



MEETING OF THE BOARD OF DIRECTORS

Hybrid Meeting hosted from the District Office - 4640 Barger Drive

Wednesday, December 11, 2024 – 6:00 p.m.

Join Zoom:

https://bethel-k12-or-us.zoom.us/j/89834695350?pwd=FS_tTjTiqP_fgq2wrBpjz8edrLxWUw.OmQ1aG8_a53n0zhV

Passcode: 004659

Or

Phone number to listen: 1.253.215.8782

Webinar ID: 898 3469 5350

Passcode: 004659

Executive Session per ORS 192.660(2)(i) – Superintendent’s Performance Evaluation – Toward the end of the meeting. At the end of the Executive Session, the Board will call the Regular Session to order and open to the public.

AGENDA

6:00 PM PRELIMINARIES – ESTIMATED TIME: 1.5 HOURS

1. **Call to Order: Caleb Clark, Chair**
2. **Pledge of Allegiance**
3. **Approval of Minutes**
4. **School Presentation: Prairie Mountain**
5. **Student Representative Reports: KHS and WHS**
6. **School Presentation: College Road Trip Review, WHS Counseling Team**
7. **Delegations and Visitors**
Public comment will be taken in-person, via Zoom, or in writing.
 - For in-person comments, please complete the Intent to Speak card prior to the start of the board meeting.
 - For comments via Zoom, please complete [this form](#) prior to the start of the board meeting.
 - Written comments to the board can be submitted anytime at publiccomment@bethel.k12.or.us. Board members will have access to written public comments submitted by noon the day of the board meeting.

7:30 PM BOARD BUSINESS – ESTIMATED TIME: 1 HOUR

1. **Bond Oversight Committee Report: Chair Clark and Directors Farr and Nordling**
2. **Financial Statement: Andrea Belz**

3. **Integrated Guidance Annual Report: Remie Calalang**
4. **Superintendent's Report**
5. **Policy Update, 1st Reading**
 - a. ACB – Every Student Belongs – *No changes*
 - b. GBO – Staff Gender Identity and Expression – *No changes*
 - c. JFD – Student Gender Identity and Expression – *Updated to reflect new language*
 - d. JOB – Personally Identifiable Information – *No changes*
- 6.

8:30 PM CONSENT AGENDA – ESTIMATED TIME: 5 MINUTES

1. **Personnel Action** Resolution No. 19

8:35 PM ACTION ITEMS – ESTIMATED TIME: 10 MINUTES

1. **Adopt policies ACB, GBEB, GBO, and JOB** Resolution No. 20
2. **Authorize Superintendent Sproles to finalize the purchase of real property** Resolution No. 21
3. **Yes/No/Abstain OSBA Resolution 1 – Amend the OSBA dues schedule** Resolution No. 22
4. **Yes/No/Abstain OSBA Resolution 2 – Amend OSBA's bylaws relating to composition of the Board of Directors** Resolution No. 23
5. **Yes/No/Abstain OSBA Resolution 3 – Amend the OSBA 2023 bylaws** Resolution No. 24
6. **Approve Clear Lake Community Center Planning Committee appointments** Resolution No. TBD
- 7.

8:45 PM INFORMATION AND DISCUSSION – ESTIMATED TIME: 5 MINUTES

1. **Bagels with the Board, Friday, December 13, 7:10am, Malabon**
2. **Airport Rotary Foundation Dinner & Auction, Friday, March 7, 5:30pm, Valley River Inn**
- 3.

8:50 PM BOARD ACTIVITY UPDATE – ESTIMATED TIME: 5 MINUTES

- 1.

8:55 PM REVIEW OF NEXT MEETING: WEDNESDAY, JAN. 8TH @ 5:30 PM

Work Session: Joy and Wellness - Staff Well Being: Remie Calalang

8:55 PM EXECUTIVE SESSION – ESTIMATED TIME: 20 MINUTES

The Board will meet in Executive Session per ORS 192.660(2)(i) to discuss the Superintendent's 2024-2025 performance evaluation.

Adjourn Executive Session and Return to Regular Session

9:15 PM ACTION ITEMS – ESTIMATED TIME: 5 MINUTES

- | | |
|--|--------------------|
| 1. Adopt Superintendent's 2024-2025 Performance Evaluation | Resolution No. TBD |
| 2. Approve 2025 – 2028 Superintendent Contract | Resolution No. TBD |

9:20 PM ADJOURNMENT

This page intentionally left blank.

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 30, 2024

The October 30, 2024 meeting of the Board of Directors was held in person and was remotely accessible via Zoom.

ATTENDANCE

Board Members: Robin Zygaitis, Curt Nordling, Drae Charles, Paul Jorgensen, and Chair, Caleb Clark

Absent: Debi Farr and Ashley Espinoza

District staff and presenters: Superintendent Sproles, Assistant Superintendent Calalang, KHS Student Representative Jared Flores, WHS Student Representative Brea Montgomery, Andrea Belz, Logan Grasseth, Dan Hedberg, Pat McGillivray, Michael Bradley, Susie Hammond, Rachel Tochen, Billy Fields, and Jill Busby

CALL TO ORDER

Chair Clark called the October 30, 2024 meeting of the Board of Directors to order at 6:04 p.m.

PLEDGE OF ALLEGIANCE

Director Jorgensen led the Pledge of Allegiance.

ACTION ON MINUTES

Chair Clark presented the Minutes from the September 25, 2024 Board Meeting and the Work Session Notes from the October 9, 2024 Work Session and asked for additions or corrections. Hearing none, the Board approved the Minutes and Work Session Notes as submitted.

STUDENT REPRESENTATIVE REPORTS: KHS AND WHS

See [video recording](#) at 0:01:17 for this presentation.

KHS Student Representative Report: Jared Flores

Jared shared highlights of a recent overnight field trip, which was a great experience. Tomorrow, construction on a tiny home will begin in the new CTE building. A Native American flag ceremony took place recently, honoring several tribes, including the Grand Ronde. Today, several district affinity groups held a well-attended cookout at the Bethel Farm. Jared shared examples of internship opportunities for Kalapuya seniors, noting that the students recently began their internship experiences. The Community 101 class surveyed students, determined a mission statement, and identified a need for drug and alcohol abuse treatment. They partnered with the RW Foundation to donate \$7,500 to a local nonprofit focused on addressing substance abuse and are organizing facility tours to find the best recipient for their donation.

WHS Student Representative Report: Brea Montgomery

Brea shared updates on recent school activities: the speech and debate team had a memorable cultural experience in New York, and the Environmental Action Club conducted a food audit and plans to expand composting to tackle food waste. The Black Student Union (BSU) celebrated donors for their Washington, D.C. trip last summer at a banquet last night and is planning a Juneteenth trip to Atlanta, with hopes for a future trip to Africa. In sports, the varsity football and soccer teams are playoff-bound, and both football and boys' soccer recently celebrated senior nights. Recent advisory assemblies included a "No Place for Hate" discussion where students shared their experiences with and the impact of hate speech and a mock election to highlight the importance of voting. Today at lunch, a "No Place for Hate" summit was held to empower students to speak out against hate speech. Upcoming events include the Ruby Bridges event on November 14th, *Anne of*

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 30, 2024

Green Gables performances November 21st–23rd, and parent-teacher conferences. Brea also shared feedback from students and staff on what they would improve about Willamette.

Brea and Jared responded to questions from the Board, which then discussed the Anonymous Alerts system and commended the staff supporting BSU students and their travel.

DELEGATIONS AND VISITORS

See [video recording](#) at 0:20:53 for this presentation.

Bethel resident Stacy LaBrasseur, an employee of Summit Bank, requested the Board to consider a local banking partnership with Summit Bank, emphasizing its commitment as a fully local community bank invested in the community's success. She expressed gratitude for the Board's time and commitment to the community.

BOARD BUSINESS

Enterprise Zone – School Support Fee: Michael Bradley, City of Eugene

See [video recording](#) at 0:25:17 for this presentation.

Slides for this presentation can be found [here](#).

City of Eugene's Business Liaison, Michael Bradley, provided an overview of the state's new enterprise zone school support fee. He explained that the enterprise zone offers property tax abatements for businesses, either for a standard 3-year period or a 5-year period. The new school support fee, applicable only to 5-year abatements, will not increase the overall District budget but will be considered a source of local revenue. Mr. Bradley shared a map of the West Eugene enterprise zone, referenced a Memorandum addressed to the Board regarding the Enterprise Zone - School Support Fee, and discussed local revenue expectations from the fee. Mr. Bradley answered questions, and the Board discussed. Superintendent Sproles noted that Eugene 4J and Springfield districts favor a 15% rate, which encourages local development. The Board agreed to a 15% fee threshold and will consider it as a potential action item during an upcoming Board meeting.

Ruby Bridges Day: Rachel Tochen, Nicole Butler-Hooton, Susie Hammond, and Billy Fields

See [video recording](#) at 0:44:38 for this presentation.

Slides for this presentation can be found [here](#).

Rooted in Blackness President Billy Fields, Executive Director Susie Hammond, and Safe Routes to School Coordinator Rachel Tochen presented the history and significance of Ruby Bridges Walk to School Day on November 14th. They emphasized the importance of Board members and District administration attending, sharing videos of students expressing their hopes for the future and why adult participation in the Ruby Bridges Walk matters. This event fosters meaningful connections with students and symbolizes a commitment to creating an inclusive and equitable environment, reinforcing diversity and unity across the school community. The presenters provided a flyer outlining meeting locations for the walk and encouraged Board members to join. Director Charles shared additional ideas for the event, and Superintendent Sproles expressed gratitude to Billy, Susie, and Rachel for their dedication to the Ruby Bridges Walk in Bethel.

Fiscal Year 2024 & September Financial Statements: Andrea Belz

See [video recording](#) at 1:05:16 for this presentation.

Business Services Director Andrea Belz reviewed the draft financial statement for Fiscal Year 2024 showing an estimated Ending Fund Balance of \$10,872,979, and reviewed ESSER III, SIA, and HSS-M98 funding as of June 2024. Ms. Belz also reviewed the September 2024 General Fund Operations financial statement showing an estimated Ending Fund Balance of \$8,639,784, and the 2021 General Obligation Bond financial statement as of September 30, 2024, showing an unallocated bond balance of \$23,354,737.43. Ms. Belz reviewed Summer

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 30, 2024

Learning Grant, SIA, and HSS-M98 funding, and, along with Superintendent Sproles, addressed inquiries from the Board.

Division 22 Standards: Remie Calalang

See [video recording](#) at 1:18:56 for this presentation.

Slides for this presentation can be found [here](#).

Assistant Superintendent Calalang provided an overview of the Division 22 Standards compliance requirements for 2023-24, set by the Oregon Legislature and State Board of Education to ensure schools meet educational standards. This annual process includes reporting compliance to the Board and community, posting the Division 22 report on the District website by November 1st and submitting a report to the Oregon Department of Education (ODE) by November 15th, with corrective action plans for any areas out of compliance. This year, the District is compliant in most areas but needs corrective action in two specific areas: full implementation of Menstrual Dignity in all elementary bathrooms and meeting PE minute requirements for grades K-5 and 6-8. Assistant Superintendent Calalang reviewed actions underway to become compliant. The District will continue collaborating with ODE to monitor and confirm compliance improvements. In addition, Assistant Superintendent Calalang reviewed new and revised rules and requirements for compliance in 2024-25.

Superintendent's Report

See [video recording](#) at 1:35:49 for this presentation.

Slides for this presentation can be found [here](#).

Dove Lane Property Discussion

- a. Superintendent Sproles presented 4175 Dove Lane as the property under consideration. The Board reviewed a map of the area, and Superintendent Sproles requested a consensus on potentially purchasing this property, located across from the Willamette parking lot. Director Jorgensen provided historical context on previous property purchases in this area, including information about the current owners of 4175 Dove Lane. Superintendent Sproles and Business Services Director Andrea Belz addressed Board questions, confirming that funds from the Construction Excise Tax (CET) would be utilized for the purchase. Ms. Belz outlined allowable uses for CET funds. The Board discussed and indicated support for moving forward with the potential purchase of this property.

Superintendent Sproles reminded the Board of the 2024-25 School Board Priorities and shared the emerging vision for a Clear Lake Community Center—a plan to create a vibrant community space at Clear Lake. He expressed interest in having a Board member join the planning committee and provided a list of current team members, along with potential program ideas. Superintendent Sproles expressed excitement about transforming Clear Lake into a valuable community asset, particularly following last year's difficult decision to close the school.

- b. Superintendent Evaluation Summary

Superintendent Sproles provided a brief overview of the 2024 Superintendent Evaluation survey, presenting the same PowerPoint that was recently shared with staff. He reviewed survey respondents, noting a strong representation of staff across the District, sample questions, and an example of quantitative scores. Chat GPT-4.o was used to generate the *Survey Summary* document included in the Board packet. He shared key area average scores and summarized strengths and areas for growth from open-ended responses. Additionally, he announced upcoming virtual focus groups to gather further feedback from staff, shared initial improvement ideas, and outlined next steps.

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 30, 2024

Policy Update, 1st Reading

See [video recording](#) at 2:05:28 for this presentation.

Assistant Superintendent Calalang presented the following policies for review, and along with Superintendent Sproles, Business Services Director Andrea Belz, and Student Services Director Logan Grasseth answered questions regarding IGBH – Alternative Education Programs. Assistant Superintendent Calalang also provided copies of IIA-AR – Instructional Materials Selection (OSBA Version 1) to the Board for review.

JEA – Compulsory Attendance – *Updated to reflect new language*

IB – Freedom of Expression – *No changes*

IGBH – Alternative Education Programs – *Updated to reflect new language*

IGBI – Bilingual Education – *New policy*

CONSENT AGENDA

See [video recording](#) at 2:10:15.

Resolution No. 13 – Personnel Action

Motion: Robin Zygaitis moved, Paul Jorgensen seconded, to approve the Consent Agenda as specified below.

#	Name	Type	Description
1.	Boorman, Christina	Additional Temporary Hours for 2024-25	Offer Temporary Contract for .17 FTE Zero Period Jazz Band Teacher @Cascade.
2.	Cullen, Max	Hire for 2024-25	Offer Extra Duty Contract for Band Director @Willamette.
3.	Deverell, Meredith	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Danebo.
4.	Friesen, Heather	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Clear Lake.
5.	Gage-Hunt, Rivers	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Prairie Mountain.
6.	Hernandez, Holly	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Shasta.
7.	Hodges, Ryan	Temporary Hire for 2024-25	Offer 1 st Year Temporary Contract for 1.0 FTE Teacher @District Office; start date: 10/8/2024.
8.	Laurent, Simone	Temporary Hire for 2024-25	Offer 1 st Year Temporary Contract for 1.0 FTE Kindergarten/1 st Grade Teacher @Prairie Mountain; start date: 9/27/2024.
9.	Lipkin, Taycee	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Meadow View.
10.	Morris, Amanda	Infant Care Leave	Approve extension of 1.0 FTE Infant Care Leave to 1/31/2025; position: Social Studies Teacher @Willamette.

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 30, 2024

11.	Moss, Erin	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Irving.
12.	Ray, Stacie	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Cascade.
13.	Richard, Michelle	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Fairfield.
14.	Walters, Nathan	Hire for 2024-25	Offer Extra Duty Contract for TAG Coordinator @Willamette.
15.	Witty, Shannon	Hire for 2024-25	Offer Extra Duty Contract for Sources of Strength @District Office.

Motion Passed, 5-0

Absent: Debi Farr and Ashley Espinoza

ACTION ITEMS

See [video recording](#) at 2:10:55.

Resolution No. 14 – Adopt policies IB, IIA, INB, KBA, and KK

Motion: Curt Nordling moved, Robin Zygaitis seconded, to adopt the following Board Policies:

IB – Freedom of Expression

IIA – Instructional Resources/Instructional Materials

INB – Studying Controversial Issues

KBA – Public Records Request

KK – Visitors to District Facilities

Motion Passed, 5-0

Absent: Debi Farr and Ashley Espinoza

Resolution No. 15 – Notice of Intent to Maintain Participation in the Formal Governance of Lane ESD by requesting 50% or less of ADMw in Transit Dollars

Motion: Robin Zygaitis moved, Caleb Clark seconded, to issue a Notice of Intent to maintain participation in the formal governance of Lane Education Service District by requesting 50% or less in ADMw Transit Dollars for fiscal year 2025-2026. Director Nordling expressed disappointment with Lane ESD services discussed in previous meetings, noting the impact on Bethel students. The Board discussed the potential effects of changing from requesting 50% or less in ADMw Transit Dollars to requesting 100% of the District’s funds. Business Services Director Andrea Belz addressed questions from the Board.

Motion Passed, 5-0

Absent: Debi Farr and Ashley Espinoza

INFORMATION AND DISCUSSION

See [video recording](#) at 2:16:28.

- A. OSBA Annual Convention, November 8-9, Portland Marriott Downtown Waterfront Hotel
- B. Ruby Bridges Walk to School Day, November 14
- C. Bagels with the Board, November 22, 7:30am, WHS Media Center
- D. The Board discussed attendance at an upcoming EEA Listening Session and Chair Clark addressed potentially adding a standing Board agenda item for unions to present quarterly. Details are being worked out to extend this opportunity to both the licensed and classified unions.

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 30, 2024

BOARD ACTIVITY UPDATE

See [video recording](#) at 2:21:21.

- A. The Board clarified that Chair Clark and Directors Nordling and Espinoza will be presenting the *Strategic Planning from the Boardroom to the Classroom* workshop at the upcoming OSBA Annual Convention.
- B. After visiting several Bethel classrooms yesterday, Director Nordling described the District's literacy program as phenomenal, praising the impressive work being done. He encouraged Board members to visit classrooms to witness the amazing work firsthand.
- C. Director Charles commented on the BSU banquet held last night, describing it as beautifully organized and entirely student-led and student-centered. He emphasized the positive impact of creating spaces like this for students, where they can connect and strengthen bonds and opportunities.

REVIEW OF NEXT MEETING: WEDNESDAY, NOVEMBER 13TH @6:00 PM

- A. Bethel Education Foundation Update: Kristin King
- B. October Financial Statement: Andrea Belz
- C. Action Item: Enterprise Zone – School Support Fee
- D. Superintendent's Report
- E. Board Policies up for Periodic Review

Chair Clark called a recess at 8:35 p.m.

Chair Clark reconvened the meeting at 8:41 p.m.

EXECUTIVE SESSION PER ORS 192.660(2)(i)

Chair Clark moved the Board into Executive Session at 8:42 p.m. to discuss the Superintendent's 2024-2025 performance evaluation.

The audio/visual recording of the Board meeting ended during the Executive Session at 9:00 p.m. for scheduled technology updates. Executive Sessions are not recorded.

RETURN TO REGULAR SESSION

Chair Clark returned the Board to Regular Session at 9:24 p.m.

Vice Chair Zygaitis asked about the upcoming OSBA Elections, which the Board plans to address at its regular meeting in December.

ADJOURNMENT

There being no further business to bring before the Board, Chair Clark adjourned the meeting at 9:25 p.m.

Clerk – Kraig Sproles

jcb

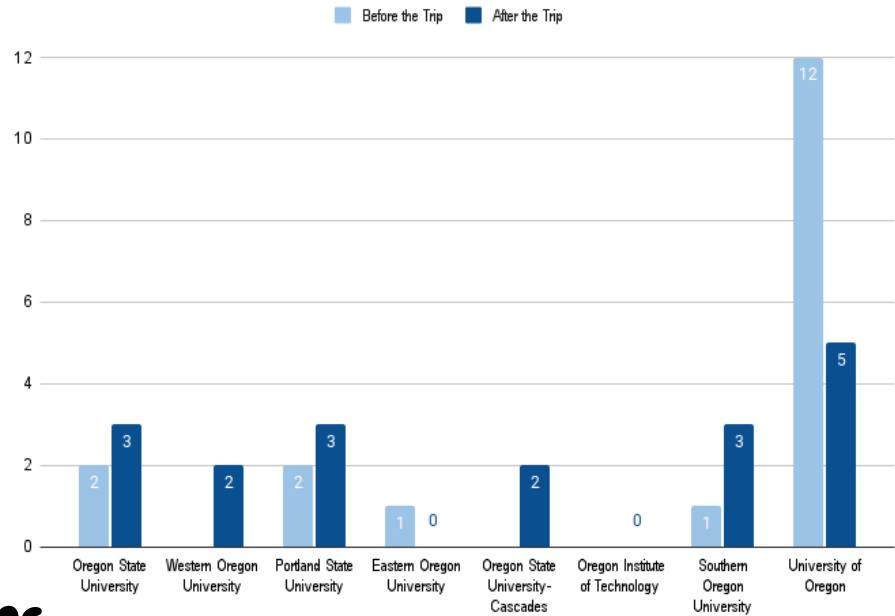
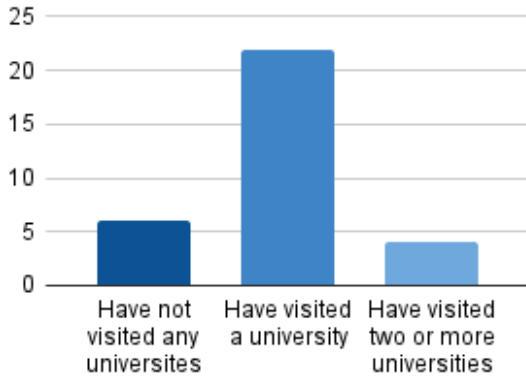
Chair – Caleb Clark

Wolverine Summer Road Trip 23-24

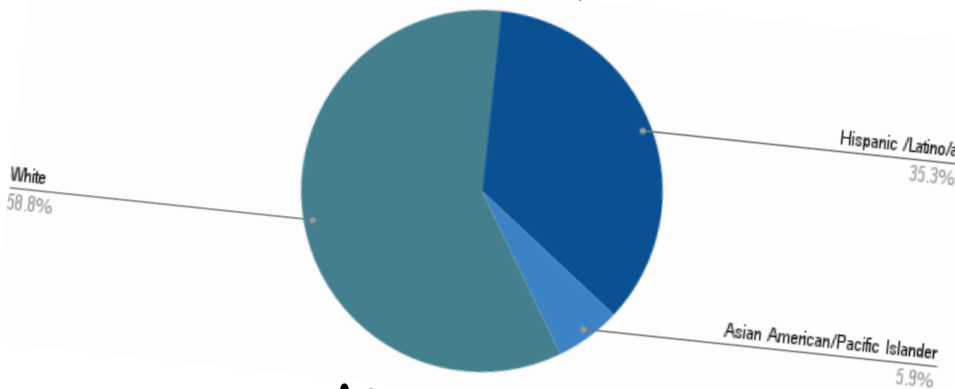
39 students, 8 universities,
5 days, 4 nights

Interest in University

Prior to the Trip



Demographics



Requirements:

- On track for graduation
- 2.5 GPA
- \$50 deposit

Provided:

- Transportation
- Location to sleep
- All meals

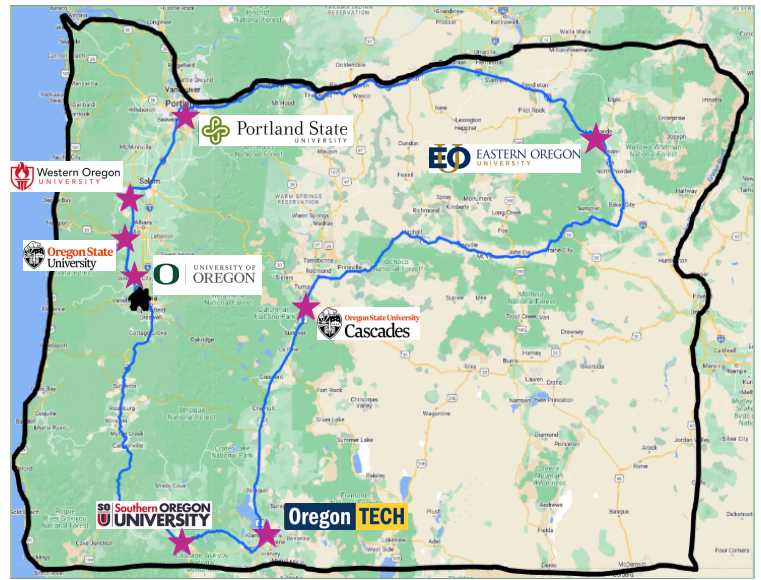
Journal for students

Majority of first generation college bound students

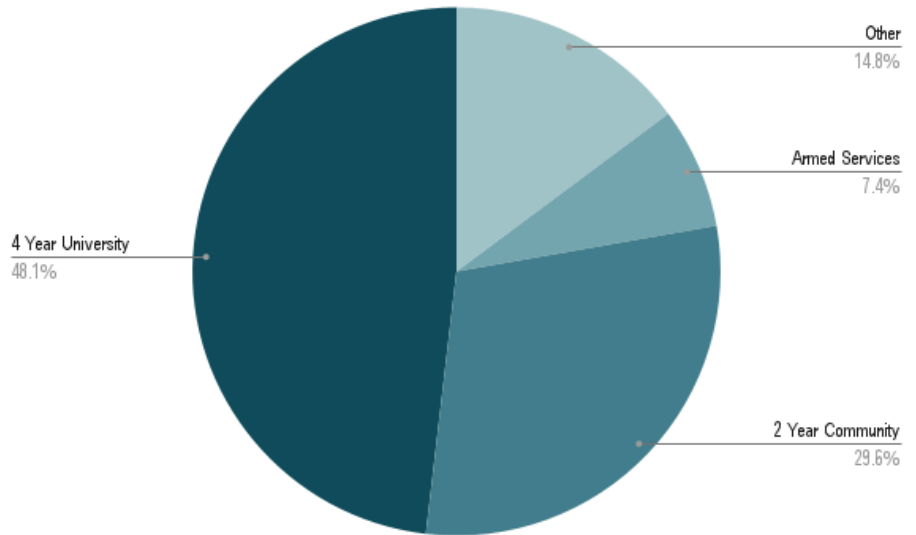
\$12,000

Student's Highlights:

- Loved the experiencing the dorm rooms and dining halls
- Honestly, the entire trip
- Learning about opportunities, that I would not be able to experience without this program
- Getting to know the counselors & hearing about their experiences as alumni
- Getting to see all the beautiful Oregon scenery and views
- Getting a feel for the campus environment
- The dorms
- Making friends
- The van rides (singing, making friends, connecting with people I don't typically spend time with)



Post High School Data for 22-23 Roadtrip Students



Our Supporters



Willamette High School



Bethel Education FOUNDATION

Private Donors/Community Members



BETHEL SCHOOL DISTRICT



What did this trip mean to you?

The roadtrip gave me the opportunity to learn about the eight major public universities in Oregon. The presentations and tours of the colleges gave me a real understanding and insight into what college life would actually be like. Spending the nights at the dorms did the same. Due to this opportunity, I have a much better understanding as to which universities I would like to apply for.

This trip helped me immensely in figuring out what makes different universities in Oregon unique and what life can look like at each university. This trip also helped me learn about the different programs each university offers.

I now have a more clear idea of what I want to do in college. I learned more about myself and it gave me the opportunity to make more friends. I also now know more about certain colleges that offer more of my needs than what I originally thought I was going to apply to, as well as see colleges that I have never heard of.

This trip let me both learn about colleges all over Oregon that I previously never would've been able to due to finances. It's also the first time I'd ever travelled beyond Eugene this much. Visiting Bend, OR, and Portland for the first time with friends, made this trip a once in a lifetime opportunity I'll never forget. I've received an opportunity my older-brother was never able to experience before picking his College.

This trip was such an amazing experience to have! I really enjoyed learning about all the public universities we have in Oregon and experiencing what living and eating on campus is like. Through talking with the tour guides, presenters, and staff attending, as well as filling out the provided journal, I feel that I have a better idea of what I want in a college and what I may want in a career. I also learned new things about college admissions and requirements that will benefit me this summer and in my upcoming senior year. In addition, I feel that I have more overall direction relating to university, which will benefit me both in my senior year and after high school.

This trip was very beneficial for me, it helped me realize I need to look over my values on what I value in my college experience. It helped me realize that there is a college out there for me in Oregon and how all the universities were so different. This trip helped me figure what college I want to attend and what some backup colleges are for me. It has helped me understand what college life is like a little and has helped me understand the process of applying to college as well as scholarships and grants, which I knew nothing about before this trip.

This experience was very beneficial for me in more ways than just one. I got to see the college campus, sleep in the dorms, eat the food, but also make amazing friends along the way. Seeing the colleges campus made me realize that I definitely want an urban campus. I got to see first hand the land around the campus and picture myself walking on the campus and that was important to me. I also got to see around the campus, how their dorms were, and how well their food/dining halls were. As a roadtrip it was very fun and enjoyable, I walked in being friends with 2 people and now am walking away knowing almost everyone and have created meaningful memories. This trip definitely helped shape how my senior year at Willamette is going to look like, I'm walking into senior year with a wonderful friend group and my curiosity peaked about new colleges I haven't seen yet, and more questions about my life after high school.

This page intentionally left blank.

	Actuals November 2024	Actuals YTD	Actual %	Projected %	Projected 2024-25 Totals	Adopted 2024-25 Totals	
General Fund Operations (Fund 100)							
Revenues	18,785,531	38,339,635			67,371,000	67,184,225	
Expenditures							
Salaries	3,087,257	10,427,016	29.27%	28.85%	35,622,991	35,622,991	
Employee payroll costs & benefits	1,905,946	6,422,050	28.42%	28.47%	21,998,712	22,598,712	
Purchased services	447,348	1,840,949	29.27%	27.82%	6,889,547	6,289,547	
Supplies	135,640	1,132,033	49.79%	46.34%	2,550,618	2,273,499	
Capital outlay	-	192,025	96.01%	33.18%	200,000	200,000	
Insurance/Dues/Other	1,405	920,225	79.53%	90.57%	1,157,021	1,157,021	
Interfund Transfers	-	600,584	54.20%	15.63%	1,108,111	1,108,111	
Total Expenditures	5,577,596	21,534,882			69,527,000	69,249,881	
					Beginning Fund Balance (Unaudited)	10,872,979	10,705,440
					Operating Income / (Deficit)	(2,156,000)	(2,065,656)
					Estimated Ending Fund Balance	8,716,979	8,639,784
					Ending Fund Balance as Percentage of Expenditures	12.54%	

Title I-A Grant (Fund 237)

Expenditures						
Salaries	100,827	295,636			1,130,567	1,101,297
Employee payroll costs & benefits	65,188	196,057			755,875	751,662
Purchased services	1,333	1,337			5,956	5,956
Supplies	882	3,363			33,673	33,673
Insurance/Dues/Other	-	-			-	-
	<u>168,230</u>	<u>496,394</u>			<u>1,926,071</u>	<u>1,892,588</u>

Student Investment Account (SIA)

Expenditures						
Salaries	294,833	874,459			3,408,716	3,406,408
Employee payroll costs & benefits	166,817	506,419			1,976,288	2,156,240
Purchased services	519	4,342			64,000	64,000
Supplies	3,271	13,495			32,279	32,279
Insurance/Dues/Other	630	1,471			1,471	1,471
	<u>466,070</u>	<u>1,400,186</u>			<u>5,482,754</u>	<u>5,660,398</u>

High School Success (HSS - M98)

Expenditures						
Salaries	77,042	148,804			917,931	894,373
Employee payroll costs & benefits	41,401	82,300			522,573	521,104
Purchased services	-	-			-	-
Supplies	2,335	6,248			111,713	112,095
Capital outlay	-	-			-	-
Insurance/Dues/Other	-	382			382	-
	<u>120,777</u>	<u>237,734</u>			<u>1,552,599</u>	<u>1,527,572</u>

Bethel School District #52
2021 GO Bond \$99.3 Million PAR
As of November 30, 2024

	2024-25	
	Actuals	Projections
Beginning Fund Balance 7-1-2024	\$ 36,479,299.48	
Interest Earnings	\$ 173,465.74	
OSCIM Bond Sale Matching Grant	\$ 6,065,898.00	
Total Resources	\$ 42,718,663.22	
 Projects:		
Bond Administration and Issuance costs	\$ 110,328.54	\$ 208,723.47
WHS Vocational Arts Building	\$ 463,897.95	\$ 800,904.97
New Maintenance Building	\$ -	\$ 879,809.42
New Cascade Middle School	\$ 1,919,737.19	\$ 3,431,723.52
CTE Building Project at KHS	\$ 133,568.46	\$ -
Technology Funds	\$ 90,691.61	\$ 779,187.44
District-wide Security Upgrades	\$ 28,897.01	\$ 3,652,802.66
Critical Infrastructure Projects	\$ 616,321.45	\$ 2,761,000.00
Textbooks and Curriculum	\$ 171,924.71	\$ 1,777,719.75
Replacement of roofs	\$ -	\$ 504,195.46
1.5% Solar Project Requirement	\$ -	\$ 998,153.00
Total Requirements	\$ 3,535,366.92	\$ 15,794,219.69
 Balance Remaining	 \$ 39,183,296.30	 \$ (15,794,219.69)

Unallocated Bond Balance \$ 23,389,076.61
--

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

Subject: Every Student Belongs

Policy Number: ACB Effective Date: 12/2024

Date of Original Policy and Revisions: 12/20, 12/21

Cancels Policy No.: N/A Dated: N/A

Date of Next Review: 12/2027

POLICY

All students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All visitors are entitled to participate in a school or educational environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

“Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior.

“Symbol of hate” means nooses¹, symbols of neo-Nazi ideology or the battle flag of the Confederacy².

The District prohibits the use or display of any symbols of hate on school property³ or in an education program⁴ except where used in teaching curriculum that is aligned with state standards of education for public schools.

In responding to the use of any symbols of hate or bias incidents, the District will use non-disciplinary remedial action whenever appropriate.

The District prohibits retaliation against an individual because that individual has in good faith reported information that the individual believes is evidence of a violation of a state or federal law, rule or regulation.

Nothing in this policy is intended to interfere with the lawful use of District facilities pursuant to a lease or license.

The District will use administrative regulation ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

¹ The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).

² While commonly referred to as the “confederate flag,” the official name of the prohibited flag is the Battle Flag of the Armies of Northern Virginia.

³ “School property” means any property under the control of the District.

⁴ “Education program” includes any program, service, school or activity sponsored by the District.

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 659.850](#)

[ORS 659.852](#)

House Bill 2697 (2021)

House Bill 3041 (2021)

[OAR 581-002-0005](#)

[OAR 581-022-2312](#)

[OAR 581-022-2370](#)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).

Dariano v. Morgan Hill Unified Sch. Dist., 767 F.3d 764 (9th Cir. 2014).

State v. Robertson, 293 Or. 402 (1982).

Bethel School District Office of Civil Rights Case 10001185, July 2001

Bethel School District Policy JFCFA – Racial Harassment

Bethel School District Policy AC - Nondiscrimination

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

Subject: **Staff Gender Identity and Expression**

Policy Number: **GBO** Effective Date: **12/2024**

Date of Original Policy and Revisions: **5/16, 6/19**

Cancels Policy: _____ Dated: _____

Date of Next Review: **12/2027**

POLICY

The District believes that staff deserve a safe work place. Staff who express or identify differently than their gender assigned at birth should not experience exclusion, discrimination, and/or harassment. The District strives to provide a welcoming, safe, and inclusive work environment for all staff.

Federal law, Oregon law, and Bethel Board policy prohibit discrimination on the basis of gender identity and expression.

The Superintendent or designee is responsible for developing appropriate administrative regulations, procedures or guidelines for implementation of this policy in order to create a safe and inclusive work environment and to affirm the right of every staff member to equal opportunities in the workplace and respectful treatment in their own gender identification and expression.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

[ORS 174.100](#)

[ORS 339.356](#)

[ORS 332.107](#)

[ORS 659.850](#)

[OAR 581-021-0045](#)

Policy [AC](#), [GBN](#), [JFD](#)

This page intentionally left blank.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Student Gender Identity and Expression

Policy Number: JFD Effective Date: 1/2025

Date of Original Policy and Revisions: 5/16

Cancels Policy: _____ Dated: _____

Date of Next Review: 1/2028

POLICY

The District believes that all students deserve to be safe. Students who express or identify differently than their gender assigned at birth should not experience exclusion, discrimination, harassment, and/or bullying. The District is entrusted by the community to provide a welcoming, safe, and inclusive learning environment for all students which may require supports to help ensure their physical, psychological, and educational well-being.

Federal law, Oregon law, and Bethel Board policy require equal opportunity in education, and prohibit discrimination on the basis of gender identity and expression.

The Superintendent or designee is responsible for developing appropriate administrative regulations, procedures and/or guidelines for implementation of this policy in order to create a welcoming, safe, and inclusive learning environment for every student; to promote physical and psychological safety of students who express or identify differently than their gender assigned at birth; and to affirm the right of every student to an equal educational opportunity and respectful treatment in their own gender identification and expression.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

[ORS 174.100](#)
[ORS 339.356](#)
[ORS 332.107](#)
[ORS 659.850](#)
[OAR 581-021-0045](#)

Policy [AC](#), [GBO](#), [JB](#), [JFCF](#)

[Supporting Gender Expansive Students - Guidance for Schools \(Oregon Department of Education\)](#)

This page intentionally left blank.

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

Subject: Personally Identifiable Information

Policy Number: JOB Effective Date: 12/2024

Date of Original Policy and Revisions: 6/14, 11/18

Cancels Policy: _____ Dated: _____

Date of Next Review: 12/2027

POLICY

Personally identifiable information includes, but is not limited to:

1. Student's name, if excluded from directory information, as requested by the student/parent in writing;
2. Name of the student's parent(s) or other family member;
3. Address of the student or student's family, if excluded from directory information, as requested by the student/parent in writing;
4. Personal identifier such as the student's social security number or student ID number or biometric record;
5. A list of personal characteristics that would make the student's identity easily traceable such as student's date of birth, place of birth and mother's maiden name;
6. Other information alone or in combination that would make the student's identity easily traceable;
7. Other information requested by a person who the district reasonably believes knows the identity of the student to whom the educational record relates.

Prior Consent to Release

Personally identifiable information will not be released without prior signed and dated consent of the parent, student 18 years of age or older or emancipated.

Notice of and/or request for release of personally identifiable information shall specify the records to be disclosed, the purpose of disclosure and the identification of person(s) to whom the disclosure is to be made. Upon request of the parent or eligible student, the district will provide a copy of the disclosed record.

Exceptions to Prior Consent

The district may disclose personally identifiable information without prior consent under the following conditions:

1. To personnel within the district who have legitimate educational interests;
2. To personnel of an education service district or state regional program where the student is enrolled or is receiving services;
3. To personnel of another school, another district, state regional program or institution of postsecondary education where the student seeks or intends to enroll;

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

4. To authorized representatives of the U.S. Comptroller General, U.S. Attorney General, U.S. Secretary of Education or state and local education authorities or the Oregon Secretary of State Audits Division in connection with an audit or evaluation of federal or state-supported education programs or the enforcement of, or compliance with federal or state supported education programs or the enforcement of or compliance with federal or state regulations;
5. To personnel determining a financial aid request for the student;
6. To personnel conducting studies for or on behalf of the district;
7. To personnel in accrediting organizations fulfilling accrediting functions;
8. To comply with a judicial order or lawfully issued subpoena;
9. For health or safety emergency;
10. By request of a parent of a student who is not 18 years of age;
11. By request of a student who is 18 years of age or older or emancipated;
12. Because information has been identified as “directory information;”
13. To the courts when legal action is initiated;
14. To a court and state and local juvenile justice agencies;
15. A judicial order or lawfully issued subpoena when the parent is a party to a court proceeding involving child abuse and neglect or dependency matters;
16. To a caseworker or other representative of a state or local child welfare agency or tribal organization that are legally responsible for the care and protection of the student including educational stability of children in foster care.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES/COMMENTS

Legal Reference(s):

ORS 30.864	ORS 336.187
ORS 107.154	OAR 581-015-2000
ORS 326.565	OAR 581-021-0220 to 0430
ORS 326.575	OAR 581-022-1660

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §§ 1400 – 1427 (2006).
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2011); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2011).
No Child Left Behind Act of 2001, 20 U.S.C. § 7908 (2006).

This page intentionally left blank.



December 11, 2024

RESOLUTION NO. 24-25: 19

RESOLUTION: CONSENT AGENDA/PERSONNEL ACTION

The Board of Directors, School District No. 52, Lane County, approves personnel action involving licensed employees and extra duty contracts at each regularly scheduled School Board meeting. If the Board of Directors would like to discuss any of these recommendations in executive session, the employee should be identified by the number preceding the name and it will be withdrawn pending further instruction from the Board. Remie Calalang is available for questions.

RECOMMENDATION:

It is recommended that the School Board approve the Consent Agenda as reflected in this resolution and any addendum presented along with this resolution.

#	Name	Type	Description
1.	Abeene, Rick	Resignation/Retirement/Rehire	Accept resignation effective 12/31/2024 to enter retirement. Offer Temporary 1.0 FTE Contract from 1/6/2025 through the end of the 2024-25 school year; position held: 1 st Grade Teacher @Meadow View; 24 years at Bethel.
2.	Courogen, Deanna	Temporary Hire for 2024-25	Offer Temporary Contract for 1.0 FTE Facilitating Teacher @Malabon; start date: 12/2/2024.
3.	Darwin, Terry	Hire for 2024-25	Offer Extra Duty Contract for Assistant Girls Basketball Coach @Willamette.
4.	Guldager, Christine	Hire for 2024-25	Offer Extra Duty Contract for Academic Coach @Willamette.
5.	Liebl, Edica	Resignation/Retirement/Rehire	Accept resignation effective 12/31/2024 to enter retirement. Offer Temporary 1.0 FTE Contract from 1/6/2025 through the end of the 2024-25 school year; position held: 1 st Grade Teacher @Irving; 26 years at Bethel.
6.	Newell, Nathaniel	Temporary Hire for 2024-25	Offer Temporary Contract for 1.0 FTE SCC/Special Education Teacher @Meadow View; start date: 11/25/2024.
7.	O'Shea, Molly	Infant Care Leave	Approve .5 FTE Infant Care Leave for the remainder of the 2024-25 school year; position: English Language Arts Teacher @Willamette.
8.	Puleio, Emily	Hire for 2024-25	Offer Extra Duty Contract for Head Swimming Coach @Willamette.
9.	Roberts, Eric	Resignation	Accept resignation effective 12/20/2024; position held: Resource Teacher @Shasta; 3+ years at Bethel.
10.	Ryan, Kyle	Hire for 2024-25	Offer Extra Duty Contract for Sources of Strength @District Office.
11.	Singleton, Stan	Hire for 2024-25	Offer Extra Duty Contract for Assistant Boys Basketball Coach @Willamette.

12.	Terrall, Tracy	Resignation	Accept resignation effective 12/20/2024; position held: Speech Language Pathologist @Willamette ; 2+ years at Bethel.
-----	----------------	-------------	---

Recommended by: Remie Calalang, Assistant Superintendent

ATTEST _____
Clerk – Kraig Sproles

Chair – Caleb Clark

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Drae Charles				
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Curt Nordling				
Robin Zygaitis				



December 11, 2024

RESOLUTION NO. 24-25: 20

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County,
hereby adopts the following Board Policies:

- ACB: Every Student Belongs**
- GBEB: Communicable Diseases in Schools**
- GBO: Staff Gender Identity and Expression**
- JOB: Personally Identifiable Information**

ATTEST _____
Clerk – Kraig Sproles

Chair – Caleb Clark

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Curt Nordling				
Robin Zygaitis				
Drae Charles				

This page intentionally left blank.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: **Communicable Diseases in Schools**

Policy Number: **GBEB** Effective Date: **12/2024**

Date of Original Policy and Revisions: **4/18**

Cancels Policy No.: _____ Dated: _____

Date of Next Review: **12/2027**

POLICY

The District shall provide reasonable protection against the risk of exposure to communicable disease for students and employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the *Communicable Disease Guidance for Schools* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA).

A student or employee may not attend school or work, respectively, while in a communicable stage of a restrictable disease or when an administrator has reason to suspect the student or employee has or has been exposed to any disease for which exclusion is required in accordance with law. The District may provide an educational program in an alternative setting. Services will be provided to students as required by law.

Employees shall comply with all other measures adopted by the District and with all rules adopted by Oregon Health Authority, Public Health Division and the local health department.

The District shall protect the confidentiality of each student's and employee's health condition and record to the extent possible and consistent with federal and state law. In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator may inform employees with a legitimate educational interest.

The District will include, as part of its general emergency plans, a description of the actions to be taken by District staff in buildings and by the District in response to medical emergencies.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)
[ORS 431.150 - 431.157](#)
[ORS 433.001 - 433.004](#)
[ORS 433.010](#)
[ORS 433.110](#)
[ORS 433.235 - 433.284](#)
[OAR 333-018](#)

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

[OAR 333-019-0010](#)

[OAR 333-019-0014](#)

[OAR 581-022-2220](#)

[OAR 581-022-2225](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance for Schools*.

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2023).

Health Insurance Portability and Accountability Act of 1996, 42 U.S.C. §§ 1320d to -1320d-8 (2018); 45 C.F.R. Parts 160, 164 (2023).



December 11, 2024

RESOLUTION NO. 24-25: 21

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County, hereby authorizes Superintendent Sproles to negotiate and finalize the purchase of real property located at 4175 Dove Lane, Eugene, OR 97402.

ATTEST _____
Clerk – Kraig Sproles

Chair – Caleb Clark

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Curt Nordling				
Robin Zygaitis				
Drae Charles				

This page intentionally left blank.



December 11, 2024

RESOLUTION NO. 24-25: 22

Relevant Data:

Between November 15, 2024 and December 15, 2024, School Boards across the state may take official action on Oregon School Boards Association Resolutions:

Resolution:

Amend the OSBA dues schedule.

BE IT RESOLVED, the Board of Directors of Lane County School District No. 52 hereby **ADOPTS / OPPOSES / ABSTAINS**.

It is further recommended that the Board direct the Superintendent or designee to submit this vote to OSBA no later than 5:00 p.m. on December 15, 2024.

ATTEST _____

Clerk – Kraig Sproles

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

Chair – Caleb Clark

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Drae Charles				
Robin Zygaitis				
Curt Nordling				

This page intentionally left blank.



December 11, 2024

RESOLUTION NO. 24-25: 23

Relevant Data:

Between November 15, 2024 and December 15, 2024, School Boards across the state may take official action on Oregon School Boards Association Resolutions:

Resolution:

Amend the Oregon School Boards Association’s bylaws relating to composition of the Board of Directors.

BE IT RESOLVED, the Board of Directors of Lane County School District No. 52 hereby **ADOPTS / OPPOSES / ABSTAINS**.

It is further recommended that the Board direct the Superintendent or designee to submit this vote to OSBA no later than 5:00 p.m. on December 15, 2024.

ATTEST _____

Clerk – Kraig Sproles

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

Chair – Caleb Clark

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Drae Charles				
Robin Zygaitis				
Curt Nordling				

This page intentionally left blank.



December 11, 2024

RESOLUTION NO. 24-25: 24

Relevant Data:

Between November 15, 2024 and December 15, 2024, School Boards across the state may take official action on Oregon School Boards Association Resolutions:

Resolution:

Amend the OSBA 2023 bylaws.

BE IT RESOLVED, the Board of Directors of Lane County School District No. 52 hereby **ADOPTS / OPPOSES / ABSTAINS**.

It is further recommended that the Board direct the Superintendent or designee to submit this vote to OSBA no later than 5:00 p.m. on December 15, 2024.

ATTEST _____

Clerk – Kraig Sproles

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

Chair – Caleb Clark

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Drae Charles				
Robin Zygaitis				
Curt Nordling				