



Northwest Regional  
Education Service District

**BOARD PACKET**  
**MATERIALES DE LA MESA**  
**DIRECTIVA**

General Session - Sesion general  
January 9, 2024 - 9 de enero de 2024  
5:00 pm

Questions?  
Contact [vwhite@nwresd.org](mailto:vwhite@nwresd.org)

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

January 9, 2023 | 4:30 pm | Virtual



- EXECUTIVE SESSION** [Executive Session Statement](#)
- 4:30 PM **1. CALL TO ORDER** Chair Dougherty  
**Board:** Becky Tymchuk, Chris Riley, Doug Dougherty, Ernest Stephens, Maureen Wolf, Miriam Meneses-Rios, Ross Tomlin, Tony Erickson, Yadira Martinez  
**Staff:** Dan Goldman, Debbie Simons, Jordan Ely, Stuart Long, Valerie White  
**Legal Counsel:** Brian Hungerford
- [ORS 192.660\(2\)\(d\)](#) To conduct deliberations with persons you have designated to carry on labor negotiations
- 4:55 PM **2. ADJOURN** Chair Dougherty
- GENERAL SESSION** [Virtual Meeting Registration Link](#)
- 5:00 PM **1. CALL TO ORDER** Chair Dougherty
- 5:02 PM **2. PLEDGE OF ALLEGIANCE & LAND ACKNOWLEDGEMENT** Directors Wolf & Tomlin
- 5:05 PM **3. AGENDA REVIEW/REVISION** Dan Goldman
- 5:06 PM **4. SUPERINTENDENT REPORT**  
A. [January 2023 Superintendent Report](#) Dan Goldman
- 5:20 PM **5. RECOGNITION AND GOOD NEWS**  
A. [NWRESD Board Recognition Month](#) Dan Goldman
- 5:30 PM **6. PUBLIC COMMENT** Valerie White  
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 Request 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.
- 5:40 PM **7. CONSENT AGENDA**  
A. [Approve December 2023 Board Meeting Minutes](#) Valerie White  
B. [Approve December 2023 Personnel Reports](#) Debbie Simons  
C. [Approve 2023-25 EI/ECSE Contract](#) Stacy Rager  
D. [Approve FAC Grow Your Own Grant](#) Debbie Simons  
E. [Adopt Policy: GCPC/GDPC - Retirement of Staff](#) Debbie Simons
- 5:45 PM **8. REPORTS AND DISCUSSION**  
A. [Equity Learning Teams Update](#) Katie Jones & Sharif Liwaru  
B. [Diverse Educator Pathways & Grow Your Own Update](#) Debbie Simons & Yolanda Coleman  
C. [Administrative Reports](#) Dan Goldman
- 6:15 PM **9. ACTION ITEMS**  
A. [Resolution #24-001 - Black History Month](#) Sharif Liwaru  
B. [January 2024 Financial Report](#) Jordan Ely

6:25 PM 10. BOARD MEMBER COMMENTS

Chair Dougherty

6:30 PM 11. ADJOURN

Chair Dougherty

**PUBLIC PARTICIPATION IN BOARD MEETINGS**

1. A community member may complete a 'Public Comment Request Form' and give it to the Board secretary at the Board table prior to the beginning of the meeting. After being recognized by the Board chair, the speaker will sit at the presenter's table and identify themselves with their full name and address and state their purpose in addressing the Board.
2. A group of community members with a common purpose should designate a speaker for the group.
3. Comments or statements by members of the public are limited to 3 minutes each and should be brief and concise unless otherwise authorized by the Board chair.
4. Speakers may comment on a topic not on the published agenda, however, the Board - at its discretion - may require that the proposal, inquiry, or request be submitted in writing. The Board reserves the right to refer the matter to ESD administration for action or study and to report at a subsequent meeting.
5. When meetings are large or controversial, anyone wishing to speak before the Board, either as an individual or as a member of a group, on any agenda or non-agenda item, may do so at the discretion of the Board chair. The Board chair will determine the amount of time that will be allotted for each individual.
6. Speakers may offer objective criticism of district operations or programs, however the Board will not hear complaints concerning specific district personnel. Complaints against individuals must be addressed by following the steps in Policy KL ("Public Complaints") and Procedure KL-AR ("Complaint Form").
7. These procedures will be published on the last page of every Board meeting agenda.



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."

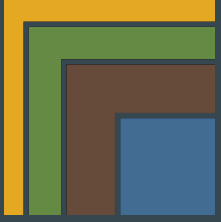
*-Adapted from Delilah Friedler*

# 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*



# **SUPERINTENDENT REPORT**



# Superintendent Office Report

January 2024

Welcome to our first Board meeting of 2024! I hope everyone found respite and relaxation over the winter holiday break. I was fortunate to spend time with family and friends this past week. While the snow situation is fairly depressing on Mt. Hood, my family still found a few days to be on Mt. Hood together.

In the Board's last meeting of 2023, I spoke about the herculean efforts of our region's public educators to address student needs coming out of the pandemic and the progress they've made in re-engaging students and families in teaching, learning and belonging in their schools and learning centers. With both feet now in 2024, and after time to reflect on this past year, I remain incredibly proud of the efforts and outcomes achieved by the NWRESA and its over 800 staff in 2023 and am optimistic that we can continue delivering for kids in meaningful ways. Happy New Year NWRESA staff!

## **JANUARY IS BOARD RECOGNITION MONTH**

As January brings a new calendar year, it also brings Board Recognition Month. Before we get to our Recognition and Good News agenda item, I'd like to personally thank the Board for its steadfast support of our region's students, families and staff. Each of you contributes to making NWRESA an essential and effective service provider in the lives of children and families in Northwest Oregon. Together, we have faced difficult decisions and new opportunities and you have contributed to NWRESA's many successes. Sincere thanks to you for your guidance, dedication and stewardship.

## **LOCAL SERVICE PLAN**

Our board-approved 2024-25 Local Service Plan has now been sent to our 20 component school district boards for consideration. I'm looking forward to presenting the LSP and discussing NWRESA with boards across the four counties in the coming weeks. Valerie will be organizing schedules and I hope NWRESA board members will join me in districts you have connections with.

## **EI/ECSE & CASH FLOW**

Just before the holiday break officially began, we finally received the EI/ECSE state contract agreement and began drawing down the funds. Receiving the contract was a huge relief as we likely would have had to take a bridge loan to meet payroll obligations for our employees and maintain operations. I want to thank CFO Jordan Ely for his excellent advocacy with the state department in helping them understand the urgency and ramifications of this massive delay in procurement.

That's the good news... The bad news on EI/ECSE is the contract was 15% less than last biennium. While we have been discussing the budget shortfall produced by the Legislature, the program deficit is stark nonetheless. As a reminder, despite the efforts of many across the state and here at NWRESD, the Legislature moved forward a decision to use COVID-era enrollment data to determine statewide funding levels. Of course, the enrollment data were historically depressed and unreliable, yet we could not move the budget writers to use other indicators of need in the world of early childhood special education and early intervention. However, because we received a verbal commitment from ODE and one of the Co-Chairs of the Ways and Means Committee that if enrollment grows over this school year more funding would be forthcoming in the upcoming short session, we made a conscious decision to overspend the EI/ECSE budget by approximately \$1m this year.

To be clear, the severity of a 15% budget cut in conjunction with the compensation needs being expressed by our staff, the additional \$22m being discussed by legislators is simply not enough to sustain the current programming levels for EI/ECSE. With a projected \$3 to \$5m shortfall in 2024-25 (which will be far more severe without the \$22m investment being discussed statewide), I fear we will soon have to retreat back to our former program model in which the primary way we deliver special education services is in intervention settings rather than in mixed delivery settings. This would be a significant blow to the incredibly difficult and important work our staff have done over the past four years to increase access for children experiencing disability in inclusive educational settings.

On the morning of tonight's board meeting, Early Learning Executive Director, Stacy Rager, a number of NWRESD educators, parents, advocates from the Children's Institute, Director Tymchuk and I hosted a legislative delegation from Washington County in Beaverton to advocate for increased investment. We will continue to ratchet up our advocacy efforts through the short legislative session this winter.

### **ARTIFICIAL INTELLIGENCE**

Last Monday, the three metro area ESDs' Information Tech folks and superintendents met to discuss how our agencies could support our districts in preparations and responses to the rapid injection of Artificial Intelligence in schooling and public agency operations. We will have a series of follow-up discussions to include Teaching and Learning leaders with the aim of developing a sequence of professional learning events in the spring and through next year. A goal is to have a kick-off event this spring that brings together educators from our collective 38 districts.

### **CASCADE ALLIANCE FOR EQUITY (CAFE)**

Before the pandemic, the same three ESDs (Clackamas, Multnomah and NWR) collaborated to launch the Cascade Alliance For Equity (CAFE). At the time, we envisioned our three organizations would share a director level position that would coordinate the work across the agencies and spearhead a series of professional learning opportunities for the metro area to the coast. This was Liwaru's original position as NW had a .5 Equity Director at the time (long-time ESD administrator Marisol Jimenez).

We held the first large-scale CAFE event on March 11, 2020. Unfortunately, that was days prior to Governor Brown announcing the impending closure of Oregon's schools which was supposed to last only through Spring Break... little did we know! Regardless, the conference went on that day with great success. Hundreds of educators from across 38 districts and 3 ESDs learned from national and local presenters.



Due to the pandemic, it was the last *live* CAFE event. A few online trainings over the next two years of Covid proved to be the last CAFE events. All that to say, we will be launching a renewed CAFE effort across our 20 districts (not in the original three-ESD form) this spring. Specifically, we will be holding a student-led/student-voice summit on May 29. The notion is to center student stories and student experience so our region's educators have an avenue to consider how pedagogy, curricula and assessment impacts students from historically marginalized groups. I will remind the board as the date nears, but am hoping you might mark your calendars if interested in attending.

## Negotiations Update

In between the writing of this report and this evening's board meeting, the bargaining teams for the ESD and NWEA are scheduled for our third mediation session (January 4). My hope is to report significant progress to the Board.

---

## Upcoming NWRES D-led Events

- Reinforcements in the Classroom for Students with ASD

**1/16/2024 6-8 p.m. | Virtual**

[Learn more and register](#)

Participants will explore strategies to support young children on the autism spectrum by using reinforcers in an early childhood environment to build positive behavior. This free training will be available in English and Spanish and is open to educators who work in preschools, Head Starts, child care centers or family child care.

- Motivational Interviewing Techniques for Improved Attendance

**1/17/2024 2 - 3 p.m. | Virtual**

[Learn more and register](#)

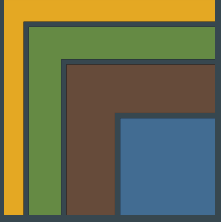
Motivational interviewing is a counseling technique that helps people through changes of habit and/or behaviors. During this session we will give a brief overview of motivational interviewing techniques, pedagogy and theories to better support students who are chronically absent. We will also discuss how to support a student or family through the stages of change specifically around attendance concerns. This session is specifically designed for educators and support staff leading attendance initiatives at school sites and open for school districts located in Columbia, Clatsop, Tillamook, and Washington counties.

- ORTIi Early Literacy Tier 3/Individual Problem Solving Training Day

**1/18/2024 8:30 a.m. - 3:30 p.m.**

The Oregon Response to Instruction and Intervention (ORTIi) project, in collaboration with the National Center on Intensive Intervention (NCII), is hosting an invitation-only Early Literacy Tier 3/Individual Problem Solving (IPS) training day with partner school districts participating in the project. During this one day training, ORTIi staff and Jon Potter from NCII will cover: updates for tier 2 intervention review, updates for tier 3 individual problem solving, and developing standards of practice for tier 3/IPS (including training and monitoring). While the focus of the day will be intensifying reading instruction for struggling readers, discussions will also include how to integrate social, emotional, and behavioral support when creating plans to support a student. This training is intended for district and building leadership teams working on implementing or refining a multi-tiered system of support for early literacy. Reach out to ORTIi administrative specialist Matthew Kishlock ([mkishlock@nwresd.k12.or.us](mailto:mkishlock@nwresd.k12.or.us)) to determine if this training would be appropriate for you and your team, or to coordinate alternative support from the project.

- **NWRESD Early Literacy Supports Training Series #2**  
**1/18/2024 9:30 a.m. - 3 p.m. | In Person** [Learn more and register.](#)  
 Our NWRESD Early Literacy Supports Team presents a learning opportunity for individuals and school teams from Clatsop, Columbia, Tillamook or Washington counties on the Science of Reading, the Science of Teaching, and Data-Based Decision Making. This is the second of a four-part series of professional development offered in the 2023-2024 school year which will focus on Pre-K through grade 5 literacy systems. There will be differentiated options for learners based on the needs of participants, as well as opportunities for goal setting and interim coaching available. The intended audience for this series of trainings includes all instructors in Pre-K through 5th grade settings, literacy coaches and specialists, school instructional leadership team members, and school administrators. Participants need not attend all four parts of the series. Please attend as many as you are able. This training is eligible for substitute reimbursement.
- **IG Learning Collaborative**  
**1/19/2024 2 pm**  
 We will begin with a little IG-related content and then the primary focus of this collaborative will be on analyzing empathy interview data. We are partnering with Community Design Partners who will lead this part of the session. Here is the pre-work for the session from Kari: If your team does not have empathy interview data, we'll supply a data set for your practice. If your team has empathy interview data that needs to be analyzed or has been analyzed but could use a fresh look, please bring the raw data to the training in a format that has the following characteristics: 1) All names or identifiers of interviewees removed; 2) Original data saved in a separate file; 3) Data formatted so people can read the entries (for example, sheet columns are widened and text wrapped). It would be helpful to know if you plan to attend and if you will be bringing your own data so please let Renae ([riversen@nwresd.org](mailto:riversen@nwresd.org)) know as soon as you can. And if you have additional staff who would be interested in attending, send their contact info to Renae.
- **School Safety and Mental Health Summit**  
**1/31/2024 8:30am - 3:30pm | In Person (Hillsboro, OR) - 6 PDUs** [Learn more and register.](#)  
 The current state of safety and mental health in schools remains a topic of critical concern and discussion. In recent years, there has been a growing recognition of the need to prioritize the emotional well-being of students alongside physical safety. This shift in perspective acknowledges that a safe learning environment encompasses not only physical security but also emotional and mental security. The 2024 School Safety & Mental Health Summit aims to bring together school and community partners to discuss current topics related to school safety, school culture and climate, and mental and behavioral health through a lens of equity and culturally sustaining practices. Workshops and panel discussions will explore various aspects of fostering a school environment where students feel both physically and emotionally safe, such as preparing for and responding to crises, building community mental health partnerships, supporting historically marginalized students and families, and integrating social and emotional learning into classroom practices.
- **Transformative SEL Collaboratives (2 sessions)**  
**2/29/2024 & 4/2/2024 9 am - 3:30pm | Hybrid/In Person (Hillsboro, OR)** [Learn more and register](#)  
 The NWRESD School Culture and Climate team will be hosting two sessions focused on ODE's new Transformative SEL standards (2/29/24 and 4/2/24 from 9-3:30). These sessions are designed to help a school and/or district team of educators, counselors, and administrators in the NWRESD service region better understand the new standards and also give them time to plan for implementation. The sessions will be hybrid so join us virtually or in-person at the ESD office in Hillsboro.



# RECOGNITION & GOOD NEWS



January 2, 2024

To the Northwest Regional Education Service District Board of Directors:

We join the 197 school districts and 18 other education services districts throughout Oregon to celebrate January as School Board Recognition Month. I am grateful for your countless hours of unpaid time to provide the best opportunities to the students most in need. School Board Recognition Month is one small way we can pause to say thank you.

Importantly, you represent the views of the communities and constituents in your zone or position area in the context of a complex organization. You are steadfast advocates for educational access, student achievement, educator professional growth, equity, transparency and innovative service on behalf of our 20 component school districts and their communities.

In your critical contributions to our organization, you focus on:

- Setting a vision for what community members, families, students and educators want their educational system to become and how to make student achievement the top priority
- Assessing whether we achieve our goals, and whether students are learning and we are meeting the needs of our component school districts
- Accounting for the outcomes of decisions by tracking progress and reporting results
- Aligning the use of the district's human and financial resources to our goals
- Creating a safe and orderly climate where educators can teach, grow and thrive and where students can connect and learn
- Collaborating to solve common problems and to support common successes
- Focusing on continuous improvement by questioning, examining, revising, refining and revisiting issues related to student achievement.

With gratitude for your steadfast support for the NWRESD, its staff and its students,

A handwritten signature in blue ink, consisting of two large loops connected by a wavy line.

Dan Goldman

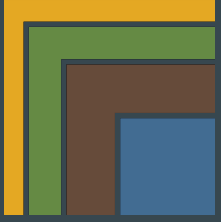
---

■ Clatsop County  
503-325-2862  
785 Alameda Avenue  
Astoria, OR 97103

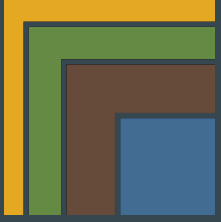
■ Columbia County  
503-366-4100  
800 Port Avenue  
St. Helens, OR 97051

■ Tillamook County  
503-842-8423  
2515 3rd Street  
Tillamook, OR 97141

■ Washington County  
503-614-1428  
5825 NE Ray Circle  
Hillsboro, OR 97124



# **PUBLIC COMMENT**



# CONSENT AGENDA



# Northwest Regional Education Service District

January 9 , 2024

TO: NWRESD Board of Directors

FR: Valerie White, NWRESD Board Secretary

RE: December 2023 Board General Session Minutes

## EXPLANATION:

Please find your December 2023 Board Minutes attached below, prepared by Valerie White, Board Secretary.

PRESENTER(S): Valerie White, NWRESD Board Secretary

SUPPLEMENTARY MATERIALS: [December 2023 NWRESD General Session Minutes](#)

RECOMMENDATION: To approve the December 2023 NWRESD General Session Minutes as presented in the consent agenda.

PROPOSED MOTION: "I move to approve December 2023 NWRESD General Session Minutes as presented in the consent agenda."

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

December 12, 2023 | 5:00 pm | Virtual



## **EXECUTIVE SESSION**

CALL TO ORDER - Chair Dougherty called the Executive Session to order at 4:33 pm.

**Board:** Becky Tymchuk, Chris Riley, Doug Dougherty, Ernest Stephens, Maureen Wolf, Miriam Meneses-Rios, Ross Tomlin, Tony Erickson

**Staff:** Dan Goldman, Stuart Long, Valerie White, Jordan Ely, Catherine Dalbey

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

ADJOURN - Chair Dougherty adjourned the Executive Session at 5:05 pm.

## **GENERAL SESSION**

CALL TO ORDER - Chair Dougherty called the general session to order at 5:07 pm.

**Board:** Becky Tymchuk, Chris Riley, Doug Dougherty, Ernest Stephens, Maureen Wolf, Miriam Meneses-Rios, Ross Tomlin, Tony Erickson, Yadira Martinez

**Staff:** Dan Goldman, Jordan Ely, Catherine Dalbey, Stuart Long, Valerie White, Tracey Goldner, Brian Bain

## PLEDGE OF ALLEGIANCE / LAND ACKNOWLEDGEMENT

Director Meneses-Rios led the board in the pledge of allegiance and Director Riley provided the land acknowledgement.

## AGENDA REVIEW/REVISION

Chair Dougherty entertained a motion by Director Tymchuk to move the Action Items section up to be prior to the Reports and Discussion section. The motion was seconded by Director Tomlin and approved unanimously.

## SUPERINTENDENT REPORT

Superintendent Goldman addressed the board, thanking public educators in general, our board and our NWRESD staff for their incredibly specialized work. He expressed gratitude for the perseverance of board members and staff throughout the past year, acknowledging the challenges as well as the joys of working with students in our communities. He lauded, in particular, the hard work of our early learning staff to move the dial significantly for our most impacted students. Alternatively, he noted that Oregon's spending on public education, to include K12 and early learning funding, trails behind Washington state significantly and expressed his hope that Oregon's legislators will see the need to increase funding for the students throughout the state, including in our region. This funding also impacts staff wages and current negotiations with our union staff members, illustrated by current bargaining with licensed staff. Superintendent Goldman then noted an upcoming visit by local state representatives to one of our Early Learning sites in early January to see the impact our staff have on students in our region and the value in fully funding public education. Finally, Superintendent Goldman acknowledged the untimely loss of Maureen Crawford, a well-loved Cascade & Pacific Academies staff member, noting her contributions to those programs as well as the agency as a whole with her caring approach to all that she did.

## RECOGNITION AND GOOD NEWS

Tracey Goldner, Communications Manager introduced Eva Manderson and her Childcare Resource & Referral staff who are being acknowledged for the significant grant funding they have secured in recent months. Eva Manderson, CCR&R director, spoke about the work her department staff do for the students in our region. Next, she discussed the specific grants which they recently have received, which have helped Clatsop county, in particular, rise out of the 'childcare desert' which all of our more rural counties struggle with. Director Manderson noted the growth her department has seen in the past year or so and asked the board if there were any questions. Director Tomlin and Chair Dougherty acknowledged the welcome growth of the department and gave kudos to the CCR&R department for the grants they were able to secure. Eva asked her staff to talk about the best parts of their jobs. Caelish Tarrham, Infant and Toddler Specialist, noted that she is excited to be a support to providers and the camaraderie she feels with her team. Jack Bello, Clatsop County Support Specialist, notes that it has been great to see the benefit of the grant process and the advocacy work within the community to meet the students' needs. Dan Gaffney, Early Learning Hub Governance Committee Member, noted Eva's impact within the region. Superintendent Goldman noted that the growth of Eva's team has necessitated a move to a new building work space and offered his thanks for her and her team's hard work.



## PUBLIC COMMENT

Chair Dougherty read the Public Participation in Board Meetings guidelines. Ginger Gamboa introduced themselves, reported their home address and addressed the board for just over 3 minutes. Vanessa Hernandez introduced themselves, reported their home address and addressed the board for approximately 3 minutes.

## CONSENT AGENDA

Chair Dougherty entertained a motion by Director Tomlin to approve the consent agenda as presented. The motion was seconded by Director Riley and approved unanimously.

## ACTION ITEMS

December 2023 Financial Report - CFO Ely reviewed the December Financial Report, discussing lags in state funding which requires the NWRES D to cover costs without revenue and that we may have to consider short term borrowing if state revenue procurement issues are not resolved very soon. Director Wolf wondered if the board should consider a special session to ensure funding comes through prior to February. CFO Ely stated that he did not believe this step was necessary. Director Tymchuk asked if other districts were also experiencing this lag in funding and if this had been on our finance team's radar prior to now. CFO Ely noted that they had been watching the issue for the entire school year and that he wanted to ensure the board was aware in the case that the agency would need to come to the board for approval to borrow funds to cover costs. Superintendent Goldman commented on the procurement delay, the late procurement at an unexpected level and his concern that a delay of funding should not happen again. Chair Dougherty entertained a motion by Director Erickson to accept the financial report as presented. The motion was seconded by Director Riley and approved unanimously.

OAESD Officer Council Nominations 2023-24 - Superintendent Goldman invited the NWRES D board to nominate a board member to serve as an OAESD Board member. Chair Dougherty asked if any board members are interested in serving or nominating. No nominations were heard.

OSBA Resolution Vote - Board Secretary Valerie White introduced Resolution 1 - Oregon Rural School Board Members Caucus. Chair Dougherty noted that this resolution is an attempt to support rural school board members. Directors Tymchuk and Wolf commented that they felt that rural districts should have representation to support their unique needs. Chair Dougherty entertained a motion by Director Tymchuk to accept OSBA Resolution 1 as presented. The motion was seconded by Director Wolf and approved unanimously. Secretary White introduced Resolution 2 - Amendment to OSBA 2018 ByLaws. Chair Dougherty entertained a motion by Director Wolf to accept OSBA Resolution 2 as presented. The motion was seconded by Director Riley and approved unanimously.

## REPORTS AND DISCUSSION

***AI in Education*** - NWRES D CIO Stuart Long introduced Sol Joye with ODE who went on to present on the ramifications AI has and will have on education in Oregon. Sol presented resources developed by the ODE with regard to Generative AI guidance. He also noted that Oregon is the first state in the nation which has done so. Guidance documents released cover Generative AI, Policy Development Protocols and Resources for the educational use of AI. These documents follow the guidance of the federal Office of Educational Technology and will likely be updated every 6 months as this technology is changing quickly. ODE's vision for a tech-enhanced future is more like an electric bike than a robot vacuum, always being controlled by a human being. Sol noted that AI is here and it WILL be utilized in education and ODE wants to ensure they are ahead of the curve in ensuring equity-centered policies around the intentional use of AI in education. One way of staying ahead is ensuring educators have professional development in AI. Federal and State Data Privacy Laws & Policies will continue to be enforced with the use of AI. ODE is working on developing what AI policies should look like for districts. Director Stephens asked if he could contact Sol later as he has questions, but Mr. Joye had a hard stop due to a delayed agenda.

***Bringing the Strategic Plan to Life*** - NWRES D Director of Research, Evaluation and Assessment Brian Bain presented a framework to move the NWRES D's Strategic Plan forward. The board did not have any questions or comments. Superintendent Goldman complimented our administration, particularly front-line administrative staff, in getting this plan off the ground and getting the work done.

***Hillsboro Early Learning Facility Project*** - NWRES D CFO Jordan Ely introduced Luke Harkness, Wenaha Project Manager, who presented photos of a visit made to other Oregon ESD's early childhood programs and a schedule update which included budgeting and phase date estimates. A site plan was shared with the board, showing where playgrounds and other engaging spaces would be located. Finally, Luke shared a 'flythrough' video with the board, giving a digitally rendered view of what the finished facility might look like. Executive Director of Early Learning Stacy Rager, also gave some explanations for some of the spaces shown. The board did not have any questions or comments.

***First Read Policy: GCPC/GDPC Retirement of Staff*** - HR Director Catherine Dalbey presented policy GCPC/GDPC Retirement of Staff for update with notes included. Director Dalbey reiterated the updates to this policy included in the board packet. Director Erickson had questions about how PERS retirees would be paid if they were hired back after PERS retirement. Superintendent Goldman explained how this policy would affect both the employee and employer. Director Dalbey explained how this would also impact insurance benefits. Chair Dougherty noted that this policy change should make it much more equitable county to county due to the removal of the minimum county population requirement.

Administrative Reports - Superintendent Goldman noted the amazing work each of our departments does each month and encouraged all board meeting attendees to review those department's reports in the board packet.

BOARD MEMBER COMMENTS Chair Dougherty made the following statement: Having served in education for forty years now, I understand how difficult contract negotiations can be. In the effort to communicate differing perspectives, misunderstandings and challenges can arise. However, the process allows staff members to communicate important issues related to their working conditions and compensation. It gives the board and administration the opportunity to hear these concerns and also share district-wide issues and perspectives. The negotiations teams have the added responsibilities of working through contract issues, hoping the "other side" understands their points of view. Our teachers have chosen a profession that enables them to use their skills and expertise to improve the lives of our students and their families. I truly appreciate the hard work of our dedicated staff. In order to hear your perspective and understand the issues, I read each of the Board packets and emails I receive. I recognize your dedication and I am thankful you have chosen to work with us.

Director Erickson commented on the education component of AI and his hopes that students will be educated on the safe use

Director Tomlin notified the board of his plans to retire from his position at Tillamook Bay Community College at around the end of this school year.

Director Stephens notified the board that the Oregon Secretary of State nominated him to join the fiscal estimate committee and noted that he may need to recuse himself from a vote if faced with a vote on ballot measures or other fiscal issues.

ADJOURN Chair Dougherty adjourned the meeting at 7:06 pm



# Northwest Regional Education Service District

January 9, 2024

TO: Board of Directors

FR: Debbie Simons – Chief Human Resources Officer

RE: December 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:

[December 2023 Personnel Report](#)

RECOMMENDATION:

To approve the December 2023 Personnel Report as presented.

PROPOSED MOTION:

“I move to approve the December 2023 Personnel Report as presented.”

**Northwest Regional Education Service District  
PERSONNEL REPORT  
December 4, 2023 – January 2, 2024**

**New Hires**

<b>Name</b>	<b>Position</b>	<b>Department</b>	<b>Building</b>	<b>New Hire/ Transfer</b>	<b>Tentative Start Date</b>
Kelly Thayer	Regional Educator Pathway Navigator	Human Resources	Washington Service Center	New Hire	01/02/2024
Tanja Overdevest	Instructional Assistant	Early Learning	Tualatin Early Childhood Center	New Hire	01/02/2024
Brian King	NOSS Nursing Coordinator	Instructional Services	Washington Service Center	Transfer	01/02/2024
G Bundy	Professional Learning Coach	Instructional Services	Washington Service Center	New Hire	01/02/2024
Roxanne Reese	Instructional Assistant	Early Learning	Hillsboro Early Childhood Center	New Hire	01/02/2024
Julie Feldmann	Administrative Assistant	Early Learning	Hillsboro Early Childhood Center	Transfer	01/08/2024
Hao Hsiao	Early Childhood Education Specialist – Eval Team	Early Learning	Washington Service Center	Transfer	TBD

## Resignations, Retirements & Separations

<b>Name</b>	<b>Position</b>	<b>Department/ Location</b>	<b>Last Day of Employment</b>	<b>Details/Comments</b>
Karlyn Weaver	ASL Interpreter	Special Student Services – Groner Elementary	December 1, 2023	Resignation
Merrin Bartocci	Instructional Assistant	Early Learning – Columbia SC	December 13 , 2023	Resignation
Renee Finley	Instructional Assistant	Early Learning – Columbia SC	December 14 , 2023	Resignation
Tina Weeks	Early Childhood Education Specialist	Early Learning – Tillamook SC	December 13 , 2023	Deceased

## Currently Advertised Vacancies

\*\*Currently Advertised Vacancies is a snapshot in time for jobs that are currently posted as of 1.2.24.\*\*

Open Position	Category	Department	Original Post Date	Comments
School Psychologist – Clatskanie School District	Licensed	Social Emotional Learning Schools	09/01/2023	1.0 FTE – Resignation, currently filled by contractor
Support Specialist – Early Learning	Classified	Early Learning	09/27/2023	1.0 FTE - Resignation
Instructional Assistant – HECC	Classified	Early Learning	09/27/2023	0.9375 FTE - Resignation
ASD Consultant – St. Helens School District	Licensed	Special Student Services	10/03/2023	1.0 FTE - Resignation
Early Childhood Education Specialist – Columbia Service Center	Licensed	Early Learning	10/03/2023	1.0 FTE - Resignation
Teacher of Visually Impaired	Licensed	Special Student Services	10/18/2023	2.0 FTE – Transfer & Filled by contractor
Speech Language Pathology Assistant – Seaside School District	Classified	Special Student Services	10/20/2023	1.0 FTE – New Position
Speech Language Pathologist – BECC	Licensed	Early Learning	11/01/2023	1.0 FTE - Resignation
Instructional Assistant – Columbia Service Center	Classified	Early Learning	11/01/2023	0.9375 – New Position
Registered Nurse – Sherwood School District	Licensed	Special Student Services	11/17/2023	1.0 FTE - Transfer
Licensed Practical Nurse – Sherwood School District	Classified	Special Student Services	11/17/2023	1.0 FTE - Transfer
NW Parenting Education Program Manager	Classified	Early Learning	11/17/2023	1.0 FTE - Resignation
Speech Language Pathologist Assistant – BECC	Classified	Early Learning	11/21/2023	1.0 FTE – Currently filled by contractor
Assessment & Data Specialist 3	Classified			

		Instructional Services	11/30/2023	1.0 FTE – New position
Instructional Assistant – Clatsop Service Center	Classified	Early Learning	11/30/2023	0.9375 FTE – Previously unfilled
School Psychologist Intern – Tigard Tualatin School District	NA	Special Student Services	11/30/2023	1.0 FTE – Intern for 24/25 SY
School Psychologist Intern – Banks School District	NA	Special Student Services	11/30/2023	1.0 FTE – Intern for 24/25 SY
School Psychologist Intern – Scappoose School District	NA	Special Student Services	11/30/2023	1.0 FTE – Intern for 24/25 SY
Instructional Assistant – Cascade Academy	Classified	Social Emotional Learning Schools	12/5/2023	0.85 FTE – Death of previous employee
Application Specialist 2 – WSC	Classified	Technology	12/7/2023	1.0 FTE -Retirement
Instructional Assistant – Headstart & Community Preschools - WSC	Classified	Early Learning	12/12/2023	0.9375 – New Position
Instructional Assistant – BECC	Classified	Early Learning	12/15/2023	0.9375 FTE - Transfer
Early Childhood Education Specialist – Tillamook Service Center	Licensed	Early Learning	12/18/2023	1.0 FTE - Death of previous employee
Early Childhood Education Specialist – Columbia Service Center	Licensed	Early Learning	12/19/2023	1.0 FTE - Resignation
ASL Interpreter	Classified	Special Student Services	12/22/2023	0.8125 - Resignation
Diverse Educator Pathway Higher Education Liaison – REPOST from Oct 2023	Licensed	Human Resources	12/27/2023	1.0 FTE -Resignation

## Currently Advertised Vacancies – Northwest Outdoor Science School

\*\*Currently Advertised Vacancies is a snapshot in time for jobs that are currently posted as of 1.2.24.\*\*

<b>Open Position</b>	<b>Category</b>	<b>Department</b>	<b>Original Post Date</b>	<b>Comments</b>
Field Instructor – Spring 2024 Session	Limited Term	NOSS	11/02/2023	3 open positions
Registered Nurse – Spring 2024 Session	Limited Term	NOSS	11/07/2023	3 open positions
License Practical Nurse – Spring 2024 Session	Limited Term	NOSS	11/07/2023	3 open positions





# Northwest Regional Education Service District

January 2, 2024

TO: Board of Directors

FR: Stacy Rager, Executive Director of Early Learning

RE: 23-25 Biennium EI/ECSE Grant

## EXPLANATION:

The state grant award for the EI/ECSE program has been received and is ready for board approval. This amount is 10% less than what was awarded in the previous biennium and severely underfunds the program. Without significant action in the short session the current contract will not cover expenses in 2024-25 without program change and reduction. Even with the promised \$22M that the legislature has assured us is forthcoming, the program will still have to cut over \$2M to balance the budget for the biennium. At this time, all hiring is frozen and unfilled positions will be cut from the budget.

PRESENTER(S):

Stacy Rager

SUPPLEMENTARY MATERIALS:

[23-25 Biennium EI/ECSE Grant](#)

RECOMMENDATION:

To approve the 23-25 Biennium EI/ECSE Grant in the amount of \$55,394,814.09 as presented.

PROPOSED MOTION:

"I move to approve the 23-25 Biennium EI/ECSE Grant in the amount of \$55,394,814.09 as presented."

## Reinstatement and Amendment No. 10 to Grant No. 11117

This is Reinstatement and Amendment No. 10 to Grant Agreement No. 11117, effective July 1, 2017 (as amended from time to time, the “Grant”), between the State of Oregon, acting by and through its Oregon Department of Education (“Agency”) and Northwest Regional Education Service District (“Grantee”), each a “Party” and together, the “Parties”. Upon receipt of all required approvals and execution by both Parties, this Reinstatement and Amendment shall be effective on July 1, 2023 (“Amendment Effective Date”).

The Grant expired on June 30, 2023 and the Parties now desire to reinstate the Grant in its entirety and amend the Grant provided herein.

The Parties acknowledge and agree that Agency has not made any payment for activities performed after June 30, 2023.

The Grant is amended as follows (new language is indicated by **underlining and bold** and deleted language is indicated by ~~striketrough~~):

1. Section 3 of the Grant is amended as follows:

### SECTION 3: EFFECTIVE DATE AND DURATION

When all Parties have executed this Grant, and all necessary approvals have been obtained (“Executed Date”), this Grant is effective and has a Grant funding start date as of July 1, 2017 (“Effective Date”), and, unless extended or terminated earlier in accordance with its terms, will expire on ~~June 30, 2023~~ **June 30, 2025**.

2. Section 6 of the Grant is amended as follows:

### SECTION 6: GRANT FUNDS

In accordance with the terms and conditions of this Agreement, Agency shall provide Grantee up to ~~\$155,605,814.35~~ **\$211,000,628.44** (“Grant Funds”) for cost of the Project described in Exhibit A. Agency shall pay the Grant Funds from monies available through its General Fund, Other Funds, and through Federal IDEA Funds, ~~and federal American Recovery Plan (ARP) IDEA funds~~. Grant Funds may be used only for eligible costs authorized by this Agreement.

~~The American Rescue Plan (ARP) act provides additional one-time supplemental funds to IDEA.~~

3. Exhibit B, Section I, subsection 2 is amended as follows:

2. Agency will disburse grant funds to Grantee quarterly in advance for each quarter in the amount listed in the table for General Funds as set forth in Section II, paragraphs 1.1, ~~and 1.2~~ **and 1.3** below, upon receiving Grantee’s invoice for the upcoming quarter. Agency will disburse federal Grant funds to Grantee on a reimbursement basis only. Agency may, in its discretion, adjust the amount paid for subsequent quarters based on the Grantee’s invoice and quarterly expenditure report. Subject to Agency receipt of adequate funding, appropriations, limitations, allotments, or other expenditure authority:

a. Grantee may carry over available Grant Funds from Fiscal year 19-20 to Fiscal Year 20-21.

b. Grantee may carry over available Grant Funds from Fiscal year 2021-22 to Fiscal Year 2022-23.

c. **Grantee may carry over available Grant Funds from Fiscal year 2023-24 to Fiscal Year 2024-25.**

4. Exhibit B, Section I, subsection 4 is amended as follows:

Grantee shall prepare and submit to Agency with Grantee's first invoice and with the first invoice for each year in which Project activities are performed, a budget for the Project (the "Budget"). Agency is not obligated to disburse the Grant Funds if Grantee does not perform all of the Project activities associated with the Budget. In no event shall Agency disburse more than the stated Grant Funds. If the Allowable Costs of the Project increase and additional moneys are needed to complete the Project, the Parties may increase the Grant Funds by entering into an amendment to this Agreement signed by all parties and for which all necessary State of Oregon approvals have been obtained. ~~Under no circumstances will Agency pay for any Project activities performed after June 30, 2021, unless the parties have entered into a fully executed amendment to extend the end date of this Agreement.~~

5. Exhibit B, Section I, subsection 6.G is hereby revised in its entirety and incorporated herein:

**Grantee may be reimbursed for indirect or administrative costs, as a percentage of the Grant Funds disbursed under this Grant, in an amount that does not exceed Grantee's federally approved rate at the time the cost was incurred. The rates described in this paragraph override any other verbal or written rate(s) provided by Agency, including in any notice of award provided by Agency's Electronic Grants Management System ("EGMS").**

6. Exhibit B, Section I, subsection 8 is amended as follows:

In addition to any other reports or documentation required to be submitted to Agency, GRANTEE shall submit a written expenditure report to Agency each quarter on an Agency-prescribed form. GRANTEE shall submit quarterly expenditure reports to Agency ~~during the period from July 1, 2017, through June 30, 2021,~~ no later than 45 calendar days after the end of each quarterly period set forth in the table below. Each quarterly expenditure report must describe all Project Activities performed with particularity, by whom it was performed, and must itemize and explain all expenses. Each quarterly expenditure report must also include the total amount of Grant Funds requested by GRANTEE during this Agreement term up through the date of the report.

7. Exhibit B, Section II: Disbursement Schedule, is amended to add and incorporate subsection 1.3 in its entirety as follows:

**II. Disbursement Schedule:**

**1.3 From July 1, 2023 to June 30, 2025, Agency shall pay Grantee as described in the following table, contingent upon Grantee's submission of detailed invoices to Agency, and contingent upon Grantee's submission of the required documents to Agency as specified in the table below.**

**1.3.1 It is anticipated that Agency will receive additional Federal funds for the period from October 20, 2024 to June 30, 2025. If available, additional Federal Funds will be added to this Agreement by amendment. The amount of federal funds disbursed under this Agreement shall not exceed the overall amount of federal funds received by Agency for this Agreement.**

**1.3.2 If additional Federal Funds are allocated and added to this Agreement by amendment for the period of October 20, 2024 to June 20, 2025, Grantee shall produce and provide to Agency an updated Budget to reflect the additional funds.**

ODE GRANT #11117- A10 EI/ECSE 2023-25

DATE	GENERAL FUNDS	OTHER FUNDS	* FEDERAL FUNDS	TYPE OF REPORT DUE
July 1, 2023	\$ 7,403,863.00	\$ 3,200,312.00	NA	- 2023-25 Biennium Budget - Budget for 23-24 - Indirect Cost calculation - Local subcontract agreements - Service Area Plan (due at execution of Agreement)
October 20, 2023	\$ 4,676,124.00	\$ 2,021,250.00	\$	2 July - Sept 2023 Expenditure Report
January 20, 2024	\$ 2,467,955.00	\$ 1,066,770.00	\$	2 Oct - Dec 2023 Expenditure Report
April 20, 2024	\$ 2,467,955.00	\$ 1,066,770.00	\$	2 Jan - March 2024 Expenditure
July 20, 2024	\$ 2,467,955.00	\$ 1,066,773.00	\$	3 April - June 2024 Expenditure
October 20, 2024	\$ 3,910,959.00	\$ 2,105,469.00	TBD	- Revised Budget - July - Sept 2024 expenditure report
January 20, 2025	\$ 3,910,959.00	\$ 2,105,469.00		0 Oct - Dec 2024 Expenditure Report
April 20, 2025	\$ 3,910,959.00	\$ 2,105,469.00		0 Jan - March 2025 Expenditure ort
June 30, 2025	\$ 3,910,957.00	\$ 2,105,468.00	TBD	-April - June 2025 Expenditure Report -Final Expenditure Report for 23-25
<b>Total 2023-25</b>	<b>\$ 35,127,686.00</b>	<b>\$ 16,843,750.00</b>	<b>\$ 3,423,378.09</b>	
Maximum Not to Exceed Funding 2017-2019				\$ 39,325,194.43
Maximum Not to Exceed Funding 2019-2021				\$ 51,123,904.52
Maximum Not to Exceed Funding 2021-2023				\$ 65,156,715.40
<b>Maximum Not to Exceed Funding 2023-2025</b>				<b>\$ 55,394,814.09</b>
<b>Total Maximum Not to Exceed Funds (TOTAL AGREEMENT AMOUNT) 2017-2025</b>				<b>\$ 211,000,628.44</b>
<b>*Federal Funds available up to the maximum amount per quarter plus any unspent funds from prior quarters.</b>				
<b>*Federal Funds for 2024-25 will be added per Amendment.</b>				

**8. The following Exhibit H, Information Required by 2 CFR 200.332 (a)(1), is hereby incorporated to the Agreement, Effective 7/1/2023.**

Except as expressly amended above, all other terms and conditions of the Grant are still in full force and effect. Grantee certifies that the representations, warranties and certifications contained in the Grant are true and correct as of the Amendment Effective Date and with the same effect as though made at the time of this Amendment.

EACH PARTY, BY SIGNATURE OF ITS AUTHORIZED REPRESENTATIVE, HEREBY ACKNOWLEDGES IT HAS READ THIS REINSTATEMENT AND AMENDMENT, UNDERSTANDS IT, AND AGREES TO BE BOUND BY ITS TERMS AND CONDITIONS. The Parties further agree that by the exchange of this Reinstatement and Amendment electronically, each has agreed to the use of electronic means, if applicable, instead of the exchange of physical documents and manual signatures. By inserting an electronic or manual signature below, each authorized representative acknowledges that it is their signature, that each intends to execute this Reinstatement and Amendment, and that their electronic or manual signature should be given full force and effect to create a valid and legally binding agreement.

IN WITNESS WHEREOF, the Parties have executed this Reinstatement and Amendment as of the dates set forth below.

**STATE OF OREGON acting by and through its Department of Education**

By:  
[Name, Title] Date

**[Grantee Name]**

By:  
Authorized Signature Date

Printed Name Title

**Approved for Legal Sufficiency in accordance with ORS 291.047**

By: Kevin Gleim, Assistant Attorney General 11/30/2023 email on file Agency Oregon  
Department of Justice Date

## EXHIBIT H

### FEDERAL AWARD IDENTIFICATION

#### (Required by 2 CFR 200.332(a)(1))

1. Grantee Name: (must match UEI registration)	NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT
2. Grantee’s Unique Entity Identifier:	RULKA5TELT54
3. Agreement period of performance start and end dates:	From: July 1, 2023 To: June 30, 2025
4. Total amount of federal funds obligated by this Agreement:	<b>\$3,423,378.09</b>
5. Total Amount of federal funds obligated to the Grantee by the pass-through entity including this Agreement:	On file with Agency
6. Name of pass-through entity, and contact information for awarding official of the pass-through entity:	
(a) Name of pass-through entity:	Oregon Department of Education
(b) Contact Information for awarding official of the pass –through entity:	Kai Truner, Kai.Turner@ode.state.or.us

1. Federal Award:	
(a) Federal Award Identification Number (FAIN):	H027A230095
(b) Federal Award Date:	7/1/2023 – 9/30/2024
(c) Total Amount of Federal Award committed to the Grantee by the pass-through entity:	<b>\$2,101,758.17</b>
(d) Federal Awarding Agency:	US Department of Education
(e) Federal Award Project Description:	State Grant – B (611)
(f) Assistance Listing Number and Name:	84.027A, Individuals with Disabilities Education Act – Preschool Grants
Amount:	\$54,509,725.00
(g) Indirect Cost Rate:	Agency approved federally negotiated rate at the time of the expenditure.

**ODE GRANT #11117– A10 EI/ECSE 2023-25**

<b>(h) Is Award Research and Development?</b>	Yes No
2. Federal Award:	
<b>(a) Federal Award Identification Number (FAIN):</b>	H173A230100
<b>(b) Federal Award Date:</b>	7/1/2023 – 9/30/2024
<b>(c) Total Amount of Federal Award committed to the Grantee by the pass-through entity:</b>	<b>\$300,675.00</b>
<b>(d) Federal Awarding Agency:</b>	US Department of Education
<b>(e) Federal Award Project Description:</b>	State Grant - Part B Preschool (619)
<b>(f) Assistance Listing Number and Name:</b>	84.173A, Individuals with Disabilities Education Act – Preschool Grants
Amount:	\$4,257,895.00
<b>(g) Indirect Cost Rate:</b>	Agency approved federally negotiated rate at the time of the expenditure.
<b>(h) Is Award Research and Development?</b>	Yes No
3. Federal Award:	
<b>(a) Federal Award Identification Number (FAIN):</b>	H181A230109
<b>(b) Federal Award Date:</b>	7/1/2023 – 9/30/2024
<b>(c) Total Amount of Federal Award committed to the Grantee by the pass-through entity:</b>	<b>\$1,020,944.92</b>
<b>(d) Federal Awarding Agency:</b>	US Department of Education
<b>(e) Federal Award Project Description:</b>	Infants and Toddlers/Families (Part C)
<b>(f) Assistance Listing Number and Name:</b>	84.181A, Individuals with Disabilities Education Act – Grants for Infants and Families with Disabilities
Amount:	\$5,615,197.00
<b>(g) Indirect Cost Rate:</b>	Agency approved federally negotiated rate at the time of the expenditure.
<b>(h) Is Award Research and Development?</b>	Yes No





# Northwest Regional Education Service District

January 9, 2024

TO: Board of Directors

FR: Debbie Simons

RE: Grow Your Own Grant Acceptance

## EXPLANATION:

Currently NWRESD has been a recipient of the Grow Your Own Grant from the Educator Advancement Council. There is a new RFP out calling for applications for the upcoming biennium. The current iteration of this regional partnership builds on our proven success within our existing Pathways program, and our experience as a regional convener, to refocus and adapt our network work. We will adjust to create more structural efficiency and pilot adjustments that respond to participant feedback regarding financial barriers, capacity needs, and areas for career pathway improvement within the partnership. Over the next two years, the partnership will expand within NWRESD to include the Human Resources department to provide support for addressing these structural changes:

- Capacity building through piloting NWRESD hired regional Connectors as an alternative to school-based stipend-paid staff in our rural regions.
- Reframing and developing our pathways model to create a singular, focused career pathway with multiple points of entry that serves a diverse set of future educators—including high schoolers, classified/support staff, and non-traditional students.
- Expand our recruitment focus to increase culturally/linguistically diverse classified/support staff participation in our network and career pathway.

The main focus is to strengthen regional impact and mindfully restructure the educator pathways process to increase recruitment and sustainability—particularly in our rural Clatsop, Columbia, and Tillamook counties. The previous Connector model relied primarily on a stipend payout for district Connectors, which has not proven to be truly effective or sustainable. In response, we will pilot a hired Regional Connector model, with a goal to move entirely to this structure upon its success. In addition, we will fine-tune our pathways model to be more efficient, inclusive, and responsive, as well as targeting recruitment to increase participation for classified and support staff looking to obtain licensure. The original grant application in May was for \$700,000. The grant award is for \$612,500. In terms of scoring of grant applications, NWRESD (Score = 90.67) was the third highest scoring application behind Oregon Association for the Education of Young Children (Score = 93.67) and Western Oregon University (Score = 91.67) ; and the highest scoring public education entity in K-12 education.

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

SUPPLEMENTARY MATERIALS: [Grow Your Own Grant Agreement](#)

RECOMMENDATION: To approve the GYO Grant agreement in the amount of \$611,902.12 as presented.

PROPOSED MOTION: “I move to approve the GYO Grant agreement in the amount of \$611,902.12 as presented.”

# STATE OF OREGON GRANT AGREEMENT

Grant No. 34282

This Grant Agreement (“Grant”) is between the State of Oregon acting by and through its Department of Education (“Agency”) and Northwest Regional Education Service District (“Grantee”), each a “Party” and, together, the “Parties”.

## SECTION 1: AUTHORITY

Pursuant to ORS 327.254 and 342.940, Agency is authorized to enter into a grant agreement and provide funding for the purposes described in this Grant.

## SECTION 2: PURPOSE

The purpose of this Grant is to provide funding to support Grantee’s Grow Your Own project: Northwest Regional Diverse Educator Pathways Program (DEP).

## SECTION 3: EFFECTIVE DATE AND DURATION

When all Parties have executed this Grant, and all necessary approvals have been obtained (“Executed Date”), this Grant is effective and has a Grant funding start date as of July 1, 2023 (“Effective Date”), and, unless extended or terminated earlier in accordance with its terms, will expire on June 30, 2025.

## SECTION 4: GRANT MANAGERS

### 4.1 Agency’s Grant Manager is:

Lynne Gardner PhD, Director of Program Assessment, Research and Learning  
Educator Advancement Council  
255 Capitol Street NE  
503-428-0126 | [lynne.gardner@ode.oregon.gov](mailto:lynne.gardner@ode.oregon.gov)

### 4.2 Grantee’s Grant Manager is:

Debbie Simons  
5825 NE Ray Circle; Hillsboro, OR 97124  
503-614-1407 | [dsimons@nwresd.k12.or.us](mailto:dsimons@nwresd.k12.or.us)

### 4.3 A Party may designate a new Grant Manager by written notice to the other Party.

## **SECTION 5: PROJECT ACTIVITIES**

- 5.1** Grantee must perform the project activities set forth in Exhibit A (the “Project”), attached hereto and incorporated in this Grant by this reference, for the period beginning on the Effective Date and ending on the expiration date set forth in Section 3 (the “Performance Period”).

## **SECTION 6: GRANT FUNDS**

- 6.1** In accordance with the terms and conditions of this Grant, Agency will provide Grantee up to \$611,902.12 (“Grant Funds”) for the Project. Agency will pay the Grant Funds from monies available through its Educator Advancement Fund (“Funding Source”).

## **SECTION 7: DISBURSEMENT GENERALLY**

### **7.1 Disbursement.**

- 7.1.1** Subject to the availability of sufficient moneys in and from the Funding Source based on Agency’s reasonable projections of moneys accruing to the Funding Source, Agency will disburse Grant Funds to Grantee for the allowable Project activities described in Exhibit A that are undertaken during the Performance Period.
- 7.1.2** Grantee must provide to Agency any information or detail regarding the expenditure of Grant Funds required under Exhibit A prior to disbursement or as Agency may request.
- 7.1.3** Agency will only disburse Grant Funds to Grantee for activities completed or materials produced, that, if required by Exhibit A, are approved by Agency. If Agency determines any completed Project activities or materials produced are not acceptable and any deficiencies are the responsibility of Grantee, Agency will prepare a detailed written description of the deficiencies within 15 days of receipt of the materials or performance of the activity, and will deliver such notice to Grantee. Grantee must correct any deficiencies at no additional cost to Agency within 15 days. Grantee may resubmit a request for disbursement that includes evidence satisfactory to Agency demonstrating deficiencies were corrected.

### **7.2 Conditions Precedent to Disbursement.** Agency’s obligation to disburse Grant Funds to Grantee under this Grant is subject to satisfaction of each of the following conditions precedent:

- 7.2.1** Agency has received sufficient funding, appropriations, expenditure limitation, allotments or other necessary expenditure authorizations to allow Agency, in the exercise of its reasonable administrative discretion, to make the disbursement from the Funding Source;
- 7.2.2** No default as described in Section 15 has occurred; and
- 7.2.3** Grantee’s representations and warranties set forth in Section 8 are true and correct on the date of disbursement(s) with the same effect as though made on the date of disbursement.

### **7.3 No Duplicate Payment.** Grantee may use other funds in addition to the Grant Funds to complete

the Project; provided, however, the Grantee may not credit or pay any Grant Funds for Project costs that are paid for with other funds and would result in duplicate funding.

## **SECTION 8: REPRESENTATIONS AND WARRANTIES**

**8.1 Organization/Authority.** Grantee represents and warrants to Agency that:

**8.1.1** Grantee is a education service district duly organized and validly existing;

**8.1.2** Grantee has all necessary rights, powers and authority under any organizational documents and under Oregon Law to (i) execute this Grant, (ii) incur and perform its obligations under this Grant, and (iii) receive financing, including the Grant Funds, for the Project;

**8.1.3** This Grant has been duly executed by Grantee and when executed by Agency, constitutes a legal, valid and binding obligation of Grantee enforceable in accordance with its terms;

**8.1.4** If applicable and necessary, the execution and delivery of this Grant by Grantee has been authorized by an ordinance, order or resolution of its governing body, or voter approval, that was adopted in accordance with applicable law and requirements for filing public notices and holding public meetings; and

**8.1.5** There is no proceeding pending or threatened against Grantee before any court or governmental authority that if adversely determined would materially adversely affect the Project or the ability of Grantee to carry out the Project.

**8.2 False Claims Act.** Grantee acknowledges the Oregon False Claims Act, ORS 180.750 to 180.785, applies to any “claim” (as defined by ORS 180.750) made by (or caused by) Grantee that pertains to this Grant or to the Project. Grantee certifies that no claim described in the previous sentence is or will be a “false claim” (as defined by ORS 180.750) or an act prohibited by ORS 180.755. Grantee further acknowledges in addition to the remedies under Section 16, if it makes (or causes to be made) a false claim or performs (or causes to be performed) an act prohibited under the Oregon False Claims Act, the Oregon Attorney General may enforce the liabilities and penalties provided by the Oregon False Claims Act against the Grantee.

**8.3 No limitation.** The representations and warranties set forth in this Section are in addition to, and not in lieu of, any other representations or warranties provided by Grantee.

## **SECTION 9: OWNERSHIP**

**9.1 Intellectual Property Definitions.** As used in this Section and elsewhere in this Grant, the following terms have the meanings set forth below:

“Third Party Intellectual Property” means any intellectual property owned by parties other than Grantee or Agency.

“Work Product” means every invention, discovery, work of authorship, trade secret or other tangible or intangible item Grantee is required to create or deliver as part of the Project, and all intellectual property rights therein.

- 9.2 Grantee Ownership.** Grantee must deliver copies of all Work Product as directed in Exhibit A. Grantee retains ownership of all Work Product, and grants Agency an irrevocable, non-exclusive, perpetual, royalty-free license to use, to reproduce, to prepare derivative works based upon, to distribute, to perform and to display the Work Product, to authorize others to do the same on Agency’s behalf, and to sublicense the Work Product to other entities without restriction.
- 9.3 Third Party Ownership.** If the Work Product created by Grantee under this Grant is a derivative work based on Third Party Intellectual Property, or is a compilation that includes Third Party Intellectual Property, Grantee must secure an irrevocable, non-exclusive, perpetual, royalty-free license allowing Agency and other entities the same rights listed above for the pre-existing element of the Third party Intellectual Property employed in the Work Product. If state or federal law requires that Agency or Grantee grant to the United States a license to any intellectual property in the Work Product, or if state or federal law requires Agency or the United States to own the intellectual property in the Work Product, then Grantee must execute such further documents and instruments as Agency may reasonably request in order to make any such grant or to assign ownership in such intellectual property to the United States or Agency.

## **SECTION 10: CONFIDENTIAL INFORMATION**

- 10.1 Confidential Information Definition.** Grantee acknowledges it and its employees or agents may, in the course of performing its responsibilities, be exposed to or acquire information that is: (i) confidential to Agency or Project participants or (ii) the disclosure of which is restricted under federal or state law, including without limitation: (a) personal information, as that term is used in ORS 646A.602(12), (b) social security numbers, and (c) information protected by the federal Family Educational Rights and Privacy Act under 20 USC § 1232g (items (i) and (ii) separately and collectively “Confidential Information”).
- 10.2 Nondisclosure.** Grantee agrees to hold Confidential Information as required by any applicable law and in all cases in strict confidence, using at least the same degree of care Grantee uses in maintaining the confidentiality of its own confidential information. Grantee may not copy, reproduce, sell, assign, license, market, transfer or otherwise dispose of, give, or disclose Confidential Information to third parties, or use Confidential Information except as is allowed by law and for the Project activities and Grantee must advise each of its employees and agents of these restrictions. Grantee must assist Agency in identifying and preventing any unauthorized use or disclosure of Confidential Information. Grantee must advise Agency immediately if Grantee learns or has reason to believe any Confidential Information has been, or may be, used or disclosed in violation of the restrictions in this Section. Grantee must, at its expense, cooperate with Agency in seeking injunctive or other equitable relief, in the name of Agency or Grantee, to stop or prevent any use or disclosure of Confidential Information. At Agency’s request, Grantee must return or destroy any Confidential Information. If Agency requests Grantee to destroy any Confidential Information, Grantee must provide Agency with written assurance indicating how, when and what information was destroyed.

- 10.3 Identity Protection Law.** Grantee must have and maintain a formal written information security program that provides safeguards to protect Confidential Information from loss, theft, and disclosure to unauthorized persons, as required by the Oregon Consumer Information Protection Act, ORS 646A.600-646A.628. If Grantee or its agents discover or are notified of a potential or actual “Breach of Security”, as defined by ORS 646A.602(1)(a), or a failure to comply with the requirements of ORS 646A.600-628, (collectively, “Breach”) with respect to Confidential Information, Grantee must promptly but in any event within one calendar day (i) notify the Agency Grant Manager of such Breach and (ii) if the applicable Confidential Information was in the possession of Grantee or its agents at the time of such Breach, Grantee must (a) investigate and remedy the technical causes and technical effects of the Breach and (b) provide Agency with a written root cause analysis of the Breach and the specific steps Grantee will take to prevent the recurrence of the Breach or to ensure the potential Breach will not recur. For the avoidance of doubt, if Agency determines notice is required of any such Breach to any individual(s) or entity(ies), Agency will have sole control over the timing, content, and method of such notice, subject to Grantee’s obligations under applicable law.
- 10.4 Subgrants/Contracts.** Grantee must require any subgrantees, contractors or subcontractors under this Grant who are exposed to or acquire Confidential Information to treat and maintain such information in the same manner as is required of Grantee under subsections 10.1 and 10.2 of this Section.
- 10.5 Background Check.** If requested by Agency and permitted by law, Grantee’s employees, agents, contractors, subcontractors, and volunteers that perform Project activities must agree to submit to a criminal background check prior to performance of any Project activities or receipt of Confidential Information. Background checks will be performed at Grantee’s expense. Based on the results of the background check, Grantee or Agency may refuse or limit (i) the participation of any Grantee employee, agent, contractor, subgrantee, or volunteer, in Project activities or (ii) access to Agency Personal Information or Grantee premises.

## **SECTION 11: CONTRIBUTION**

- 11.1** If any third party makes any claim or brings any action, suit or proceeding alleging a tort as now or hereafter defined in ORS 30.260 (a “Third Party Claim”) against a Party (the “Notified Party”) with respect to which the other Party (the “Other Party”) may have liability, the Notified Party shall promptly notify the Other Party in writing of the Third Party Claim and deliver to the Other Party, along with the written notice, a copy of the claim, process and all legal pleadings with respect to the Third Party Claim that have been received by the Notified Party. Each Party is entitled to participate in the defense of a Third Party Claim, and to defend a Third Party Claim with counsel of its own choosing. Receipt by the Other Party of the notice and copies required in this Section and a meaningful opportunity for the Other Party to participate in the investigation, defense and settlement of the Third Party Claim with counsel of its own choosing are conditions precedent to the Other Party’s contribution obligation under this Section 11 with respect to the Third Party Claim.
- 11.2** With respect to a Third Party Claim for which Agency is jointly liable with Grantee (or would be if joined in the Third Party Claim ), Agency shall contribute to the amount of expenses, judgments, fines and amounts paid in settlement actually and reasonably incurred and paid or payable by

Grantee in such proportion as is appropriate to reflect the relative fault of Agency on the one hand and of Grantee on the other hand in connection with the events that resulted in such expenses, judgments, fines, or settlement amounts, as well as any other relevant equitable considerations. The relative fault of Agency on the one hand and of Grantee on the other hand shall be determined by reference to, among other things, the Parties' relative intent, knowledge, access to information and opportunity to correct or prevent the circumstances resulting in such expenses, judgments, fines or settlement amounts. Agency's contribution amount in any instance is capped to the same extent it would have been capped under Oregon law if the State had sole liability in the proceeding.

- 11.3** With respect to a Third Party Claim for which Grantee is jointly liable with Agency (or would be if joined in the Third Party Claim), Grantee shall contribute to the amount of expenses, judgments, fines and amounts paid in settlement actually and reasonably incurred and paid or payable by Agency in such proportion as is appropriate to reflect the relative fault of Grantee on the one hand and of Agency on the other hand in connection with the events that resulted in such expenses, judgments, fines or settlement amounts, as well as any other relevant equitable considerations. The relative fault of Grantee on the one hand and of Agency on the other hand shall be determined by reference to, among other things, the Parties' relative intent, knowledge, access to information and opportunity to correct or prevent the circumstances resulting in such expenses, judgments, fines or settlement amounts. Grantee contribution amount in any instance is capped to the same extent it would have been capped under Oregon law if it had sole liability in the proceeding.

## **SECTION 12: INSURANCE**

- 12.1 Private Insurance.** If Grantee is a private entity, or if any contractors, subcontractors, or subgrantees used to carry out the Project are private entities, Grantee and any private contractors, subcontractors or subgrantees must obtain and maintain insurance covering Agency in the types and amounts indicated in Exhibit B.
- 12.2 Public Body Insurance.** If Grantee is a "public body" as defined in ORS 30.260, Grantee agrees to insure any obligations that may arise for Grantee under this Grant, including any indemnity or contribution obligations, through (i) the purchase of insurance as indicated in Exhibit B or (ii) the use of self-insurance or assessments paid under ORS 30.282 that is substantially similar to the types and amounts of insurance coverage indicated on Exhibit B, or (iii) a combination of any or all of the foregoing.

## **SECTION 13: GOVERNING LAW, JURISDICTION**

This Grant is governed by and construed in accordance with the laws of the State of Oregon without regard to principles of conflicts of law. Any claim, action, suit or proceeding (collectively "Claim") between Agency or any other agency or department of the State of Oregon, or both, and Grantee that arises from or relates to this Grant must be brought and conducted solely and exclusively within the Circuit Court of Marion County for the State of Oregon; provided, however, if a Claim must be brought in a federal forum, then it will be brought and conducted solely and exclusively within the United States District Court for the District of Oregon. In no event may this Section be construed as a waiver by the State of Oregon of any form of defense or immunity, whether sovereign immunity, governmental immunity, immunity based on the eleventh amendment to the Constitution of the

United States or otherwise, to or from any Claim or from the jurisdiction of any court. GRANTEE, BY EXECUTION OF THIS GRANT, HEREBY CONSENTS TO THE PERSONAL JURISDICTION OF SUCH COURTS.

## **SECTION 14: ALTERNATIVE DISPUTE RESOLUTION**

The Parties should attempt in good faith to resolve any dispute arising out of this Grant. This may be done at any management level, including at a level higher than persons directly responsible for administration of the Grant. In addition, the Parties may agree to utilize a jointly selected mediator or arbitrator (for non-binding arbitration) to resolve the dispute short of litigation. Each Party will bear its own costs incurred for any mediation or non-binding arbitration.

## **SECTION 15: DEFAULT**

**15.1 Grantee.** Grantee will be in default under this Grant upon the occurrence of any of the following events:

**15.1.1** Grantee fails to use the Grant Funds for the intended purpose described in Sections 5.1 or 6.1 of this Grant or in Exhibit A, or otherwise fails to perform, observe or discharge any of its covenants, agreements or obligations under this Grant;

**15.1.2** Any representation, warranty or statement made by Grantee in this Grant or in any documents or reports relied upon by Agency to measure the Project, the expenditure of Grant Funds or the performance by Grantee is untrue in any material respect when made; or

**15.1.3** A petition, proceeding or case is filed by or against Grantee under any federal or state bankruptcy, insolvency, receivership or other law relating to reorganization, liquidation, dissolution, winding-up or adjustment of debts; in the case of a petition filed against Grantee, Grantee acquiesces to such petition or such petition is not dismissed within 20 calendar days after such filing, or such dismissal is not final or is subject to appeal; or Grantee becomes insolvent or admits its inability to pay its debts as they become due, or Grantee makes an assignment for the benefit of its creditors.

**15.2 Agency.** Agency will be in default under this Grant if, after 15 days written notice specifying the nature of the default, Agency fails to perform, observe or discharge any of its covenants, agreements, or obligations under this Grant; provided, however, Agency will not be in default if Agency fails to disburse Grant Funds because there is insufficient expenditure authority for, or moneys available from, the Funding Source.

## **SECTION 16: REMEDIES**

**16.1 Agency Remedies.** In the event Grantee is in default under Section 15.1, Agency may, at its option, pursue any or all of the remedies available to it under this Grant and at law or in equity, including, but not limited to: (i) termination of this Grant under Section 18.2, (ii) reducing or withholding payment for Project activities or materials that are deficient or Grantee has failed to complete by



any scheduled deadlines, (iii) requiring Grantee to complete, at Grantee's expense, additional activities necessary to satisfy its obligations or meet performance standards under this Grant, (iv) initiation of an action or proceeding for damages, specific performance, or declaratory or injunctive relief, (v) exercise of its right of recovery of overpayments under Section 17 of this Grant or setoff, or both, or (vi) declaring Grantee ineligible for the receipt of future awards from Agency. These remedies are cumulative to the extent the remedies are not inconsistent, and Agency may pursue any remedy or remedies singly, collectively, successively or in any order whatsoever.

**16.2 Grantee Remedies.** In the event Agency is in default under Section 15.2 and whether or not Grantee elects to terminate this Grant, Grantee's sole monetary remedy will be, within any limits set forth in this Grant, reimbursement of Project activities completed and accepted by Agency and authorized expenses incurred, less any claims Agency has against Grantee. In no event will Agency be liable to Grantee for any expenses related to termination of this Grant or for anticipated profits.

## **SECTION 17: WITHHOLDING FUNDS, RECOVERY**

Agency may withhold from disbursements of Grant Funds due to Grantee, or Grantee must return to Agency within 30 days of Agency's written demand:

- 17.1** Any Grant Funds paid to Grantee under this Grant, or payments made under any other agreement between Agency and Grantee, that exceed the amount to which Grantee is entitled;
- 17.2** Any Grant Funds received by Grantee that remain unexpended or contractually committed for payment of the Project at the end of the Performance Period;
- 17.3** Any Grant Funds determined by Agency to be spent for purposes other than allowable Project activities; or
- 17.4** Any Grant Funds requested by Grantee as payment for deficient activities or materials.

## **SECTION 18: TERMINATION**

- 18.1 Mutual.** This Grant may be terminated at any time by mutual written consent of the Parties.
- 18.2 By Agency.** Agency may terminate this Grant as follows:
  - 18.2.1** At Agency's discretion, upon 30 days advance written notice to Grantee;
  - 18.2.2** Immediately upon written notice to Grantee, if Agency fails to receive funding, or appropriations, limitations or other expenditure authority at levels sufficient in Agency's reasonable administrative discretion, to perform its obligations under this Grant;
  - 18.2.3** Immediately upon written notice to Grantee, if federal or state laws, rules, regulations or guidelines are modified or interpreted in such a way that Agency's performance under this Grant is prohibited or Agency is prohibited from funding the Grant from the Funding Source; or
  - 18.2.4** Immediately upon written notice to Grantee, if Grantee is in default under this Grant and such

default remains uncured 15 days after written notice thereof to Grantee.

**18.3 By Grantee.** Grantee may terminate this Grant as follows:

- 18.3.1** If Grantee is a governmental entity, immediately upon written notice to Agency, if Grantee fails to receive funding, or appropriations, limitations or other expenditure authority at levels sufficient to perform its obligations under this Grant.
  - 18.3.2** If Grantee is a governmental entity, immediately upon written notice to Agency, if applicable laws, rules, regulations or guidelines are modified or interpreted in such a way that the Project activities contemplated under this Grant are prohibited by law or Grantee is prohibited from paying for the Project from the Grant Funds or other planned Project funding; or
  - 18.3.3** Immediately upon written notice to Agency, if Agency is in default under this Grant and such default remains uncured 15 days after written notice thereof to Agency.
- 18.4 Cease Activities.** Upon receiving a notice of termination of this Grant, Grantee must immediately cease all activities under this Grant, unless Agency expressly directs otherwise in such notice. Upon termination, Grantee must deliver to Agency all materials or other property that are or would be required to be provided to Agency under this Grant or that are needed to complete the Project activities that would have been performed by Grantee.

## **SECTION 19: MISCELLANEOUS**

- 19.1 Conflict of Interest.** Grantee by signature to this Grant declares and certifies the award of this Grant and the Project activities to be funded by this Grant, create no potential or actual conflict of interest, as defined by ORS Chapter 244, for a director, officer or employee of Grantee.
- 19.2 Nonappropriation.** Agency’s obligation to pay any amounts and otherwise perform its duties under this Grant is conditioned upon Agency receiving funding, appropriations, limitations, allotments, or other expenditure authority sufficient to allow Agency, in the exercise of its reasonable administrative discretion, to meet its obligations under this Grant. Nothing in this Grant may be construed as permitting any violation of Article XI, Section 7 of the Oregon Constitution or any other law limiting the activities, liabilities or monetary obligations of Agency.
- 19.3 Amendments.** The terms of this Grant may not be altered, modified, supplemented or otherwise amended, except by written agreement of the Parties.
- 19.4 Notice.** Except as otherwise expressly provided in this Grant, any notices to be given under this Grant must be given in writing by email, personal delivery, or postage prepaid mail, to a Party’s Grant Manager at the physical address or email address set forth in this Grant, or to such other addresses as either Party may indicate pursuant to this Section. Any notice so addressed and mailed becomes effective five (5) days after mailing. Any notice given by personal delivery becomes effective when actually delivered. Any notice given by email becomes effective upon the sender’s receipt of confirmation generated by the recipient’s email system that the notice has been received by the recipient’s email system.

- 19.5 Survival.** All rights and obligations of the Parties under this Grant will cease upon termination of this Grant, other than the rights and obligations arising under Sections 11, 13, 14, 16, 17 and subsection 19.5 hereof and those rights and obligations that by their express terms survive termination of this Grant; provided, however, termination of this Grant will not prejudice any rights or obligations accrued to the Parties under this Grant prior to termination.
- 19.6 Severability.** The Parties agree if any term or provision of this Grant is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions will not be affected, and the rights and obligations of the Parties will be construed and enforced as if the Grant did not contain the particular term or provision held to be invalid.
- 19.7 Counterparts.** This Grant may be executed in several counterparts, all of which when taken together constitute one agreement, notwithstanding that all Parties are not signatories to the same counterpart. Each copy of the Grant so executed constitutes an original.
- 19.8 Compliance with Law.** In connection with their activities under this Grant, the Parties must comply with all applicable federal, state and local laws.
- 19.9 Intended Beneficiaries.** Agency and Grantee are the only parties to this Grant and are the only parties entitled to enforce its terms. Nothing in this Grant provides, is intended to provide, or may be construed to provide any direct or indirect benefit or right to third persons unless such third persons are individually identified by name herein and expressly described as intended beneficiaries of this Grant.
- 19.10 Assignment and Successors.** Grantee may not assign or transfer its interest in this Grant without the prior written consent of Agency and any attempt by Grantee to assign or transfer its interest in this Grant without such consent will be void and of no force or effect. Agency's consent to Grantee's assignment or transfer of its interest in this Grant will not relieve Grantee of any of its duties or obligations under this Grant. The provisions of this Grant will be binding upon and inure to the benefit of the Parties hereto, and their respective successors and permitted assigns.
- 19.11 Contracts and Subgrants.** Grantee may not, without Agency's prior written consent, enter into any contracts or subgrants for any of the Project activities required of Grantee under this Grant. Agency's consent to any contract or subgrant will not relieve Grantee of any of its duties or obligations under this Grant.
- 19.12 Time of the Essence.** Time is of the essence in Grantee's performance of the Project activities under this Grant.
- 19.13 Records Maintenance and Access.** Grantee must maintain all financial records relating to this Grant in accordance with generally accepted accounting principles. In addition, Grantee must maintain any other records, whether in paper, electronic or other form, pertinent to this Grant in such a manner as to clearly document Grantee's performance. All financial records and other records, whether in paper, electronic or other form, that are pertinent to this Grant, are collectively referred to as "Records." Grantee acknowledges and agrees Agency and the Oregon Secretary of State's Office and the federal government and their duly authorized representatives will have access to all Records to perform examinations and audits and make excerpts and transcripts.

Grantee must retain and keep accessible all Records for a minimum of six (6) years, or such longer period as may be required by applicable law, following termination of this Grant, or until the conclusion of any audit, controversy or litigation arising out of or related to this Grant, whichever date is later.

**19.14 Headings.** The headings and captions to sections of this Grant have been inserted for identification and reference purposes only and may not be used to construe the meaning or to interpret this Grant.

**19.15 Grant Documents.** This Grant consists of the following documents, which are incorporated by this reference and listed in descending order of precedence:

- This Grant less all exhibits
- Exhibit A (the “Project”)
- Exhibit B (Insurance)

**19.16 Merger, Waiver.** This Grant and all exhibits and attachments, if any, constitute the entire agreement between the Parties on the subject matter hereof. There are no understandings, agreements, or representations, oral or written, not specified herein regarding this Grant. No waiver or consent under this Grant binds either Party unless in writing and signed by both Parties. Such waiver or consent, if made, is effective only in the specific instance and for the specific purpose given.

(The remainder of this page intentionally left blank; next page Signatures)

## SECTION 20: SIGNATURES

EACH PARTY, BY SIGNATURE OF ITS AUTHORIZED REPRESENTATIVE, HEREBY ACKNOWLEDGES IT HAS READ THIS GRANT, UNDERSTANDS IT, AND AGREES TO BE BOUND BY ITS TERMS AND CONDITIONS. The Parties further agree that by the exchange of this Grant electronically, each has agreed to the use of electronic means, if applicable, instead of the exchange of physical documents and manual signatures. By inserting an electronic or manual signature below, each authorized representative acknowledges that it is their signature, that each intends to execute this Grant, and that their electronic or manual signature should be given full force and effect to create a valid and legally binding agreement.

IN WITNESS WHEREOF, the Parties have executed this Grant as of the dates set forth below.

### **STATE OF OREGON acting by and through its Department of Education**

\_\_\_\_\_  
Contracting Officer

\_\_\_\_\_  
Date

### **Northwest Regional Education Service District**

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Federal Tax ID Number

### **Approved for Legal Sufficiency in accordance with ORS 291.047**

Jake Hogue, Sr. Assistant Attorney General  
Oregon Department of Justice

via email 10/17/2023  
Date

# **EXHIBIT A THE PROJECT**

## **SECTION I. BACKGROUND AND GOALS**

The Agency-supported Educator Advancement Council (“EAC”) aims to develop a high-quality, well supported, and culturally-responsive Educator workforce. In support of this goal the EAC will continue to invest in and support the development of local or regional GYO partnerships which: promote interest in the profession; coordinate culturally responsive Educator preparation, development, and advancement efforts; build affordable, regional career pathways into education, including access for nontraditional postsecondary students; and support novice Educators through high quality Induction and Mentorship programs focused on culturally responsive curricula, instruction practices, and learning environments that support every student to be successful.

Agency and Grantee entered into the Grant to support Grantee’s GYO Northwest Regional Diverse Educator Pathways Program (DEP).

## **SECTION II. PROJECT ACTIVITIES AND SCHEDULE**

1. Agency will disburse Grant Funds only for the costs of Project activities that occur, including expenses incurred, during the Performance Period.
  
2. Grantee must use Grant Funds to support implementation of Project activities described in their respective Agency-approved Project Plan, which include but are not limited to:
  - Planning or pilot projects:
    - Partnership planning and development, such as convening local or regional partners to co-construct collaborative structures for GYOs including needs assessments, program service alignment, data sharing agreements, and building partners’ capacity for equitable practices;
    - Piloting new strategies or partnerships that address local or regional needs and can be scaled if successful;
    - Research-practice partnerships for studying local or regional needs and identifying high-leverage strategies and practices for meeting the goals of the GYO.
  - Educator recruitment and preparation:
    - Articulated career pathways with culturally responsive, integrated supports and multiple points of entry, particularly for Nontraditional Postsecondary Students (i.e. pathway navigation and career planning, academic Mentorship, assistance with meeting basic needs, and other wraparound services);
    - Academic scholarships for education programs or courses, including for pre-requisite courses and testing requirements;
    - High school career and technical education programs, or dual enrollment/ credit;
    - Linked transitions from high school to community college or four-year undergraduate, graduate, and licensure program(s);

- Placement in paid, practicum, or clinical experiences focused on culturally responsive practices, and paid release time from current employment to allow for participation in these experiences;
  - Nontraditional or alternative Educator preparation, such as residency, internship, registered apprenticeship, or other applied learning opportunities available at low or no-cost to participants.
  - Educator development and career advancement:
    - Opportunities for culturally responsive Mentorship as well as training for mentors;
    - Opportunities for nontraditional career advancement (i.e. Microcredentials to support academic enrichment or facilitation in order to support flexible learning environments and Educator planning time);
    - Opportunities for step advancement on the Oregon Registry Online;
    - Coordination of services for career development or advancement of Early Educators, including in-home or individual providers;
    - Support with the transition from Pre-Service Educator to In-Service Educator (e.g., loan forgiveness, employer financial incentives, job placement guarantee, etc.);
    - Induction and Mentorship programs for In-Service Educators in first and second years focused on culturally responsive curriculum, teaching practices, and learning environments;
    - Professional learning and coaching opportunities for practicing Educators, supervisors, or school-based, central office, or executive leadership; and
    - Differentiated support for emergency or substitute Educators (e.g., TSPC emergency license or Early Educator teacher waiver).
3. GYO partnerships must support the preparation, development, or career advancement of one or more of the following types of Educators and Educator candidates:
- a. Early Educators: Partnerships that support the preparation, development, or career advancement of any individual pursuing a career as an Early Educator. This may include current community college, 4-year, or graduate-level students, as well as career changers and community members. This may also include current Early Educators looking to advance in their career.
  - b. P-12 Classified Staff: Partnerships that support the preparation, development, or career advancement of classified employees of a district, school, or ESD, such as paraprofessionals, instructional assistants, substitutes, athletic coaches, etc.
  - c. P-12 Licensed Educators (Teachers, Leaders, and School Personnel): Partnerships that support the preparation, development, and career advancement of any individual pursuing or maintaining a TSPC license for a P-12 career (teachers, school-building and central office administrators, as well as other school personnel). This may include current community college, 4-year, or masters-level students, as well as school and community-based volunteers, coaches, and career changers. This may also include current P-12 Educators looking to advance in their career.
  - d. Secondary Students: Partnerships that support students in grades 9 through 12 in exploration of, preparation for, and transitions into careers as Educators.

**SECTION III. PROJECT EVALUATION/REPORTING REQUIREMENTS**

The Agency will closely monitor and evaluate Grantee’s progress through the reporting and monitoring requirements as set forth in this section.

Grantee must report on the status of activities, outcomes, and progress made towards meeting project goals throughout the Grant, as follows:

**Performance Progress and Financial Reporting:**

Grantee must submit financial and performance progress reports on the following dates:

Task	Deliverable	Due Date
<p>Grantees shall submit Project Plan and Partner Commitment Form(s) aligned to state outcome measures related to:</p> <ul style="list-style-type: none"> <li>• the program’s intended outcome(s);</li> <li>• the number of people who enroll in the program;</li> <li>• the demographics of people enrolled;</li> <li>• the number of people who complete the program;</li> <li>• the number of people who become licensed Oregon educators through the program;</li> <li>• and the types of endorsements licensees achieved</li> </ul>	Submit Project Plan and Partner Commitment Form(s) using Agency-provided template	30 days from executed grant agreement
Grantees shall provide a public-facing description of the GYO program, its goals and outcomes, the partners, etc. using Agency provided template to be posted on (EAC) website	Use Agency-provided template to submit written description of program	30 days from executed grant agreement
Grantee team responsible for execution of the Grant and one representative from each partner organization listed on the Grantee application shall attend at least two Agency required convenings for the purpose of shared learning aligned to the GYO Initiative Goals and grant outcomes	Attend Agency-required meetings with Agency staff	As required by Agency
Grantee shall prepare and deliver Progress Report on implementation activities, including successes and challenges during the grant period to date.	Submit progress reports on Agency-provided template	Biannually, no later than: April 1, 2024 October 1, 2024 April 1, 2025



<p>Grantee shall prepare and deliver Annual Program Implementation Report on progress made towards outcomes and goals of the GYO Grant Initiative that includes:</p> <ul style="list-style-type: none"> <li>• Progress made on key performance measures for GYO programs as described in Agency-approved Project Plan</li> <li>• Description of how funds were monitored from proposed program budget to actual expenditures and reasons for any changes or differences</li> </ul>	<p>Submit annual report on Agency-provided template</p>	<p>Annual report due dates: June 1, 2024 July 25, 2025</p>
<p>Grantee shall prepare and deliver Quarterly Expenditure Reports on Agency provided template</p>	<p>Submit using Agency-provided template</p>	<p>Quarterly, no later than 25 days after the last day of the quarter</p>

This reporting requirement shall survive termination of this Agreement.

The Agency will provide a report template to the Grantee no later than 30 days before each reporting due date.

If the Performance Period begins prior to the Executed Date, any reports for Project activities shown in this Exhibit A as due prior to the Executed Date must be provided to Agency within 30 days of the Executed Date, if not already provided to Agency despite the lack of an executed Grant. Grantee will not be in default for failure to perform any reporting requirements prior to the Executed Date.

**Additional Reporting Requirements:**

Grantee must maintain partnerships as submitted in their Project Plan. Any changes in partnerships must be reported to Agency in writing within 15 days to Agency’s Authorized Representative. Should any changes affect implementation of activities described, Grantee may be required to update their Project Plan.

**Evaluation/Monitoring:**

The Agency will evaluate and monitor Grantee’s performance under this Grant using various methods as deemed appropriate and necessary by the Agency. The methods may include but are not limited to: in person meetings, phone calls, and video conferencing. Agency will provide written notice to Grantee, as provided in Section 19.4 of the Grant, at least 10 days in advance of Agency’s evaluation and monitoring activities.

Grantee must participate in evaluation and monitoring activities as directed by Agency. These activities may cover a variety of topics at Agency’s discretion including but not limited to:

- Participation in meetings as requested and initiated by the Agency

- Participation in trainings as requested and initiated by the Agency
- Participation in meetings, data collections (program level data), and other activities conducted by the Agency or the Agency’s external evaluator(s) for the Project
- Collecting and submitting data on specific challenges and successes faced during implementation of the Project
- Providing other information to Agency and external evaluator(s) as requested (e.g., changes to program activities, timeline of progress, plans for sustaining the program)

**SECTION IV. BUDGET AND DISBURSEMENT PROVISIONS**

1. The Project Budget includes the categories of allowable costs and the amount of Grant Funds per category, as listed below:

<b>Budget Category</b>	<b>Year 1 Amount</b> (July 1, 2023 – June 30, 2024)	<b>Year 2 Amount</b> (July 1, 2024 – June 30, 2025)	<b>Total Budgeted Amount</b>
<b>Staff</b>	\$287,000.00	\$296,598.88	\$583,598.88
<b>Supplies and Materials</b>	\$ 0.00	\$ 0.00	\$ 0.00
<b>Equipment</b>	\$ 0.00	\$ 0.00	\$ 0.00
<b>Travel &amp; Transportation</b>	\$ 0.00	\$ 0.00	\$ 0.00
<b>Professional Services, Contracted Services and Fees</b>	\$ 0.00	\$ 0.00	\$ 0.00
<b>Staff Professional Development and Training</b>	\$ 0.00	\$ 0.00	\$ 0.00
<b>Participant Direct Support and Incentives</b>	\$ 0.00	\$ 0.00	\$ 0.00
<b>Total Direct Expenses</b>	<b>\$287,000.00</b>	<b>\$296,598.88</b>	<b>\$583,598.88</b>
<b>Indirect (Indicate the rate being claimed):</b>	\$14,151.12	\$14,152.12	\$28,303.24
<b>Total Requested</b>	<b>\$301,151.12</b>	<b>\$310,751.00</b>	<b>\$611,902.12</b>

- (A) **Indirect Costs.** Grantee may be reimbursed for indirect costs, as a percentage of the Grant Funds disbursed under this Grant, in an amount that does not exceed five (5) percent. The rates described in this paragraph override any other verbal or written rate(s) provided by Agency, including in any notice of award provided by Agency’s Electronic Grants Management System (“EGMS”).
- (B) **Budget Adjustments.** Grantee may expend Grant Funds that differ from the amounts shown for each category or line item shown in the Project Budget by up to and including 25 percent without the prior consent of Agency’s Grant Manager. In no event may the total amount expended for all Project activities paid for with Grant Funds exceed the amount identified in Section 6.1 of the Grant. Administrative costs must be charged at the rates described in this Exhibit A regardless of any adjustments to the Project Budget. Any adjustments that result in an increase to the amount identified in Section 6 may not be done without an amendment to the Grant.

Agency will disburse the Grant Funds using EGMS on a cost incurred basis after receipt and approval of Grantee’s request for disbursement and corresponding expenditure report.

*(Remainder of page intentionally left blank)*

## **EXHIBIT B INSURANCE**

### **INSURANCE REQUIREMENTS**

Grantee must obtain at Grantee’s expense, and require its first tier contractors and subgrantees, if any, to obtain the insurance specified in this exhibit prior to performing under this Grant, and must maintain it in full force and at its own expense throughout the duration of this Grant, as required by any extended reporting period or continuous claims made coverage requirements, and all warranty periods that apply. Grantee must obtain and require its first tier contractors and subgrantees, if any, to obtain the following insurance from insurance companies or entities acceptable to Agency and authorized to transact the business of insurance and issue coverage in Oregon. Coverage must be primary and non-contributory with any other insurance and self-insurance, with the exception of professional liability and workers’ compensation. Grantee must pay and require its first tier contractors and subgrantees to pay, if any, for all deductibles, self-insured retention and self-insurance, if any.

### **WORKERS’ COMPENSATION & EMPLOYERS’ LIABILITY**

All employers, including Grantee, that employ subject workers, as defined in ORS 656.027, shall comply with ORS 656.017 and provide workers’ compensation insurance coverage for those workers, unless they meet the requirement for an exemption under ORS 656.126(2). Grantee shall require and ensure that each of its subgrantees, contractors, and subcontractors complies with these requirements. If Grantee is a subject employer, as defined in ORS 656.023, Grantee shall also obtain employers’ liability insurance coverage with limits not less than \$500,000 each accident. If Grantee is an employer subject to any other state’s workers’ compensation law, Grantee shall provide workers’ compensation insurance coverage for its employees as required by applicable workers’ compensation laws including employers’ liability insurance coverage with limits not less than \$500,000, and shall require and ensure that each of its out-of-state subgrantees, contractors, and subcontractors complies with these requirements.

### **COMMERCIAL GENERAL LIABILITY**

**Required**  **Not required**

Commercial general liability insurance covering bodily injury and property damage in a form and with coverage that are satisfactory to Agency. This insurance must include personal and advertising injury liability, products and completed operations, contractual liability coverage for the indemnity and contribution provided under this Grant, and have no limitation of coverage to designated premises, project or operation. Coverage must be written on an occurrence basis in an amount of not less than \$1,000,000.00 per occurrence. Annual aggregate limit may not be less than \$2,000,000.00.

### **AUTOMOBILE LIABILITY INSURANCE**

**Required**  **Not required**

Automobile liability insurance covering Grantee’s business use including coverage for all owned, non-owned, or hired vehicles with a combined single limit of not less than \$1,000,000.00 for bodily injury and property damage. This coverage may be written in combination with the commercial general liability insurance (with separate limits for commercial general liability and automobile liability). Use

of personal automobile liability insurance coverage may be acceptable if evidence that the policy includes a business use endorsement is provided.

**DIRECTORS, OFFICERS AND ORGANIZATION LIABILITY**

**Required**  **Not required**

Directors, officers and organization liability insurance covering the Grantee’s organization, directors, officers, and trustees actual or alleged errors, omissions, negligent, or wrongful acts, including improper governance, employment practices and financial oversight - including improper oversight and/or use of Grant Funds and donor contributions - with a combined single limit of no less than \$1,000,000.00 per claim.

**EXCESS/UMBRELLA INSURANCE**

A combination of primary and excess/umbrella insurance may be used to meet the required limits of insurance.

**ADDITIONAL INSURED**

All liability insurance, except for workers’ compensation, professional liability, and network security and privacy liability (if applicable), required under this Grant must include an additional insured endorsement specifying the State of Oregon, its officers, employees and agents as Additional Insureds, including additional insured status with respect to liability arising out of ongoing operations and completed operations, but only with respect to Grantee’s activities to be performed under this Grant. Coverage must be primary and non-contributory with any other insurance and self-insurance. The Additional Insured endorsement with respect to liability arising out of Grantee’s ongoing operations must be on ISO Form CG 20 10 07 04 or equivalent and the Additional Insured endorsement with respect to completed operations must be on ISO form CG 20 37 07 04 or equivalent.

**WAIVER OF SUBROGATION**

Grantee waives, and must require its first tier contractors and subgrantees waive, rights of subrogation which Grantee, Grantee’s first tier contractors and subgrantees, if any, or any insurer of Grantee may acquire against the Agency or State of Oregon by virtue of the payment of any loss. Grantee must obtain, and require its first tier contractors and subgrantees to obtain, any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the Agency has received a waiver of subrogation endorsement from the Grantee or the Grantee’s insurer(s).

**CONTINUOUS CLAIMS MADE COVERAGE**

If any of the required liability insurance is on a claims made basis and does not include an extended reporting period of at least 24 months, then Grantee shall maintain continuous claims made liability coverage, provided the effective date of the continuous claims made coverage is on or before the effective date of the Grant, for a minimum of 24 months following the later of:

- (i) Grantee’s completion and Agency’s acceptance of all Services required under the Grant, or
- (ii) Agency or Grantee termination of the Grant, or
- (iii) The expiration of all warranty periods provided under the Grant.

**CERTIFICATE(S) AND PROOF OF INSURANCE**

Grantee must provide to Agency a Certificate(s) of Insurance for all required insurance before performing any Project activities required under this Grant. The Certificate(s) must list the State of Oregon, its officers, employees and agents as a Certificate holder and as an endorsed Additional Insured. The Certificate(s) must also include all required endorsements or copies of the applicable policy language effecting coverage required by this Grant. If excess/umbrella insurance is used to meet the minimum insurance requirement, the Certificate of Insurance must include a list of all policies that fall under the excess/umbrella insurance. As proof of insurance, Agency has the right to request copies of insurance policies and endorsements relating to the insurance requirements in this Grant. Grantee must furnish acceptable insurance certificates to: [ode.insurance@ode.state.or.us](mailto:ode.insurance@ode.state.or.us) or by mail to: Attention Procurement Services, Oregon Department of Education, 255 Capitol St NE, Salem OR, 97310 prior to commencing the work.

### **NOTICE OF CHANGE OR CANCELLATION**

Grantee or its insurer must provide at least 30 days' written notice to Agency before cancellation of, material change to, potential exhaustion of aggregate limits of, or non-renewal of the required insurance coverage(s).

### **INSURANCE REQUIREMENT REVIEW**

Grantee agrees to periodic review of insurance requirements by Agency under this Grant, and to provide updated requirements as mutually agreed upon by Grantee and Agency.

### **STATE ACCEPTANCE**

All insurance providers are subject to Agency acceptance. If requested by Agency, Grantee must provide complete copies of insurance policies, endorsements, self-insurance documents and related insurance documents to Agency's representatives responsible for verification of the insurance coverages required under this exhibit.



# Northwest Regional Education Service District

January 9, 2024

TO: Board of Directors

FR: Debbie Simons; Chief Human Resources Officer

RE: Proposed Adoption of Policy GCPC/GDPC: Retirement of Staff

## EXPLANATION:

PERS RETIREMENT: Historically, when employees retired from PERS, there was a limitation in the number of hours they could work post-retirement. Due to staffing shortages throughout the state, a temporary rule was passed allowing unlimited hours post-retirement. Originally, the temporary rule was set to expire in 2025; however the recent passing of House Bill 2296 (2023) extends the sunset for the 2019 law revision to the end of 2034.

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

SUPPLEMENTARY MATERIALS: [Policy GCPC/GDPC](#)

RECOMMENDATION: To adopt Policy GCPC/GDPC as presented.

PROPOSED MOTION: "I move to adopt Policy GCPC/GDPC as presented."

# Northwest Regional ESD

Code: GCPC/GDPC

Adopted: 4/15/03

Revised/Readopted: 6/20/17, 1/09/24

Orig. Code: GCPC/GDPC

## Retirement of Staff

To assist the ESD in its planning efforts, staff members considering retirement are encouraged to notify the ESD as early as possible, preferably at the beginning of the school year in which the retirement will take place.

Retiring employees are encouraged to coordinate with PERS and the Human Resources Department to ensure that all requirements are met. The superintendent will develop requirements, limitations and procedures for employment as a PERS retiree. <sup>{1}</sup>

ESD employees will be allowed to retire under PERS and return to their position in the ESD with the approval of their supervisor and with approval of a human resources administrator.

END OF POLICY

### Legal Reference(s)

ORS Chapter 237 ORS Chapter 238

ORS Chapter 238A ORS 243.303

ORS 342.120

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2018).

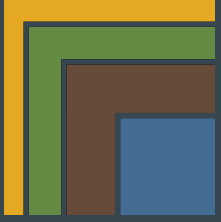
Employee Retirement Income Security Act of 1974, 29 U.S.C. §§ 1001-1461 (2018).

OR. CONST., art. IX, §§ 10-13.

House Bill 2296 (2023)

<sup>1</sup>House Bill 2296 (2023) modified Senate Bill 1049 (2019), which allows PERS-retired employees to continue to work for PERS-employers without hour restrictions; this provision is now set to expire at the end of 2034.





# REPORTS & DISCUSSION



# Northwest Regional Education Service District

January 9, 2024

TO: Board of Directors  
FR: Katie Jones  
RE: Equity Learning Teams

## EXPLANATION:

At this January meeting we will provide an update on the work and progress being done within our Equity Learning Teams (ELTs).

PRESENTER(S): Katie Jones, Equity Coach: Equity and Family Partnerships  
SUPPLEMENTARY MATERIALS: [ELT Slide Deck](#)  
RECOMMENDATION: N/A  
PROPOSED MOTION: N/A

# Equity Learning Teams



Equity and Family Partnerships



# Strategic Plan

## 1. Cultivate antiracism, multiculturalism, and diverse racial perspectives in program design, continuous improvement, and decision-making



**Strategy 1.1:** Establish and sustain agency-wide Equity Learning Teams to support continued learning and action toward improving access and outcomes for historically marginalized students.



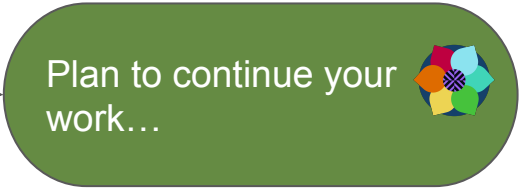
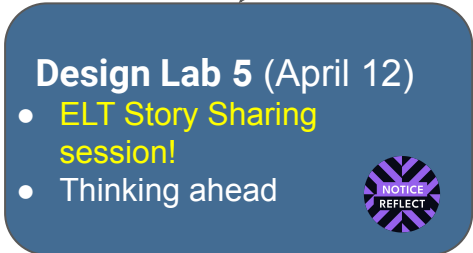
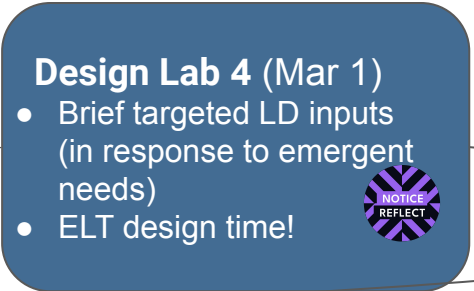
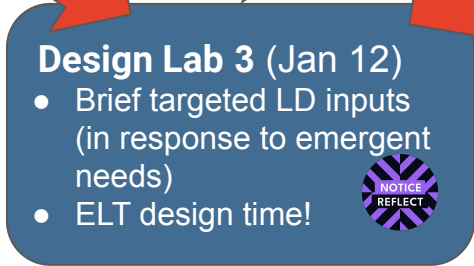
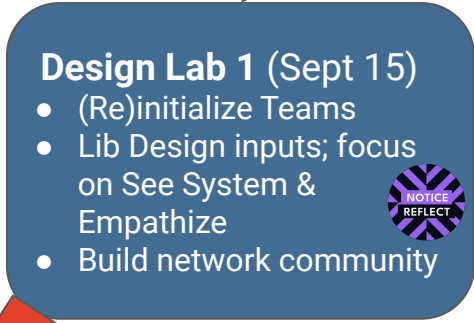
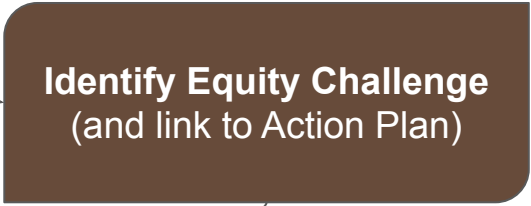
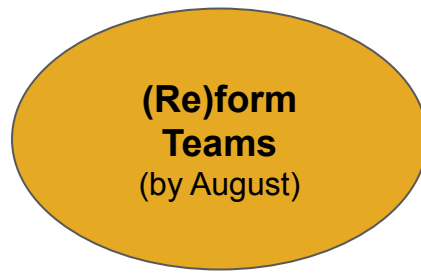
## An equity challenge is...

- An articulation, or point of view, that names the inequitable experiences or outcomes that you want to influence
- Specific enough that you can name the specific individuals or groups who are most impacted
- Something you are positioned to influence in some way (within your sphere of influence)

# ELT Timeline

<b>Year 1 (20-21)</b> ESD equity leadership capacity-building for Leadership Team	<b>Year 2 (21-22)</b> ELT capacity-building & ESD system learning	<b>Year 3 (22-23)</b> ELT design work & ESD system change	<b>Year 4 (23-24)</b> ELT design work & ESD system change
<ul style="list-style-type: none"> <li>● Leadership Team learning and initial action</li> <li>● Department-level analysis to inform Equity Learning Team (ELT) selection</li> <li>● System level learning and initial problem analysis</li> </ul>	<ul style="list-style-type: none"> <li>● ELT formation</li> <li>● ELT learning series (individual &amp; team learning &amp; action) - 5 sessions</li> <li>● Department level equity analysis, problem identification, safe-to-fail experiments; development of team leaders</li> <li>● System level problem analysis, safe-to-fail experiments</li> </ul>	<ul style="list-style-type: none"> <li>● Next iteration of Equity Learning Teams are formed and focus on equity challenges w/in their context</li> <li>● ELT's, as ready, engage in co-design and learning with those impacted by the equity challenge</li> <li>● System learning from ELT work to inform system change</li> </ul>	<ul style="list-style-type: none"> <li>● Equity Learning Teams building on their Equity Challenges</li> <li>● Re-structuring ELTs as we notice and reflect on our needs (and several new ELT's form!)</li> <li>● Moving from empathy listening into co-design and system change</li> </ul>

# The year's work (2023-24)



## 2023-2024 Design Labs

<b>Sept 15, 2023</b>	team (re)formed; <b>Notice</b> work has strengthened team health; equity challenge initially identified
<b>Nov 3, 2023</b>	Further <b>Define</b> challenge; <b>Empathy</b> listening (and sensemaking process) planned; meetings calendared for the year
<b>Jan 12, 2024</b> Virtual	<b>Inquire</b> and/or <b>Prototype</b> work planned
<b>March 1, 2024</b>	<b>Reflecting</b> on <b>Inquire</b> & <b>Prototype</b> work leads to plan for further action & learning; plan for generating Story Share work at Design Lab 5
<b>April 12, 2024</b>	Learning from Story Share session; <b>Imagine</b> work next year; plan for continuing the work independently going forward



# Cohort 1

# Cohort 2

Schools	Service Centers	Early Childhood Centers	ESD teams	Operations
Cascade Academy & Pacific Academy	Columbia SC	Beaverton/ Tualatin	EL Hub	Fiscal Services
Columbia Academy	Clatsop SC	Hillsboro	CCRR	Human Resources
Levi-Anderson	Tillamook SC	Washington County Early Intervention	Instructional Services	Technology
	Washington SC Early Childhood		Special Student Services	Superintendent's Office

<b>ELT</b>	<b>Equity Challenge</b>
<a href="#">Levi-Anderson</a>	Working with the systems of care that exist within St Marys and Levi Anderson, building culture and community that focuses on equity for all students, staff, parents. How do we align and find a common vision that's more equitable to meet the needs of those we serve?
<a href="#">Cascade Academy &amp; Pacific Academy</a>	Incorporating student voice and empowering students to identify equity issues among the greater student body, and support student problem solving of these issues.
<a href="#">Columbia Academy</a>	Columbia wants to focus on "Share-Don't tell." Focusing on sharing our equity work not only within our school, but in our work with our families via our Monthly Newsletter, letting them know what academic content is being taught focusing around equity, and giving them resources to use at home to continue the work outside the school setting.

ELT	Equity Challenge Post Design Lab 1	Equity Challenge Post Design Lab 1
<a href="#">Washington SC</a> <a href="#">Early</a> <a href="#">Childhood</a>	<p>Understanding parent's perspective on services/communication to their students reflecting on service levels across race; data on number of bipoc students in inclusive vs segregated settings (continuing to build this work)</p>	<p>Do not currently have an avenue to gather information related to parent voice. Multilingual families find connection to NWRESD programs more challenging than BIPOC and white families.</p>
<a href="#">EL Hub</a>	<p>Families and young children of color have the least access to early learning opportunities in our region. Additionally family needs and preferences are not always met, and decisions are not driven by families.</p>	<p>The voices of diverse local families has been largely absent from Early Learning decision-making and program guidance. Past empathy listening exercises have shown priorities around increasing access to social opportunities for parents and children.</p>
<a href="#">Human</a> <a href="#">Resources</a>	<p>Previous staff had a different experience with Equity in the past which brought negative perspectives/thoughts/feelings towards the equity work.</p>	<p>Getting all team members aligned and on the same page with our equity journey. Building relational trust with our team and and our customers (other district employees).</p>

# What's working...

Attending the ELT Design Lab as a team has been tremendously beneficial to me and the rest of the team. This year is completely different; it makes more sense now that we are discussing the mode and working on how we can apply this to the team so that we can transfer them to working with early educators in our region.

I felt the afternoon was great for our team. We worked through last years goal and looked at what did and didn't work. We decided to take another shot at it from a different angle while also looking at team equity work we would like to do.

Would love to keep hearing what other teams are working on and what they are learning about the process.



# What could be different...

In the future we could have some meetups that are with teams who are talking through similar equity challenges.

More information in changing the ESD culture to one that free to fail was safe not just in ELT frameworks.

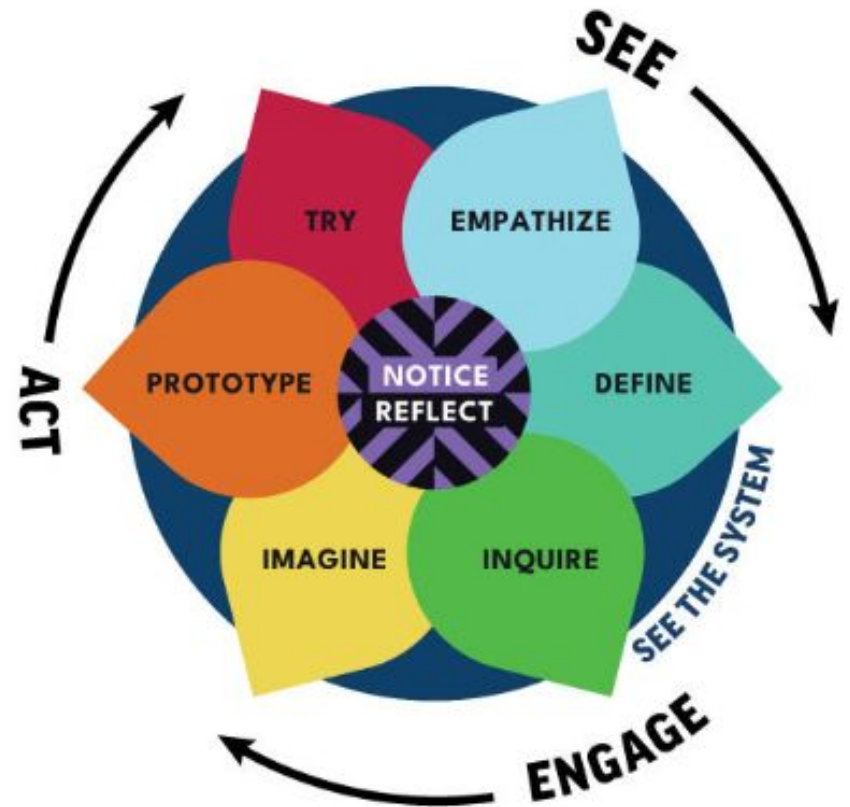
Sharing projects with the broader NWRES D staff to know what the ELTs are working on or examining.

Maybe mix up the groups to learn what others challenges are and how those challenges are being able to learn from each other.





- Not a linear process
- There is no *right* way or pace to go with this approach.
- Many entry points! Can start from “scratch” or apply LD to work in progress.
- Embrace the messy, lean into discomfort, try things, and hold a learner stance





# Northwest Regional Education Service District

January 9, 2024

TO: Board of Directors  
FR: Debbie Simons, Chief Human Resources Officer  
RE: Diverse Educator Pathways Update

**EXPLANATION:**

At this January meeting we will provide an update on the work and progress being done within our Diverse Educator Pathways & Grow Your Own programs.

PRESENTER(S):	Debbie Simons, Chief Human Resources Officer Yolanda Coleman, Talent Acquisition & Retention Administrator
SUPPLEMENTARY MATERIALS:	<a href="#">DEP/GYO Slides</a>
RECOMMENDATION:	N/A
PROPOSED MOTION:	N/A

# DEP/GYO

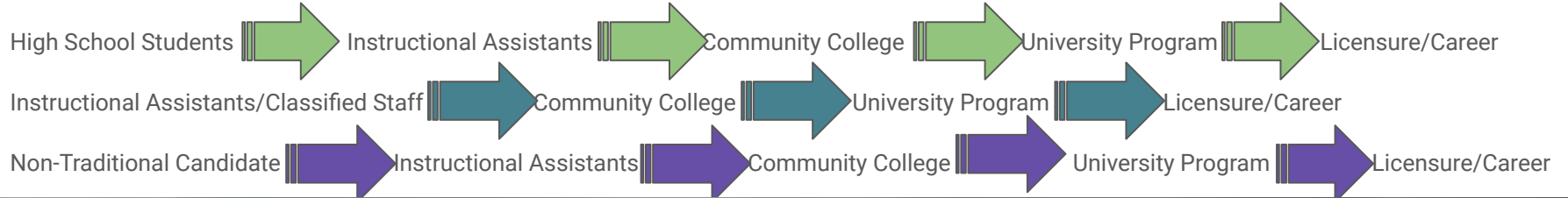
Building the foundation for a workforce pipeline



# The Vision

Coordinated regional/state resources with districts and higher education partners

Common knowledge throughout region of various pathways to careers in education



# Vision Continued

## Common and Shared Resources

Mentoring at each stage

Scholarships, other financial support and employment opportunities

## Coordinated Partnerships

Coordinated coursework

Seamless enrollment between community colleges and universities

Barrier removal to coursework



# Where We Are Now

## DEP (Diverse Educator Pathway)

- Hired Regional Pathways Navigator Kelly Thayer to support coastal region and ESD employees (Started 1/2/24)
- In search for DEP Higher Education Liaison - Position closes 1/12/24
- All Washington county, Tillamook, Nestucca Valley school districts have signed grant participation agreements. Outreach for Seaside and Neah-Kah-Nie school districts.
- 20 of 24 school district connectors confirmed
- Data metrics determined to establish larger baseline

# Where We Are Now

## **DEP (Diverse Educator Pathway)**

- DEP Connector Training Retreat in planned in early spring
- Planned professional development opportunities for students/staff/connectors around Professional Problem Solving/Communication, Supporting Neurodivergent Students
- Coordinating spring courses for Clatsop Community College and Tillamook Bay Community College (2 at each location)
- Planning collaboration with Portland State University admissions team to support future DEP students

# Where We Are Now

## **GYO (Grow Your Own)**

- 1st Western Oregon University Cohort completing 2nd year of programs; many placed as licensed staff with restricted teaching licenses
- 2nd WOU Cohort beginning program and student teacher
- 3rd WOU Cohort being identified
- NWRESD HR met with superintendents in Clatsop, Columbia, and Tillamook counties in October to discuss vision
- Applications for classified and licensed mentoring submitted to the REN (Regional Educator Network) to support mentoring of new staff
- Frequent meetings with WOU and Portland Community College to move vision forward

# Where We Are Going

## **GYO (Grow Your Own)**

Meeting with WOU, PCC, CCC, TBCC, and possibly Chemeketa on January 18 to discuss enrollment requirements, course offerings for Oregon Transfer Degree (Associates), design what is possible, identify individual entity resources.

Meet with all higher education partners above, DEP, REN, and school districts (Tentatively planned for February 5, 2024) to co-design pathways and process, identify resources, begin 5-year regional workforce strategic plan with a focus on a few select pathways for year 1 (Special Education, general education).

Pathways open for candidates by spring vacation, programs begin for Year 1 in Fall 2024.

January 2024

# Administrative Report

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

---

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

## Anti-Racist Training

The Department of Equity and Family Partnerships hosted an Antiracism centered professional development workshop on December 6th. This session was held in person for NWRESD staff. Those in attendance explored how to be engaged with and supported in seeking understanding of how racial ideology is manufactured and how it impacts the lived experiences of people we serve daily. The session produced rich conversations and by request follow up sessions are being planned during the spring semester.

## Dreaming Against the Odds: Finding Freedom in Constraints

Participants from four of NWRESD's Equity Learning Team's and an additional 2 ELT facilitators attended the December 14th webinar hosted by National Equity Project. Participants were introduced to the key concepts and frameworks of complexity thinking, learned about different types of constraints in complex, living systems and how they can be used to support the practice of freedom dreaming, and engaged in "constraint mapping" to find ways to take action that disrupts oppressive patterns and make shifts towards increased equity in their specific contexts.

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

## Cascade Alliance for Equity (CAFE)

NWRESD is hosting a student-centered CAFE Summit May 29, 2024 with a focus on quality and culturally responsive learning. The request for proposals has been put out to the education and youth community and proposal reviews are in process. This summit will bring together local student equity leaders, educators and community partners to hear student perspective and insight on topics ranging from teaching methods, curriculums, student family supports, and policies. Student groups from our partner districts will be sharing their own work, showcasing their wins and addressing the challenges they want us to tackle by working hand-in-hand with the adults in the room. In this way, the students are the undisputed experts and consultants.

---

Submitted by:

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

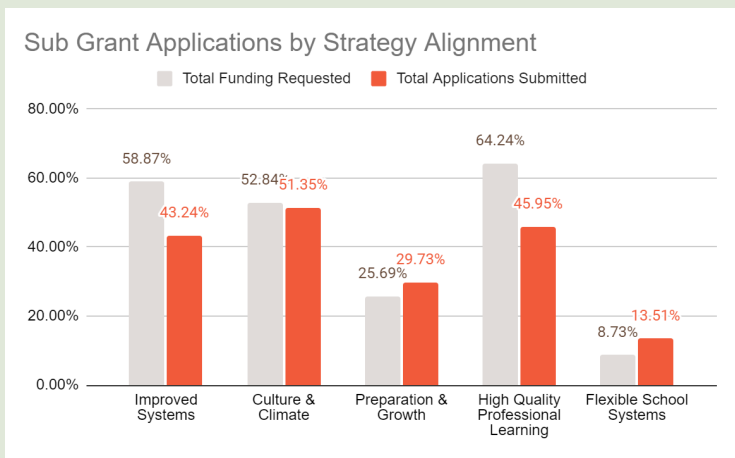
# BOARD REPORT | INSTRUCTIONAL SERVICES

## Regional Educator Networks Sub Grants

This past November the Northwest Regional Educator Network (NREN) team opened applications for NREN Sub Grants to kick off the new 23-25 biennium. Grants are available to pre-K-12 educators, grade level teams, building administrators, equity teams, superintendents, etc. across NWRESDs component counties for proposals that address local inequities by supporting educators with the Educator Advancement Council (EAC) 5 research driven strategies:

- Improved Systems
- Culture & Climate
- Preparation & Growth
- High Quality Professional Learning
- Flexible School Systems

As of this January the team has received more than 30 proposals from all around the region totalling over 2 million dollars. Nearly half a million dollars has already been approved to begin supporting work like an ongoing Equity Audit, Strategic Plannings Supports, and Affinity Spaces.



## Attendance Support Services

Exciting things are happening in Attendance Services! As you may recall from a previous board report, attendance rates for Oregon and our region continued to decline during the 2022-2023 academic year. This information shows us that time alone is not going to bring us back to pre-pandemic levels. We must be intentional about our future attendance practices and approaches.

Area	2021-2022 % Regular Attenders	2022-2023 % Regular Attenders	Difference
Region <small>(Clatsop, Columbia, Tillamook, Washington Counties)</small>	68.84%	64.54%	-4.30%
State of Oregon	63.95%	61.90%	-2.05%

Using these, and more detailed data points, we are continually assessing our work to highlight the most effective services and strategies for our component districts. From door to door family engagement services to a quarterly collaborative that boasts over 150 members to connecting directly with district leadership teams, our NWRESD attendance team has been working closely with schools across the region at all levels. Recently they were excited to present to the executive leadership team and superintendent in Warrenton-Hammond to lay the groundwork for future support.

As we continue to monitor attendance levels, it is essential that we monitor data points of the schools that implement our suggested strategies. By doing so, we will better identify the most effective approaches to regular attendance and work to reverse declining attendance rates region wide. Overall, the attendance services team is thriving by continuing to learn, implement, and promote student engagement strategies that matter.



## Special Student Services Board Report

Cathy Jensen, Executive Director, K-12 Special Education  
January 2024

### Deaf / Hard of Hearing Program Staff Spotlight: Michawn Beeson

NWRES D Teacher of the Deaf, Michawn Beeson, is in year two of collaborating with Hands and Voices of Oregon in order to allow families of young children who experience hearing loss to connect with one another and participate in a seasonal craft at the Washington Service Center.



Michawn and Turi Hoaglin of Hands and Voices (and parent of a Deaf adult who was served by NWRES D, as a child) offer a variety of activities to parents while their children are busy making a fun craft, having a snack, and building friendships with other children who are deaf/hard of hearing.

Children often enjoy meeting other children who wear similar amplification devices as they do, and this is a great opportunity for youngsters to become friends with others who wear hearing aids or cochlear implants.

These “PDX Get Together” events occur every other month during the school year and are a great opportunity for families to connect and build a support system while also learning about hearing loss, equipment, and local resources.

## Assistive Technology Staff Spotlight: Jennifer South, OTR/L, ATP and Nathan Baniqued, OTD/L



Jennifer and Nathan, two of NWRESD's Assistive Technology Specialists, both recently delivered professional development sessions to educators across Oregon. Jennifer's session, entitled "Acquire, Engage, Enjoy: An Overview of Accessible Technologies and Formats" was featured as part of the Oregon Technology Access Project's Accessible Educational Materials (AEM) webinar series. Jennifer was selected because of her involvement with the Oregon AEM Cohort. Oregon is one of seven states chosen to partner with the National AEM Center to participate in a technical assistance grant focused on developing a coordinated system for

providing AEM and accessible technologies across the continuum of state educational services.

Nathan's session was entitled "[It's Game Time! Accessibility for Gaming](#)". Nathan recently joined NWRESD after graduating from Washington University in St. Louis, MO. Nathan is an Occupational Therapist and Assistive Technology Specialist in Hillsboro School District where he is sharing his passion for supporting transition-age youth and accessible gaming. He brings his previous experience assisting disabled individuals with attaining and retaining employment, navigating the realm of social security, and helping transition-aged young adults take the next steps in their life's journey to this role.





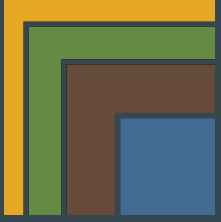
**Prepared by Stacy Rager, Executive Director of Early Learning  
January 2024**

Sadly, the EI/ECSE Program lost another valued staff member. Tina Weeks from the Tillamook Service Center passed away on December 12, 2023. Tina died peacefully at her home in Tillamook on Tuesday evening. She was surrounded by her loving family.

Tina worked in special education for more than 15 years in Tillamook County. In 2007, she joined our team as a substitute teacher and became full time in 2009. In 2012, she joined the Tillamook School District where she worked until rejoining NWRESD as an early childhood education specialist in 2018.

A celebration of Tina's life will be held at 11 a.m. on Saturday, Jan. 6 at the Tillamook Nazarene Church (2611 3rd Street, Tillamook, OR 97141). Tina will be deeply missed by her colleagues, friends, and families of the children that she served.

The EI/ECSE Budget continues to be a significant concern. As the real numbers finally come in from the state (see contract award information), the implications for the program are starting to be realized. Unfortunately, with such a steep decline in available resources from the last biennium, without additional investment from the Legislature in the upcoming session, we will not be able to maintain the same program levels for children in 2024-25 and will be implementing cost saving measures for the remainder of this year. On January 9, we will be hosting a number of key legislators at BECC in our continued effort to advocate for the program.



# ACTION ITEMS



# Northwest Regional Education Service District

January 9, 2024

TO: Board of Directors

FR: Sharif Z. Liwaru

RE: Resolution 24-001: Black History Month

## EXPLANATION:

At this January meeting, in anticipation of Black History Month 2024, board members will have the opportunity to approve Resolution 24-001 and declare February 2024 as “Black History Month” for Northwest Regional Education Service District.

PRESENTER(S): Sharif Liwaru, Director of Equity and Family Partnership SUPPLEMENTARY

MATERIALS: [Resolution #24-001 - Black History Month](#)

RECOMMENDATION: To approve Resolution #24-001 - Black History Month as presented.

PROPOSED MOTION: I move to approve Resolution #24-001 - Black History Month as presented.

**RESOLUTION NO. 24-001**

**THIS RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT IN CLATSOP, COLUMBIA, TILLAMOOK, AND WASHINGTON COUNTIES, OREGON RECOGNIZES FEBRUARY 1ST TO MARCH 1ST 2024 AS "BLACK HISTORY MONTH" CELEBRATING THE HERITAGES, CULTURES, AND HISTORY OF BLACK AND AFRICAN AMERICANS AND THE CONTRIBUTIONS OF BLACK AND AFRICAN AMERICANS TO THE UNITED STATES.**

Black History Month has its roots in the work of Carter G. Woodson, who in 1926 highlighted the necessity of recognizing and accurately depicting Black and African American history. In 1970, Black United Students and Black educators at Kent State University used Woodson's foundation to create Black History Month. Beginning with President Gerald Ford in 1976, every U.S. president has declared February as "Black History Month."

Throughout history through the present day, Black and African Americans have experienced both triumphs and challenges. They have endured the inhumanity of injustices and inequities, not just from societal and institutional biases and racism rooted in white supremacy, but also from other Americans.

Black and African Americans have made their mark in every aspect of our society despite these wounds and obstacles. They have strengthened and uplifted all of America, leading in industries and movements for change, serving our communities and our nation at every level, and advancing every field from education to health, the arts & sciences, military & law enforcement, television, sports, business, and law.

Across generations, countless Black and African Americans have demonstrated profound moral courage and resilience to help shape our society for the better. Their contributions have enriched America and the lives of every American. It is essential that all Americans acknowledge and express gratitude for these contributions.

Moreover, through our words and actions, it is morally imperative that each of us learns about, sheds light upon, and condemns the injustices and inequities that Black and African Americans continue to experience and endure.

Our Board is dedicated to identifying actionable steps that will create or enhance policies to ensure equitable access to opportunities for Black and African American students, staff, and families. We are committed to racial equity in our schools and programs. We urge everyone to take action to achieve genuine antiracist reforms.

THEREFORE BE IT RESOLVED BY THE MEMBERS OF THE NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT BOARD OF DIRECTORS:

- 1) We recognize the month of February 2024 as “Black History Month”; and
- 2) We are responsible for listening to the voices of the Black and African American community. It is our responsibility to recognize and take ownership of our roles in perpetuating these issues. We need to confront and eliminate biases and racism fueled by white supremacy culture. It is crucial to take action and implement true reforms in ourselves, our community, our culture, and our institutions to eliminate the injustices and inequities that Black and African Americans still face today.
- 3) The primary solution to inequality is not simply through time-bound celebrations of cultures or including a token ritual into an otherwise white, Eurocentric calendar of events. Celebration months are one of many opportunities to check out resources to learn about and discuss the achievements of Black Americans throughout Oregon history and U.S. history with your students and colleagues; and
- 4) we will actively observe this month with appropriate activities, programs, ceremonies, and actions across the ESD communities.

This Resolution is effective immediately upon adoption this 9th day of January, 2024

NORTHWEST REGIONAL EDUCATION SERVICE  
DISTRICT, CLATSOP, COLUMBIA, TILLAMOOK,  
AND WASHINGTON COUNTIES, OREGON

By: \_\_\_\_\_  
Chair

**ATTEST:**

By: \_\_\_\_\_  
Superintendent

### Activities/Further Learning

- [Black History Month in Portland:](#)  
Celebrate African American excellence with music, art, festivals and more.
- [Oregon Black Pioneers:](#)  
Incredible interactive map of Oregon Black pioneers with several online exhibitions
- [Washington County Chamber's Black Advisory Business Council](#) - support businesses
- [Why Aren't There More Black People in Oregon: A Hidden History](#) - By Walidah Imarisha
- [All Month Long: Black History Month Virtual Festival](#) - Author talks, panel discussions, and more, hosted by the Association for the Study of African American Life and History.
- [African American History Month website](#) - exhibits, collections, teacher resources
- [Origins of Black History month](#) - History Channel
- [Small but Mighty Storytimes for Young Activists and Families:](#)  
National Civil Rights Museum

### Books/Teaching

- *Novelist* recommendations for grades 7 through 12:
  - [Browse the Black Teen Lives reading list.](#)
- *Novelist* recommendations for Grades 4 through 6:
  - [Black girls as narrators and main characters](#)
  - [Black boys as narrators and main characters](#)
- [Understanding Race for Teens reading list](#) - Washington County Library
- [100+ Children's Books Featuring Black Characters](#) - Mighty Kind
- [100+ Black History Books for Kids](#) - Mother Magazine
- [Black History Books for Children and Teenagers](#) - Colours of Us
- [Black History Month for Kids](#) - Washington County Library
- [Talking About Racism](#) - PBS Kids (articles, books, videos, and activities)

### Community Organizing and Policy

- [Y.O.U.th](#)
- [United Way Racial Equity Resources](#)
- [Unite Oregon](#)
- [Coalition of Communities of Color](#)





January 9, 2023

TO: Board of Directors

FR: Jordan Ely, CFO

RE: January 2024 Financial Report as of December 31, 2023

**EXPLANATION:**

**Introduction**

This report provides an overview of the fiscal health of NW Regional Educational Service District (ESD) for the period ended December 31, 2023. Several changes have occurred since the last report, both in actuals and projections, as we have gained a clearer picture of the overall financial landscape.

The purpose of the report is to provide the board with a summary and an analysis of the district's financial activities by fund classification, highlighting key trends, revenues, expenditures, and fund balances. Projections are becoming more reliable, but there is still some movement anticipated in future months.

As a reminder, expenditure projections are expected to improve significantly after all employee groups have settled contracts. Revenue projections have seen material improvement as some grant agreements and contracts have been received. Property taxes collected in November and December have also yielded reliable baselines for local tax projections. However, analysis of historical regression is still relied upon for several of the projections provided.

2022-23 numbers are still being audited, so beginning fund balance information and prior year-to-date comparison figures are subject to change.

**General Fund**

The main change in the general fund is that increased expenditure projections for transfers of service credits are now included to offer a clearer understanding of the impact of increased State School Fund (SSF) revenue. The fund is projected to operate at a deficit for the current fiscal year but rebound in the next year, due to the 49%/51% split used by ODE for distributing SSF payments throughout the two years of the biennium.

**Special Revenue Fund**

Special Revenue Funds account for restricted revenues designated for specific purposes, such as grants and special programs. Consistent with prior years, there is a lag of revenue, compared with expenditures. This is the result of the reimbursement nature of the majority of grants. Concern is not warranted, as the ESD will be able to claim reimbursement, and the revenue will eventually match the expenditures. However, this does highlight the importance of maintaining a healthy cash position in order to manage delayed or lagging revenues.

It is also important to note that while cash flow is sufficient to satisfy our current liabilities, this statement should not be interpreted to mean that the overall funding position is strong. Significant cuts were made to programs, specifically EI/ECSE, in order to balance the budget to anticipated funding levels for this year. Superintendent Goldman and other staff are continuing to work with representatives at the Oregon Department of Education to secure additional funding to return the program to prior service levels.

Information related to the EI/ECSE contract has been added to this most recent report, which has resulted in significant decreases to both revenue and expenditure projections. As the Board will see in the EI/ECSE grant agreement, biennial revenue for this program has been reduced from \$65

million for the 2021-23 biennium to \$55 million for the 2023-25 biennium, despite substantial cost escalations. The included revenue projections assume that the legislature will approve an additional \$22 million in statewide funding of this program during the upcoming short session. NW Regional ESD's share of that funding is expected to be approximately \$2.05 million in 2023-24 and \$2.13 million in 2024-25.

### **Debt Service Fund**

The Debt Service Fund covers principal and interest payments on the district's long-term debts. The fund is new this year and has not yet seen any activity.

### **Capital Projects Fund**

The Capital Projects Fund is used for construction, renovation, and major equipment purchases. There remains very little activity in this fund, as planning is still underway. The project is expected to go to bid in March.

During the budget process, it was not clear whether the loan for this project would close prior to June 30, so the revenues were budgeted in the "other sources" category, rather than as fund balance and the full cost of the building was also appropriated. However, the loan and the sale of the property both closed prior to year end, leaving the revenue and the expense side of this fund much lower than the budgeted amounts.

### **Enterprise Fund**

Enterprise Funds are used when NW Regional ESD operates revenue-generating services; for example, Cascade Technology Alliance or business management services. The beginning fund balance was \$1,309,076. Revenues-to-date were \$660,569. Expenditures-to-date were \$5,367,505. The majority of these expenses were related to the software we host for districts and payroll for service providers. These costs will be billed to districts. Similar to the special revenue fund, this creates delayed revenue, but the delays are normal and expected, and they do not give rise to concern.

### **Trust & Agency Fund**

Trust & Agency funds are those held by the ESD on behalf of other parties. The ESD does not control these funds, but instead serves in a custodial capacity. The beginning fund balance of the Trust & Agency fund was \$8,408,285. Revenues received were \$500, and expenditures have totaled \$5,269,363. ASD and EI evaluations continue to make up the majority of expenditures-to-date.

### **Conclusion**

To conclude, the ESD's ability to satisfy its current and long term liabilities remains strong, despite the persistent delays to grant agreement execution at the state level. Staff will continue closely monitoring that situation, but operations will not be impacted by cash flow issues for several months, and grant agreements have begun to arrive. Staff will keep the Board apprised of any new information coming out of Salem, regarding this issue. All other funds are performing as expected.

PRESENTER(S):

Jordan Ely

SUPPLEMENTARY MATERIALS:

[January 2024 Financial Report](#)

RECOMMENDATION:

To approve the January 2024 financial report as presented.

PROPOSED MOTION:

"I move to approve the January 2024 financial report as presented."

# NW REGIONAL ESD MONTHLY FINANCIAL REPORT

For the Period Ended December 31, 2023

GENERAL FUND	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
<b>Beginning Fund Balance</b>	\$ 6,291,285	\$ 7,225,213		\$ 7,225,213	\$ 6,979,639	\$ 292,438
<b>REVENUES</b>						
Local Sources	\$ 14,757,314	\$ 14,937,440	\$ 5,144,183	\$ 20,081,623	\$ 20,648,229	\$ 38,010
Intermediate Sources	\$ 4,429	\$ 2,661	\$ -	\$ 2,661	\$ -	\$ -
State Sources	\$ 23,185,202	\$ 24,554,396	\$ 17,433,815	\$ 41,988,211	\$ 41,052,805	\$ 805,097
Federal Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Sources	\$ -	\$ -	\$ 425,000	\$ 425,000	\$ 425,000	\$ -
<b>TOTAL REVENUE</b>	<b>\$ 37,946,945</b>	<b>\$ 39,494,497</b>	<b>\$ 48,822,306</b>	<b>\$ 62,497,495</b>	<b>\$ 62,126,034</b>	<b>\$ 843,107</b>
<b>EXPENDITURES</b>						
Instruction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Support Services	\$ 4,891,484	\$ 5,236,824	\$ 8,917,691	\$ 10,234,989	\$ 12,265,319	\$ (2,030,330)
Enterprise and Community Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Acquisition and Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Uses	\$ 125,776	\$ 122,076	\$ 50,556,886	\$ 53,217,801	\$ 50,556,886	\$ 2,660,915
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ 700,000	\$ 700,000
<b>TOTAL EXPENDITURES</b>	<b>\$ 5,017,260</b>	<b>\$ 5,358,900</b>	<b>\$ 59,474,577</b>	<b>\$ 63,452,790</b>	<b>\$ 63,522,205</b>	<b>\$ 1,330,585</b>
<b>SURPLUS / (DEFICIT)</b>	<b>\$ 32,929,685</b>	<b>\$ 34,135,597</b>		<b>\$ (955,295)</b>		
<b>Period End Fund Balance</b>	<b>\$ 39,220,970</b>	<b>\$ 41,360,810</b>				
<b>Projected Year End Fund Balance</b>				<b>\$ 6,269,918</b>		
<b>SPECIAL REVENUE FUND</b>						
SPECIAL REVENUE FUND	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
<b>Beginning Fund Balance</b>	\$ 13,618,716	\$ 21,299,061	\$ -	\$ 21,299,061	\$ 9,256,392	\$ 12,042,669
<b>REVENUES</b>						
Local Sources	\$ 6,227,405	\$ 7,319,528	\$ 34,948,754	\$ 42,268,282	\$ 41,694,061	\$ 574,221
Intermediate Sources	\$ -	\$ 1,400	\$ -	\$ 1,400	\$ -	\$ 1,400
State Sources	\$ 18,476,519	\$ 558,383	\$ 49,643,365	\$ 50,201,748	\$ 52,009,612	\$ (1,807,864)
Federal Sources	\$ 14,401,987	\$ 1,228,719	\$ 14,850,601	\$ 16,079,320	\$ 18,298,422	\$ (2,219,102)
Other Sources	\$ 3,558,518	\$ -	\$ 3,343,624	\$ 3,343,624	\$ 3,343,624	\$ -
<b>TOTAL REVENUE</b>	<b>\$ 42,664,430</b>	<b>\$ 9,108,031</b>	<b>\$ 102,786,343</b>	<b>\$ 111,894,374</b>	<b>\$ 115,345,719</b>	<b>\$ (3,451,345)</b>
<b>EXPENDITURES</b>						
Instruction	\$ 22,637,488	\$ 24,273,760	\$ 42,905,148	\$ 67,178,908	\$ 70,807,394	\$ 3,628,486
Support Services	\$ 13,007,140	\$ 11,670,297	\$ 23,173,065	\$ 34,843,362	\$ 41,768,359	\$ 6,924,997
Enterprise and Community Services	\$ 889,484	\$ 984,745	\$ 1,546,208	\$ 2,530,953	\$ 2,732,053	\$ 201,100
Facilities Acquisition and Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Uses	\$ 816,266	\$ 1,145,093	\$ 7,368,211	\$ 8,513,304	\$ 9,294,305	\$ 781,001
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 37,350,378</b>	<b>\$ 38,073,895</b>	<b>\$ 74,992,632</b>	<b>\$ 113,066,527</b>	<b>\$ 124,602,111</b>	<b>\$ 11,535,584</b>
<b>SURPLUS / (DEFICIT)</b>	<b>\$ 5,314,052</b>	<b>\$ (28,965,864)</b>		<b>\$ (1,172,153)</b>		
<b>Period End Fund Balance</b>	<b>\$ 18,932,768</b>	<b>\$ (7,666,803)</b>				
<b>Projected Year End Fund Balance</b>				<b>\$ 20,126,908</b>		

# NW REGIONAL ESD MONTHLY FINANCIAL REPORT

For the Period Ended December 31, 2023

DEBT SERVICE FUND	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
<b>Beginning Fund Balance</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>REVENUES</b>						
Local Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Intermediate Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Federal Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Sources	\$ -	\$ -	\$ 1,750,000	\$ 1,750,000	\$ 1,750,000	\$ -
<b>TOTAL REVENUE</b>	\$ -	\$ -	\$ 1,750,000	\$ 1,750,000	\$ 1,750,000	\$ -
<b>EXPENDITURES</b>						
Instruction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Support Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Enterprise and Community Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Acquisition and Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Uses	\$ -	\$ -	\$ 1,312,500	\$ 1,312,500	\$ 1,750,000	\$ 437,500
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ -	\$ -	\$ 1,312,500	\$ 1,312,500	\$ 1,750,000	\$ 437,500
<b>SURPLUS / (DEFICIT)</b>	\$ -	\$ -		\$ 437,500		
<b>Period End Fund Balance</b>	\$ -	\$ -				
<b>Projected Year End Fund Balance</b>				\$ 437,500		
<b>CAPITAL PROJECTS FUND</b>						
<b>Beginning Fund Balance</b>	\$ 2,209,287	\$ 11,793,837	\$ -	\$ 11,793,837	\$ 2,070,150	\$ 9,723,687
<b>REVENUES</b>						
Local Sources	\$ -	\$ 24	\$ 49,976	\$ 50,000	\$ 50,000	\$ -
Intermediate Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Federal Sources	\$ -	\$ (237,552)	\$ 1,237,552	\$ 1,000,000	\$ -	\$ 1,000,000
Other Sources	\$ -	\$ -	\$ 268,850	\$ 268,850	\$ 15,388,850	\$ (15,120,000)
<b>TOTAL REVENUE</b>	\$ -	\$ (237,528)	\$ 1,556,378	\$ 1,318,850	\$ 15,438,850	\$ (14,120,000)
<b>EXPENDITURES</b>						
Instruction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Support Services	\$ -	\$ -	\$ 325,002	\$ 325,002	\$ 650,000	\$ 324,998
Enterprise and Community Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Acquisition and Construction	\$ -	\$ 377,401	\$ 1,321,977	\$ 1,699,378	\$ 16,314,500	\$ 14,615,122
Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ 544,500	\$ 544,500
<b>TOTAL EXPENDITURES</b>	\$ -	\$ 377,401	\$ 1,646,979	\$ 2,024,380	\$ 17,509,000	\$ 15,484,620
<b>SURPLUS / (DEFICIT)</b>	\$ -	\$ (614,929)		\$ (705,530)		
<b>Period End Fund Balance</b>	\$ 2,209,287	\$ 11,178,908				
<b>Projected Year End Fund Balance</b>				\$ 11,088,307		

# NW REGIONAL ESD MONTHLY FINANCIAL REPORT

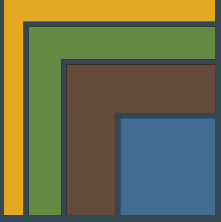
For the Period Ended December 31, 2023

ENTERPRISE FUND	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
<b>Beginning Fund Balance</b>	\$ 1,386,420	\$ 1,309,076	\$ -	\$ 1,309,076	\$ 1,704,094	\$ (395,018)
<b>REVENUES</b>						
Local Sources	\$ 2,468,823	\$ 516,234	\$ 4,877,988	\$ 5,394,222	\$ 5,394,222	\$ -
Intermediate Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	\$ 32,745	\$ 92,335	\$ 202,665	\$ 295,000	\$ 295,000	\$ -
Federal Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Sources	\$ 1,412,420	\$ 52,000	\$ 2,747,587	\$ 2,799,587	\$ 2,799,587	\$ -
<b>TOTAL REVENUE</b>	<b>\$ 3,913,988</b>	<b>\$ 660,569</b>	<b>\$ 7,828,240</b>	<b>\$ 8,488,809</b>	<b>\$ 8,488,809</b>	<b>\$ -</b>
<b>EXPENDITURES</b>						
Instruction	\$ 76,412	\$ 130,918	\$ 227,968	\$ 358,886	\$ 328,503	\$ (30,383)
Support Services	\$ 5,356,647	\$ 5,236,586	\$ 4,335,827	\$ 9,572,413	\$ 9,864,400	\$ 291,987
Enterprise and Community Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Acquisition and Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 5,433,058</b>	<b>\$ 5,367,505</b>	<b>\$ 4,563,794</b>	<b>\$ 9,931,299</b>	<b>\$ 10,192,903</b>	<b>\$ 261,604</b>
<b>SURPLUS / (DEFICIT)</b>	<b>\$ (1,519,070)</b>	<b>\$ (4,706,936)</b>		<b>\$ (1,442,490)</b>		
<b>Period End Fund Balance</b>	<b>\$ (132,650)</b>	<b>\$ (3,397,860)</b>				
<b>Projected Year End Fund Balance</b>				<b>\$ (133,414)</b>		
TRUST & AGENCY FUND	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
<b>Beginning Fund Balance</b>	\$ 12,286,975	\$ 8,408,285	\$ -	\$ 8,408,285	\$ 9,007,234	\$ (598,949)
<b>REVENUES</b>						
Local Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Intermediate Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	\$ 500	\$ 500	\$ (500)	\$ -	\$ -	\$ -
Federal Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Sources	\$ -	\$ -	\$ 44,546,941	\$ 44,546,941	\$ 44,546,941	\$ -
<b>TOTAL REVENUE</b>	<b>\$ 500</b>	<b>\$ 500</b>	<b>\$ 44,546,441</b>	<b>\$ 44,546,941</b>	<b>\$ 44,546,941</b>	<b>\$ -</b>
<b>EXPENDITURES</b>						
Instruction	\$ 2,453,722	\$ 3,174,133	\$ 12,280,637	\$ 15,454,769	\$ 16,290,493	\$ 835,724
Support Services	\$ 2,129,645	\$ 2,008,834	\$ 5,633,860	\$ 7,642,694	\$ 8,957,231	\$ 1,314,537
Enterprise and Community Services	\$ 4,610	\$ -	\$ 62,328	\$ 62,328	\$ 124,653	\$ 62,325
Facilities Acquisition and Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Uses	\$ 9,780,392	\$ 86,397	\$ 21,247,060	\$ 21,333,456	\$ 28,181,798	\$ 6,848,342
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 14,368,370</b>	<b>\$ 5,269,363</b>	<b>\$ 39,223,884</b>	<b>\$ 44,493,247</b>	<b>\$ 53,554,175</b>	<b>\$ 9,060,928</b>
<b>SURPLUS / (DEFICIT)</b>	<b>\$ (14,367,870)</b>	<b>\$ (5,268,863)</b>		<b>\$ 53,694</b>		
<b>Period End Fund Balance</b>	<b>\$ (2,080,895)</b>	<b>\$ 3,139,422</b>				
<b>Projected Year End Fund Balance</b>				<b>\$ 8,461,979</b>		

# NW REGIONAL ESD MONTHLY FINANCIAL REPORT

For the Period Ended December 31, 2023

ALL FUNDS	Prior YTD	Current YTD	Add: Projections	Annual Forecast	Annual Budget	Variance Fav / (Unfav)
<b>Beginning Fund Balance</b>	\$ 35,792,683	\$ 50,035,472	\$ -	\$ 50,035,472	\$ 29,017,509	\$ 21,064,827
<b>REVENUES</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Local Sources	\$ 23,453,542	\$ 22,773,226	\$ 45,020,901	\$ 67,794,127	\$ 67,786,512	\$ 7,615
Intermediate Sources	\$ 4,429	\$ 4,061	\$ -	\$ 4,061	\$ -	\$ 4,061
State Sources	\$ 41,694,966	\$ 25,205,614	\$ 67,279,345	\$ 92,484,959	\$ 93,357,417	\$ (872,458)
Federal Sources	\$ 14,401,987	\$ 991,167	\$ 16,088,153	\$ 17,079,320	\$ 18,298,422	\$ (1,219,102)
Other Sources	\$ 4,970,939	\$ 52,000	\$ 53,082,002	\$ 53,134,002	\$ 68,254,002	\$ (15,120,000)
<b>TOTAL REVENUE</b>	<b>\$ 84,525,863</b>	<b>\$ 49,026,069</b>	<b>\$ 207,289,708</b>	<b>\$ 230,496,469</b>	<b>\$ 247,696,353</b>	<b>\$ (17,199,884)</b>
<b>EXPENDITURES</b>						
Instruction	\$ 25,167,622	\$ 27,578,811	\$ 55,413,752	\$ 82,992,563	\$ 87,426,390	\$ 4,433,827
Support Services	\$ 25,384,916	\$ 24,152,541	\$ 42,385,445	\$ 62,618,460	\$ 73,505,309	\$ 10,886,849
Enterprise and Community Services	\$ 894,094	\$ 984,745	\$ 1,608,536	\$ 2,593,281	\$ 2,856,706	\$ 263,425
Facilities Acquisition and Construction	\$ -	\$ 377,401	\$ 1,321,977	\$ 1,699,378	\$ 16,314,500	\$ 14,615,122
Other Uses	\$ 10,722,434	\$ 1,353,566	\$ 80,484,657	\$ 84,377,061	\$ 89,782,989	\$ 5,405,928
Contingencies	\$ -	\$ -	\$ -	\$ -	\$ 1,244,500	\$ 1,244,500
<b>TOTAL EXPENDITURES</b>	<b>\$ 62,169,067</b>	<b>\$ 54,447,063</b>	<b>\$ 181,214,366</b>	<b>\$ 234,280,743</b>	<b>\$ 271,130,394</b>	<b>\$ 38,110,821</b>
<b>SURPLUS / (DEFICIT)</b>	<b>\$ 22,356,796</b>	<b>\$ (5,420,994)</b>		<b>\$ (3,784,274)</b>		
<b>Period End Fund Balance</b>	<b>\$ 58,149,479</b>	<b>\$ 44,614,478</b>				
<b>Projected Year End Fund Balance</b>				<b>\$ 46,251,198</b>		



# BOARD COMMENTS



Northwest Regional  
Education Service District

**END OF PACKET**  
**FIN DEL PAQUETE**

General Session - Sesion general

January 9, 2024 - 9 de enero de 2024

5:00 pm

Questions?  
Contact [vwhite@nwresd.org](mailto:vwhite@nwresd.org)