisory Committee Appointments

EXPLANATION:

The Board Equity Policy Advisory Committee (BEPAC) has openings for volunteer community members. The committee recommends the following individuals for appointment by the NWRESD Board of Directors:

1. Rosario Echeverria
2. Carina Solis

PRESENTER(S):

SUPPLEMENTARY MATERIALS:

RECOMMENDATION:

PROPOSED MOTION:

S. Liwaru, Director of Equity and Family Partnerships

Board Equity Policy Advisory Committee Nominees 2023

Approve the attached BEPAC Committee Appointments as presented.

"I move to approve the Board Equity Policy Advisory Committee Appointments as presented."

Board Equity Policy Advisory Committee

Nominees 2023

Rosario Echeverria, Adelante Mujeres

“I want to be an ally and actively fight racism. A diverse Advisory committee can enrich the decision making process and can come up with corrective action to create equity outcome for the BIPOC population ”

“I am a community Health Worker and Parent Advocate for children who receive special education services. I have served primarily the Spanish-speaking Community. I, my self have two children who experience disability, I am an immigrant and English is not my first language. I have experienced my self discrimination for not speaking English and not understanding the ways Schools communicate with the families. ”

Washington County

Carina Solis, Unite Oregon

“I am interested in Serving in the Equity Policy Committee because I am passionate providing a radical abolitionist lens to unsustainable institutions. Many times, superficial antiracist work is done at the expense of workers and students of color, and I want to apply a critical lens to the practices that enable such work. I am passionate about decolonizing education, and making it accesible for students, families, and faculty of color to advance and be able to live where the schools are. ”

“I have a B.S. in Sociology, and B.A. in Multi Ethnic Studies, which I have used to apply a critical racial lens to the social work I have done within educational, child welfare, and non profit sector. I am passionate about bringing awareness to inequities in the workforces of these spaces, and in effect, how they impact the students and communities served. ”

Washington County



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors
FR: Dan Goldman, Superintendent
RE: Declaration of of Board Vacancy

EXPLANATION:

NWRESD Board Member Diane Wilkinson has announced her resignation from the NWRESD Board of Directors as of June 30, 2023.

As per board policy BBC:

Board members can resign the office effective at a future date. If the resignation is effective at a future date, the resignation is binding unless withdrawn in writing by the end of the third business day after the resignation is made. The Board will announce the resignation and declare the vacancy at a Board meeting.

As per board policy BBE:

Any vacancy on the Board of an appointed member from any position designated by letter shall be filled through appointment by the zoned Board members from among persons qualified for that position. Appointment procedures will be developed by the NWRESD Board in an open meeting. The term of office of the person appointed to fill a vacancy will be the time remaining in the vacated Board position.

In this agenda item, the Board will have the opportunity to declare a vacancy for the Social Service Position from July 1, 2023 to June 30, 2025.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS: [Resignation Letter](#)
[Policy BBC: Board Member Resignation](#)
[Policy BBE: Vacancies on the Board](#)

RECOMMENDATION: The administration recommends the board declare a vacancy and direct the administration to develop a process and timeline for filling the vacancy.

PROPOSED MOTION: "I move to accept Director Wilkinson's resignation and declare a vacancy in the Social Service Position as of July 1, 2023 and direct the Superintendent to develop a process and timeline for filling the vacancy."

Superintendent Goldman, Chair Tomlin and members of the NWRESD Board of Directors,

I have accepted a position with the Lincoln County School District as of February 13th, 2023. While I am excited to be a part of a thriving school district as their Early Learning Coordinator, I am sad that this puts my work outside of the region of our ESD. As I will continue to live in Tillamook County, I will remain on the board until the end of the school year, while efforts are made to replace this Social Service position.

I am hopeful we can find someone with background and knowledge of the early learning industry. As I mentioned in the last board meeting, early learning encompasses so many resources for our families, and we need to keep advocating for the high quality work in child care, preschool classrooms and early childhood education and special education.

Thank you for all you do, and thank you for providing me an opportunity to be a part of this important work.

Sincerely,
Diane Wilkinson

BBC - Board Member Resignation

Code: BBC

Adopted: 5/17/07

Revised/Readopted: 4/18/17

Orig. Code(s): BBC

The Board believes that any citizen who files and seeks election or appointment to the Board should do so with full knowledge of and appreciation for the investment in time, effort and dedication expected of all Board members, and that the citizen's intent is to serve a full term of office.

When a member decides to terminate service, the Board requests earliest possible notification of intent to resign so the Board may plan for the continuity of Board business. Resignations must be made in writing. Board members can resign the office effective at a future date. If the resignation is effective at a future date, the resignation is binding unless withdrawn in writing by the end of the third business day after the resignation is made.

The Board will announce the resignation and declare the vacancy at a Board meeting.

The Board will determine the procedures to be used in filling the vacancy. The Board may begin a replacement process and select a successor prior to the effective date of resignation. However, the actual appointment shall not be made before the resignation date.

END OF POLICY

Legal Reference(s):

- [ORS 236.320](#)
- [ORS 236.325](#)
- [ORS 334.095](#)

Cross Reference(s):

- [BBE - Vacancies on the Board](#)

BBE - Vacancies on the Board

Code: BBE

Adopted: 5/17/07

Revised/Readopted: 4/18/17, 8/9/2022

Orig. Code: BBE

Vacancies on the Board

Vacancies occurring in elected or appointed board positions will be filled either through Board appointment or through election by the boards of the component districts in the manner described below.

The Board appointee must be a legally registered voter and a resident within the Northwest Regional Education Service District (NWRES D) for one year immediately preceding the election or appointment. In the event of multiple vacancies, the position vacated first will be filled first. Upon appointment or election the newly appointed or elected Board member(s) will take office at the next board meeting following the appointment.

If the offices of a majority of Board members are vacant at the same time, the State Board of Education shall appoint persons to fill the vacancies occurring in appointed board positions from among persons qualified for those positions, if any, or from among other persons who are qualified to serve. The State Board of Education shall oversee the election by component school district boards within the position zones in which the vacancy occurred to fill vacancies occurring in elected positions from among qualified individuals from within those zones.

Numbered Zone Positions

Any vacancy on the Board of an elected member from any numbered zone position shall be filled through election by the component district boards from within that zone from among the qualified members in that numbered position's zone. Qualified and interested persons will be allowed to submit applications to a component board or the NWRES D Board. Each component district in the zone of vacancy shall have one vote. The term of office of the person elected to fill a vacancy will be the time remaining in the vacated Board position.

Appointed Positions (Positions A, B, C and D)

Any vacancy on the Board of an appointed member from any position designated by letter shall be filled through appointment by the zoned Board members from among persons qualified for that position. Appointment procedures will be developed by the NWRES D Board in an open meeting. The term of office of the person appointed to fill a vacancy will be the time remaining in the vacated Board position.

END OF POLICY

Legal Reference(s):

- ORS 249.865 to -249.877
- ORS 255.245
- ORS 255.335
- ORS 334.090

- ORS 334.095

Cross Reference(s):

- BBBA - Board Member Qualifications
- BBC - Board Member Resignation
- BBD - Board Member Removal from Office



Northwest Regional Education Service District

March 14, 2023

TO: Board of Directors

FR: Debbie Simons; Chief Human Resources Officer

RE: Process for Evaluation and Contract Renewal of Licensed & Administrative Staff

EXPLANATION: Oregon's "Accountability for Schools for the 21st Century" law (formerly the "Fair Dismissal" law) creates two groups of staff: Probationary (those in their first three years of employment with the ESD) and contract staff (those who have been employed for the probationary period and have been renewed for a fourth year and all staff in their fourth year and beyond in the ESD).

The processes for retention or termination of employment are different for the two groups:

PROBATIONARY LICENSED STAFF - RENEWAL/NONRENEWAL: Probationary staff, including administrators, serve the ESD on a series of one-year contracts. By March of their first year, they must be either renewed or non-renewed by action of the school board and must be notified in writing by March 15. Under the law, the school board may non-renew for "any cause deemed in good faith sufficient," and the only remedy for the staff is a hearing before the school board at a later date. Reasons need not be included in the board resolution, but the staff may later request that the ESD provide reasons for nonrenewal. As a result of a court decision, the three years of probationary status are really only $2\frac{3}{4}$ years, because a third-year probationary staff member, if renewed in March of that third year, becomes a "contract" staff after finishing 135 days of employment - which is usually about April 1.

CONTRACT LICENSED STAFF: Staff members who are covered under the licensed collective bargaining agreement beyond their probationary period work under two-year "contracts," and have more job protection under the law. Each year, the school board must consider whether to offer a new two-year contract, which replaces the old. Thus, this spring the school board must determine whether to offer a new (2023-2025) contract to replace the existing (2022-2024) contract for each of its contract staff. Administrators who have completed their probationary period are issued a three-year contract, which is extended in year 2 of their contract. The administrators who are being extended are being issued a three-year contract.

NON EXTENSION: Non-extension is the term used to describe the board's action if it determines not to offer a new contract. Non-extension still leaves the remainder of the existing two-year contract in place, so a staff non-extended this March would still finish out the existing contract.

PRESENTER(S): Debbie Simons

SUPPLEMENTARY MATERIALS: Licensed & Administrator contract renewals, etc.

RECOMMENDATION: N/A

PROPOSED MOTION: N/A



Northwest Regional Education Service District

NORTHWEST REGIONAL ESD

March 14, 2023

REVISED

APPROVE RENEWALS/EXTENSIONS AND NON-EXTENSIONS OF TEMPORARY, PROBATIONARY, AND CONTRACT LICENSED STAFF

Resolved, that the Board of Directors accept the Superintendent's recommendation for the renewal of probationary licensed staff for the issuance of contracts to contract licensed staff.

1. Current **First-Year Probationary Licensed Staff** being recommended for one-year contracts July 1, 2023 to June 30, 2024 to Second Year Probationary status:

AMOROSO, LAURIEL
AUSTIN, DOMINIQUE
BARKER, JAZMIN
BLANTON, GWYN
BONANOMI, BROOKE M
BONILLA, RACHEL A
BOWDOIN, MANDY K
BRADY, JAIMIE
CALZADILLA, BRENDA
CAMPO, CANDICE
CANNOCK, RICHARD
CEPEDA OLIVARES, ERIKA
COOPER, RANDI
CRAIG, ASHLEY
CUSHMAN, CARYN ANN
DAVIS, INDIGO
DAY, NANCI
DURONVIL, BATHSCHEBA
DUTZ, LISA
ECKEL, ANN
ETTLING, KATHERINE
FARR-BAENZIGER,
SHEYANNE
FRANKLIN, SARA M
GAYLOR, KELLY
GINGERICH, JULIA
GORDON, ANASTASIA
HAMILTON, LEONARD
HANNA, MICHAELA
HENDRICKSON, ELIZABETH
HENNESSEY, ASHLEY
HERNANDEZ, LUIS

HEUBERGER, CARRIE
HIGASHI, HEATHER
HOLDEN, LESLIE F
INGRAM, HOLLY
JAMISON, LAURA
JASTER, SHERRI
JOHNSON, BRANDIE
JOHNSON, DONA
JONES, CATHERINE
KEMPSTER, EMILY
KERR, KARYN G
KIRKLAND, LORINDA R
KOSE, BAILEY
LANDYN, RYAN
LORENZO, CHERI
LOVE, APRIL D
LUTSKOVSKY, ABIGAIL
MAJOR, MANDY L
MARTIN, EMILY
MAY, NATALEE
MCCORMICK, KRISTEN
MEEKS, MARYELLEN
MEISTER, BONICH
MENEHIN, TAMMEE
MILLER, OLSON
MUNOZ SANDOVAL, JUAN
NOID, NADIA W
PAHLKA, ERIC
PARRISH, JESSICA J
PENGELLY, JAY
POHL, HILARY
POLLICK, CAMRAN

PRATT, LINDSEY
PREVOST, RACHEL
RADTKE, MISHELLE
RALEIGH, CARISSA
REAMON, JESSICA
REMPFER, MIRANDA
RESTALLACK, CRAIG
SAHAY, ANJANA
SAUSE, MICAELA
SHAFFER, SPENCER
SIMONS, NINA I
SMITH, STACIA D
STIDHAM, SAMANTHA
STRUTZ, MADISON
SWEDO, JANA
TANNLER, JONATHAN P
TAPLIN, KATHRYN
TEDFORD, CARLI
THIES-AGHILI, HANNAH E
THOMSEN, SKIPP
TURNER, HOLLY
VISK, BRETT
VOORHEES, LINDSEY
VSETECKA, KATHRYN
WAGNER, WHITNEY
WHITE, REBEKAH
WINNINGHAM, SUSAN
WOJCIK, CHELSEY
WOLFE, CURSTON
WYNNIS, PENELOPE

2. Current **First-Year Probationary Licensed Staff** being non-renewed:

NICELY, MARIAH

3. Current **Second-Year Probationary Licensed Staff** being recommended for one-year contracts July 1, 2023 to June 30, 2024 to Third-Year Probationary status:

ANCTIL, LESLEY
BAUER, EMILY J
BAUTISTA, JULIO
BIEL, BETHANY
BUSWELL, SARAH M
CANTINO, MICHAEL
CIMBORA, MARIE L
CRAWFORD, ELIZABETH
DEWAR, TARA
ELLEDGE, ERICA
GEDDES, DARLENE
GOMEZ, RHONDA
GORMAN, KIMBERLY A
HAMILTON, RYAN B
HARGRAVES, ANN
HINES, SHAWNTE

ISAACSON, JEANNETTE
KENNEDY-MIDKIFF,
ELIZABETH
KERCHNER, TARA M
KINDSCHUH, JANET
KNICKERBOCKER,
MEGAN
M BARGHI, LARA E
MELLMAN, LISA
MITCHELL, SHARON M
NELSON, NATALIE
OLSON, HEATHER A
PACHCIARZ, ROZA
PACK, MARSHA
POOR, NICOLE
RATHBONE, AMANDA

SABA, SORAYA
SACRISON, KATHERINE
SANFORD, TIFFANY
SIAROT, BETHANY M
STEWART, JENA
STIDD, DEBRA M
THOMAS, ELIZABETH
THOMPSON, DANIELLE
THOMPSON, SARA
VANZEE, SARA J
WALSH, WENDY G
WEINSTEIN, MORGAN
YOUNGBLOOD,
JENNIFER
ZUEL, BRANDON

4. Current **Second-Year Probationary Licensed Staff** being non-renewed:

N/A

5. Current **Third-Year Probationary Licensed Staff** being recommended for two-year contracts for July 1, 2023 to June 30, 2025, to Contract Licensed Staff status:

BEELER, KATELYNN
BUINEVIC, STACY
HUTCHINGS, AMANDA (ALEX)
LEPLA, JODI
SIMKO, HEATHER
STILLMAN, JOANN
TRONCO, ANN

HAROON, MINDY
HERNANDEZ, LUISA
MCDONALD, KAYLEY
SATTE RAUBUCH, BRENDA L
TU, WAN CHIH (EMILY)
WALDRAM, MICHELLE W
WARANCH, ABIGAIL Z

ZEPEDA, NOEMI

6. Current **Third-Year Probationary Licensed Staff** being non-renewed:

N/A

7. Current **Contract Licensed Staff** being recommended for two-year contracts July 1, 2023 to June 30, 2025:

ALVAREZ MARINA
AMAVISCA, HOLLY
ANDRE, KATHLEEN C
ANDREWS, SARAH C

AUNGIER, JOHN H
BAIRD, CHRISTINE
BALINT, JOYCE L
BARRETO, ELENA

BATES, LISA ROBBIN
BEARDEN, LORI J
BEESON, MICHAWN
BENJAMIN, DANIELLE

BERGERSON, JACKIE L
BICKFORD, JANELLE
BIRDSEY, MELISSA D
BISPHAM, LESLIE P
BROUSSARD, JOY
BRYANT, ROSS A
BUCHCO, LISA A
BUTZ-MACAULAY, KRISTA
CARINI, AMBER
CHOQUETTE, JASMINE
CHRISTENSEN, LAURA S
CHURCH, LISA
CLARK, MONICA
COLES, JOSHUA M
COLLINS, ELSJE
COMPTON, MICHELLE
COPE, KATHLEEN
CREEL, EMILY J
CRISI, LISA
CROWLEY, KAREN S
DANIEL, RAIN
DASGUPTA, MITHU
DAVIS, HEATHER
DAVIS, SARAH M
DELANGE, JOHANNA
DINNEEN, SARA
DOLEN, RONALD
DONALDSON, JENNIFER
DOROFY, SUSAN
DORRY, MARY
DOUGLAS, IRIS MAASE
DOUGLASS, HANNAH
DOWLEN, ANGELA M
DUNGAY, JODY
DUPUIS, ERIN BEAVERS
DVORAK, ERIN
DYER, LORI ANN
ECK, KARA
EDMONDS, LAUREN T
ELLIS, LINDSAY
ESSER, KERI
ESTERLY, OLIVIA
EUBANKS, LEE ANN
EYRE, LISA
FERGUSON, ELIZABETH
FONDER, MELISSA
FRANCE, MARY C
FRANKLIN, LESLIE
FRIDAY, KRISTINA M
GALLAGHER, KELLY
GAMBOA, GINGER
GARCIA-HURD, MARIA

GARCIA, JILLYNN
GILLASPY, COURTNEY
GRIMSHAW, DEBORAH
HALL, TIFFANY
HAMERMAN, SHANNON
HAN, COURTNEY
HANSON, BRANDI
HARA, KENYE
HATCHEL, NICHOLAS
JIMENEZ
HEALY-FORSTER, EILEEN
AHEAVENRICH, OTIS
HENRY, SHANNON J
HERINCKX, JENNIFER A
HERNANDEZ, VANESSA L
HSIAO, HAO MENG
HUDANISH, JILL A
JACKSON, KRISTA MARIE
JAMES, KAREN M
JENNINGS, RACHEL ANN
JOHNSON, JOSHUA S
JOHNSON, MARIE S
JOLLY, PATRICIA D
JONES, JENNIFER J
KAYE, RICHELLE
KINZLER, ALYSON
KLAUSMAN, MICHAEL
KREUZER, MELISSA
KRUEGER, CHERYL
LARKIN, TERESA
LAVERY, LAUREN
LEADER, HEATHER
LEONETTI, JENNIFER A
LETHRUD, CHRISTINA
MACE, JULIA A
MARCHANT, PEGGY
MARTINET, MADISON
MARTOS, CARISSA M
MASSEY, DAMON
MCCLURE, CONNER
MCCLURE, REBECCA
MCGRANAHAN, SYDNEY
MEDLIN, KIMBERLY
MELCHER, CHRISTINE
MILES, AMY M
MILES, TIMOTHY D
MILLER, FELICIA
MILLS, ABIGAIL G
MINTHORNE, LAURA
MOORE, PATRICIA A
MOREHOUSE, ANA MARIA
NELSON, MICHELLE A

NG, BEE AGNES
NOLAN, COLLEEN MARIE
OHARROW, MOLLY E
PARKER, MILTON
PETERSON-FREY, GAIL
PIHLSTROM, KELLY
PITCHER, JULIA K
PRATT, TERESA D
PROSSER, TIMOTHY F
QUINTANA, MICAELA
RADCLIFFE, MARAYA L
RAPHAEL, LEILA
RECCHIA, EMILY
REGIER, LISA M
REYNOLDS, JEROME
REYNOLDS, OLIVIA J
RIGGS, WENDY
ROBERTSON, JANET R
ROGERS, KARA T
RUBIO, PAULETTE
RYAN AHMED, SARAH M
RYAN, STEVEN M
SAMMONS, STACIE
SANCHEZ, ERICA
SANDERS, JULIE L
SANDERSON, ERIN
SCHILLING, THOMAS
SCHIMMELPFENNIG,
SUSAN
SCOTT, KRISTIN L
SCOTT, VALERIE A
SEYMOUR, KAYLIE E
SHOEPE, ANNE
SHUMAKER, MARGARET A
SIGURDSON, REYNA D
SMITH, CARLENE
SMITH, KARAH
SMITH, KIMBERLY A
SNOW, MEGAN
SOUTH, JENNIFER
SPIES, SAMANTHA
SPOFFORD, BENJAMIN
SPRAGUE, MARK E
STARR, CARLA MOODY
STEADMAN, CATHERINE E
STEVENS, AMY C
STOUT, RHIANNON
TALBOT, JASON
TERRANOVA, JANET
TOTTEN, LEAH
TRANT, KELLYE A
TREAT, LARISSA

TUMBARELLO, CHELSEA
TURNER, CATHERINE
UMBENHOWER, TIM B
UPHAM, LESLEY
VARGO, MEERA
VUYLSTEKE, ASHLEY
WALKER, ROSA
WALLACE, LISA

WATERS, JENNIFER
WATTMAN-SMART,
MEGAN
WEEKS, TINA ANN
WERNET, JERILYN
WHITTEN, BRIAN D
WILSON, ANNA
WILSON, KATHERINE M

ULSCHMID, JOLEA
WINELAND, LINDSEY
WITT, ALEXANDRA
WONDERLICK, BRET
WRIGHT, SARA A
YOUNG, ELSA
ZAIGER, SHELBY
ZIENKIEWICZ, STEPHANIE

8. Current **Contract Licensed staff**, expiring June 30, 2024, being non-extended:

JOHNSON, SHERI A
REILLEY, AMY

9. **Temporary Licensed staff** employed on a 2022-2023 contract being recommended for being recommended for one-year contracts July 1, 2023 to June 30, 2024 to First-Year Probationary status :

BAUMGARTNER, JESSICA
BERRY, MALLORY
HERTZOG, NEHA

MATOUK, SAMYA
MCCOY, AMANDA
MILDREN, ASHLEY

NUSSEAR, SARAH
RIDOLOSO POTTER, DIANA
WELBORN, KARA M

10. **Temporary Licensed staff** employed on a 2022-2023 contract, expiring June 30, 2023:

BEASLEY, JILL
BRYCE, TIFFANY ARDEN



NORTHWEST REGIONAL ESD

March 14, 2023

REVISED

APPROVE RENEWALS/EXTENSIONS AND NON-EXTENSIONS OF TEMPORARY, PROBATIONARY, AND CONTRACT ADMINISTRATORS

Resolved, that the Board of Directors accept the Superintendent's recommendation for the renewal of administrators and for the issuance of contracts to contract teachers and administrators.

1. Current **First-Year Probationary Administrators** being recommended for one-year contracts July 1, 2023 to June 30, 2024 to **Second Year Probationary status**:

Licensed Administrators

BLASQUEZ, RYAN R LORENZ, DAMON TOWNSEND, JEROME JENSEN, AKARI A SAPP,
BIANCA WILLIAMS, DAVID KARPOUZES, STEPHANIE SCHLEY, RIKKIE ZELL, TRACY A

Non-Licensed Administrators

ELY, SHERRY
HENDRICKSON, TODD
LANGAN, HOLLY
STELLING, PAJE

2. Current **First-Year Administrators** being non-renewed: N/A

3. Current **Second-Year Probationary Administrators** being recommended for one-year contracts July 1, 2023 to June 30, 2024 to **Third-Year Probationary status**:

Licensed Administrators

DALBEY, KAREN L
DUFFETT, JESSICA L
GRIFFIN, LYNNE

Non-Licensed Administrators

LIWARU, SHARIF Z
MCDOWELL-HARTYE, INGER
POTTER, MICHAEL
REINHARDT, JESSA
HELPER, CAROL K
HUGHES, KENDRA
JACKSON, STEVIE M
MCCARTER, MEGAN M
RYAN, SCOTT
SIMONS, DEBORAH

4. Current **Third-Year Probationary Administrators** being recommended for three-year contracts July 1, 2023 to June 30, 2026, to **Contract Administrator status**:

Licensed Administrators

BOWERS, BETHANY J

Non-Licensed Administrators

BAIN, BRIAN

LONG, STUART

5. Current Contract Administrators being recommended for three-year contracts July 1, 2023 to June 30, 2026:

Licensed Administrators

BATES, LISA D

BOTCHEOS, HEATHER

CHAPPELL, LIANE

FREUND, PEGGY

HARRISON, LAUREL E

IVERSEN, RENAE M

LYON, KIMBERLY

MEIER-NOWELL, CHRISTINA

OLIVA, ANA LIA

OLSON SAWYER, CARA

RAGER, STACY L

SHEPHERD, KAREN S

WALKER, SARAH R

Non-Licensed Administrators

N/A



Northwest Regional
Education Service District

END OF PACKET

FIN DEL PAQUETE

EXECUTIVE & REGULAR MEETING
REUNIÓN EJECUTIVA Y ORDINARIA

March 14, 2023

14 de marzo de 2023

CONTACT/CONTACTO

Valerie White
vwhite@nwresd.k12.or.us