



**BETHEL SCHOOL BOARD MEETING**

Hybrid Meeting hosted from the District Office – 4640 Barger Drive

Monday, August 22, 2022 - 6:30 p.m.

Join Zoom Webinar:

<https://bethel-k12-or-us.zoom.us/j/82628830005?pwd=OERuUzVlczBDUXF3cFd5QUZUMmc0Zz09>

Passcode: 052046

Or

Phone number to listen: 1-253-215-8782

Webinar ID: 826 2883 0005

Passcode: 052046

**AGENDA**

**1. Call to Order**

**Rich Cunningham, Chair**

**2. Pledge of Allegiance**

**3. Approval of Minutes**

**4. Delegations and Visitors**

Public comment will be taken either in-person, via Zoom Webinar, or in writing and will be limited to thirty minutes. To sign up for public comment via Zoom Webinar, please complete [this form](#) by noon the day of the Board Meeting. Written comments can be submitted to [publiccomment@bethel.k12.or.us](mailto:publiccomment@bethel.k12.or.us). Board members will have access to written public comments submitted by noon the day of the Board Meeting.

**5. Superintendent's Report**

A. Fiscal Year 2022 Financial Statement: Andrea Belz

B. Superintendent's Update

C. Policy Update, 1<sup>st</sup> Reading

a. GBEA – Workplace Harassment – *Updated to reflect new language*

b. IK – Academic Achievement – *Updated to reflect new language*

c. JGAB – Use of Physical Restraint and Seclusion – *Updated to reflect new language*

D.

**6. Consent Agenda**

Personnel Action

Resolution No. 5

**7. Action Items**

A.

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**8. Information and Discussion**

- A. Welcome Back Ceremony, Monday, August 29, 8am refreshments, 9am start, Wolverine Stadium
- B. OSBA Legislative Roadshow, Thursday, October 27, 6pm dinner, 6:30pm start, Lane ESD, RSVP
- C. OSBA Annual Convention, November 11-13, Portland Marriott Downtown Waterfront Hotel
- D.

**9. Board Activity Update**

- A.

**10. Review of Next Meeting: Monday, September 12, 2022**

- A. Work Session: Strategic Planning
- B.

**11. Adjournment**

**MINUTES**  
**BETHEL SCHOOL DISTRICT #52**  
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**JUNE 27, 2022**

The June 27, 2022 meeting of the Board of Directors was held in person and was remotely accessible via Zoom Webinar.

**ATTENDANCE**

Board Members: Rich Cunningham, Greg Nelson, Caleb Clark, Robin Zygaitis, and Chair, Debi Farr  
Absent: Paul Jorgensen, Ashley Espinoza

District staff and presenters: Superintendent Sproles, Remie Calalang, Alisha Dodds, Simon Levear, Andrea Belz, Jill Robinson-Wolgammott, Alexander LaVake, Sherine Forrest, Brooke Cottle, Kee Zublin, Paul Stieber, and Jill Busby

**CALL TO ORDER**

Chair Farr called the June 27, 2022 meeting of the Board of Directors to order at 6:02 p.m.

**PLEDGE OF ALLEGIANCE**

Vice Chair Cunningham led the Pledge of Allegiance.

**ACTION ON MINUTES**

Chair Farr presented the Minutes from the May 12, 2022 Budget Committee Meeting and the June 13, 2022 Board Meeting and asked for additions or corrections. Hearing none, the Board approved both sets of Minutes as submitted.

**EXECUTIVE SESSION PER ORS 192.660(2)(i)**

Chair Farr moved the Board into Executive Session at 6:03 p.m. to discuss the Superintendent's 2021-2022 performance evaluation.

**RETURN TO REGULAR SESSION**

Chair Farr returned the Board to Regular Session at 6:36 p.m.

**2022-2023 BUDGET HEARING**

**ATTENDANCE**

Board Members: Greg Nelson, Rich Cunningham, Caleb Clark, Robin Zygaitis, and Chair, Debi Farr  
Absent: Paul Jorgensen, Ashley Espinoza

District staff and presenters: Superintendent Sproles, Remie Calalang, Alisha Dodds, Simon Levear, Andrea Belz, Jill Robinson-Wolgammott, Alexander LaVake, Sherine Forrest, Brooke Cottle, and Jill Busby

**CALL TO ORDER**

Chair Farr called the 2022-2023 Budget Hearing to order at 6:36 p.m.

**COMMUNITY INPUT AND BOARD DISCUSSION OF 2022-2023 BUDGET**

Chair Farr opened the meeting for public and Board discussion on the 2022-2023 Proposed Budget. There was no public comment. Business Services Director Simon Levear briefly summarized the budget process and stated that the approved budget will be before the Board for adoption during Action Items.

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Superintendent Sproles expressed appreciation for Simon who will be retiring and introduced Andrea Belz who has been hired as the District's Business Services Director beginning July 2022. Ms. Belz shared her work history and the Board welcomed her to the District.

**ADJOURNMENT**

There being no further discussion, Chair Farr adjourned the Budget Hearing at 6:44 p.m.; the Regular Session of the School Board Meeting resumed.

Chair Farr called a recess at 6:44 p.m.

Chair Farr reconvened the meeting at 6:50 p.m.

**DELEGATIONS AND VISITORS**

No written public comment was submitted.

Liz Killam

Bethel parent Liz Killam provided public comment via Zoom Webinar thanking the Board for their work and the updated website which provides easier access to Board information. Ms. Killam also commented on later start times for schools next school year, bus routes, curriculum, and discipline in schools.

**INFORMATION AND DISCUSSION**

A. The Board discussed Superintendent Sproles' 2021-2022 Performance Evaluation.

**SUPERINTENDENT'S REPORT**

Overdose Risk & Narcan in Schools: Alexander LaVake, LCPH

Lane County Public Health Opioid Overdose Prevention Coordinator Alexander LaVake reviewed statistical data related to Oregon's unintentional drug overdose death rate, described fentanyl and its accessibility, commented on the uptick in fentanyl overdose deaths, and shared information on prevention/intervention, including Narcan (naloxone), an overdose reversal medication used as a first aide method to assist a person experiencing an opioid-related overdose. Mr. LaVake answered questions from the Board and District Nurse Sherine Forrest discussed availability of Narcan. A policy and administrative rule related to Narcan in schools will be reviewed by the Board during the Policy and Administrative Rule Update, 1<sup>st</sup> Reading.

World Languages Curriculum Adoption Update: Kee Zublin and Paul Stieber

Director of Teaching and Learning for Secondary Kee Zublin and District Mentor Paul Stieber summarized details of the Entreculturas Spanish world language curriculum. The curriculum is culturally responsive and aligned with modern approaches to teaching students an additional language, and students will find it engaging. Using the curriculum, the District could potentially develop a year-long elective where 8<sup>th</sup> grade students could earn world language high school credit.

Superintendent's Update

Superintendent Sproles reviewed projected instructional hours, calculation assumptions, and calendar adjustments for the 2022-23 school year.

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Policy and Administrative Rule Update, 1<sup>st</sup> Reading

Assistant Superintendent Calalang and District Nurse Sherine Forrest reported on the following policy and administrative rule, and responded to questions from the Board:

JHCD/JHCDA – Medications – *Updated to reflect new language*

JHCD/JHCDA-AR – Medications – *Updated to reflect new language*

CONSENT AGENDA

**Resolution No. 59 – Personnel Action**

**Motion:** Greg Nelson moved, Robin Zygaitis seconded, to approve the Consent Agenda as specified below.

#	Name	Type	Description
1.	Bender, Brooke	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Kindergarten Teacher @Clear Lake; Replaces: Jerry Sagala (Irving); Start Date: 8/29/2022.
2.	Bryant, McKenzie	Job Share	Approve job share with Meryni Hall for the 2022-23 school year; Position: Kindergarten Teacher @ Prairie Mountain.
3.	Collins, Aleethia	Hire for 2022-23	Offer 2 <sup>nd</sup> Year Temporary Contract for 1.0 FTE 2 <sup>nd</sup> Grade Teacher @Danebo; Replaces: Crystal Strege; Start Date: 8/29/2022.
4.	DeBlois, Jenn	Administrative Hire for 2022-23	Offer 2 <sup>nd</sup> Year Probationary Administrator Contract for Principal @Clear Lake; Replaces: Evan Rindy (Shasta); Education: BS/M.Ed./Administrator Licensure - UO; Experience: Principal, Bethel Online Academy, 1 year, 2 <sup>nd</sup> and 3 <sup>rd</sup> Grade Teacher, Prairie Mountain, 16 years; Start Date: 8/1/2022.
5.	Dixon, Ryan	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Choir and Elective Teacher @Shasta; Replaces: David Fitch; Start Date: 8/29/2022.
6.	Dodds, Alyssa	Administrative Hire for 2022-23	Offer Administrator Contract for Principal @Meadow View; Replaces: Erika Case and Carmen Adler; Education: BA/UO, MAT/Pacific University; Administrator Licensure: PSU; Experience: Assistant Principal, Willamette High School, 3 years; District High School Instructional Coach, Springfield Public Schools, 2

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			years; Administrator Intern, Springfield Public Schools, 1 year; Language Arts Teacher, Springfield Public Schools, 4 years; Start Date: 8/1/2022.
7.	Footlik-Carter, Sam	Job Share	Approve Job Share with Marianne Hales for the 2022-23 school year; Position: 2 <sup>nd</sup> Grade Teacher @Prairie Mountain.
8.	Hales, Marianne	Temporary Hire for 2022-23	Offer Temporary Contract for .5 FTE to job share with Sam Footlik-Carter; Position: 2 <sup>nd</sup> Grade Teacher @Prairie Mountain; Start date: 8/29/2022.
9.	Hall, Meryni	Resignation/Retirement	Accept Resignation effective the end of the 2021-22 school year to enter retirement; Position Held: 1 <sup>st</sup> Grade Teacher @Prairie Mountain; 27 years at Bethel.
10.	Hall, Meryni	Temporary Hire for 2022-23	Offer Temporary Contract for .5 FTE to job share with McKenzie Bryant; Position: Kindergarten Teacher @Prairie Mountain; Start date: 8/29/2022.
11.	Harrison, Bert	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Special Education Teacher @Willamette; Replaces: Joe Mancuso (Willamette); Start Date: 8/29/2022.
12.	Hucke, Bailey	Hire for 2022-23	Offer 2 <sup>nd</sup> Year Probationary Contract for 1.0 FTE Life Skills Teacher @Willamette; Start Date: 8/29/2022.
13.	Jones, Anessa	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: 5 <sup>th</sup> Grade Teacher @Irving; 1 year at Bethel.
14.	Keen, Jared	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE 6 <sup>th</sup> Grade Social Studies Teacher @Shasta; Replaces: Tyla LaGoy (Shasta); Start Date: 8/29/2022.
15.	Kendrick, Brianna	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Middle School Math/Science Teacher @Prairie Mountain; Replaces: Pam Brandt; Start Date: 8/29/2022.

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16.	Mann, Robin	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Teacher @TBD; Start Date: 8/29/2022.
17.	Miller, Tammy	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Special Education Teacher @Willamette; Replaces: Arieanna Patch (Kalapuya); Start Date: 8/29/2022.
18.	Paszkiel, Stacy	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Health/PE Teacher @Willamette; Replaces: Nick Shanks; Start Date: 8/29/2022.
19.	Ratalsky, Nathaniel	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Middle School ELD Teacher @Prairie Mountain; Replaces: Adriana Alvarez (Cascade); Start Date: 8/29/2022.
20.	Rindy, Evan	Administrative Hire for 2022-23	Offer Administrator Contract for Assistant Principal @Shasta; Replaces: Hobie Blackhorn; Education: BA/UO, Master's in Special Education/UO, Administrator Licensure/UO; Experience: Principal, Clear Lake Elementary School, 2 years; Assistant Principal, Shasta Middle School, 7 years; Special Education Teacher, Shasta Middle School, 7 years; TOSA, Shasta Middle School, 4 months; Start Date: 8/1/2022.
21.	Rivas, Robbie	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE 4 <sup>th</sup> Grade Teacher @Danebo; Start Date: 8/29/2022.
22.	Ruscher, Candice	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: 6 <sup>th</sup> Grade Math Teacher @Cascade; 7 years at Bethel.
23.	Schenk, Rob	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Language Arts Teacher @Willamette; Replaces: Erica Milkovich; Start Date: 8/29/2022.
24.	Schwartz, Chelsea	Hire for 2022-23	Offer 2 <sup>nd</sup> Year Probationary Contract for 1.0 FTE 3 <sup>rd</sup> Grade Teacher

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			@Danebo; Replaces: Sonja Greenamyre; Start Date: 8/29/2022.
25.	Stroup, Janay	Temporary Administrative Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Administrator Contract for Principal @Kalapuya; Replaces: Stefan Aumack (LOA); Education: BS/ MED/MS – UO; Experience: Resource Teacher, Kalapuya, 9 years; SPED Teacher, Kalapuya through Lane ESD, 1 year; Juvenile Counselor/SPED Case Manager, MLK Education Center/Lane County Department of Youth Services, 7 years; Group Worker, Phoenix Treatment Program/Lane County Department of Youth Services, 6 years; Start Date: 8/1/2022.
26.	Tardiff, Tara	Job Share	Approve job share with Amy Brandon for the 2022-23 school year; Position: 3 <sup>rd</sup> Grade Teacher @Malabon.
27.	Thompson, Michael	Hire for 2022-23	Offer 2 <sup>nd</sup> Year Probationary Contract for 1.0 FTE Life Skills Teacher @Shasta; Start Date: 8/29/2022.
28.	Torres, Jill	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: School Counselor @Danebo; 1 year at Bethel.
29.	Vetter, Shania	Hire for 2022-23	Offer 2 <sup>nd</sup> Year Probationary Contract for 1.0 FTE 2 <sup>nd</sup> Grade Teacher @Irving; Start Date: 8/29/2022.
30.	Warner, Jamie	Temporary Hire for 2022-23	Offer Temporary Contract for 1.0 FTE Health/PE Teacher @Willamette; Replaces: Joceline Howard; Start date: 8/29/2022.
31.	Wilkinson, Kelli	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: Middle School Core Teacher @Prairie Mountain; 1.5 years at Bethel.
32.	Wiley, Anisha	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Willamette Academy Teacher @Willamette; Start Date: 8/29/2022.



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33.	Zimmerman, Laura	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Teacher @TBD; Start Date: 8/29/2022.
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**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**ACTION ITEMS**

**Resolution No. 60 – Approve World Languages Curriculum Adoption**

**Motion:** Rich Cunningham moved, Robin Zygaitis seconded, to approve the award of a contract to Wayside Publishing in the amount of \$157,000 for the purchase of Entreculturas Spanish world language curriculum levels 1 & 2; and to approve the award of a contract to Klett World Languages in the amount of \$16,000 for the purchase of Klasse! German world language curriculum for grades 9-12. Total world languages textbook adoption cost: \$173,000.

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**Resolution No. 61 – Adopt Policies: AC, JB, and JFCF**

**Motion:** Caleb Clark moved, Greg Nelson seconded, to adopt the following Board Policies:

AC – Nondiscrimination

JB – Equal Educational Opportunity

JFCF – Harassment, Intimidation, Bullying, Hazing, Menacing, Cyberbullying and Teen Dating Violence, or Domestic Violence - Student

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**Resolution No. 62 – Approve Additional Instructional Hours under OAR 581-022-2320**

**Motion:** Greg Nelson moved, Caleb Clark seconded, to approve in its calculation of instructional time required under OAR 581-022-2320 the inclusion of:

- Up to 60 hours of recess for grades K-3,
- Up to 30 hours of professional development,
- Up to 30 hours for parent teacher conferences.

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**Resolution No. 63 – Approve Collective Bargaining Agreement with EEA**

**Motion:** Robin Zygaitis moved, Greg Nelson seconded, to approve the Collective Bargaining Agreement for July 1, 2022 – June 30, 2025, between the Bethel School District Bargaining Team and the Eugene Education Association Bargaining Team reached on June 15, 2022, and ratified by the Eugene Education Association on June 20, 2022. Superintendent Sproles expressed appreciation and thanked staff for their involvement on the bargaining teams.

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

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**Resolution No. 64 – Approve 2022-2025 Superintendent Contract**

**Motion:** Rich Cunningham moved, Robin Zygaitis seconded, to approve a July 1, 2022 – June 30, 2025 contract for Superintendent Kraig Sproles, with changes to the current contract as presented. Vice Chair Cunningham and Superintendent Sproles discussed the contract.

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**Resolution No. 65 – Adopt 2022-2023 Budget in the sum of \$\$231,099,099**

**Motion:** Greg Nelson moved, Rich Cunningham seconded, to adopt the 2022-2023 budget as presented.

GENERAL FUND (100)	\$89,159,998
SPECIAL REVENUE FUND (200)	33,687,448
DEBT SERVICE FUND (300)	10,491,552
CAPITAL PROJECTS FUND (400)	96,245,000
INTERNAL SERVICE FUND (600)	227,000
FIDUCIARY FUND (700)	<u>1,288,101</u>
TOTAL	\$231,099,099

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**Resolution No. 66 – Appropriates the amount shown for the purposes indicated within the funds listed for the fiscal year beginning July 1, 2022**

**Motion:** Robin Zygaitis moved, Caleb Clark seconded, to make appropriations listed on the Resolution. *(See Resolution No. 66 for details.)*

**Motion passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

**Resolution No. 67 – Imposing and Categorizing Taxes**

**Motion:** Rich Cunningham moved, Robin Zygaitis seconded, to impose taxes provided for in the adopted budget at the rate of \$4.5067 per \$1,000 of assessed value for operations and in the amount of \$6,558,000 for bonds; and that these taxes are hereby imposed and categorized for tax year 2022-2023 upon the assessed value of all taxable property within the district.

	<u>EDUCATION</u>	<u>EXCLUDED FROM LIMITATION</u>
General Fund	\$4.5067/\$1,000	
Debt Service Fund		\$6,558,000

**Motion Passed, 5-0**

**Absent:** Paul Jorgensen, Ashley Espinoza

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**INFORMATION AND DISCUSSION**

- A. Kalapuya High School Graduation Review. The Board enjoyed how each student was honored for their accomplishments during Kalapuya's graduation ceremony.
- B. OSBA 2022 Summer Board Conference, July 8-10, Riverhouse, Bend, in person or virtual
- C. OSBA Annual Convention, November 11-13, 2022

**BOARD ACTIVITY UPDATE**

None

**REVIEW OF NEXT MEETING: TUESDAY, JULY 5, 2022**

- A. Election of Officers
- B. Annual Resolution
- C. Meal Price Increase Resolution
- D. Superintendent's Update
- E. Board Policies Up for Periodic Review

The upcoming Board Retreat will take place at Kalapuya from noon to 5:00 p.m. on August 12<sup>th</sup>, and from 8:00 a.m. to 2:00 p.m. on August 13<sup>th</sup>.

**ADJOURNMENT**

There being no further business to bring before the Board, Chair Farr adjourned the meeting at 8:21 p.m.

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Clerk – Kraig Sproles

*jcb*

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Chair

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Bethel School District GENERAL FUND  
Revenue and Expenditure Report (unaudited)  
Fiscal Year 2022

	better than forecast
	within 2% of forecast
	Within 2% - 4% of forecast
	Over 4% of forecast

	Prior Months	Current Month	Future Months	Preliminary		
	Actuals	Preliminary	Projected	2021-2022	2021-2022	Budget
		June 2022		Totals	ADOPTED BUDGET	Variance
<b>REVENUES</b>						
<b>LOCAL SOURCES:</b>						
Current year taxes* R1111	17,106,866	344,583	0	17,451,449	17,050,198	401,251
Prior years' taxes* R1112 & 1190 & 1200	186,753	13,174	0	199,926	56,000	143,926
Tuition from other districts	0	0	0	0	0	0
Investment earnings R1510	124,287	10,953	0	135,240	200,000	(64,760)
Misc. local sources	224,210	8,189	0	232,400	146,000	86,400
Subtotal	17,642,116	376,899	0	18,019,015	17,452,198	566,817
<b>INTERMEDIATE SOURCES:</b>						
County School Fund* R2101	0	288,711	0	288,711	200,000	88,711
Heavy Equipment Tax	16,579	0	0	16,579	0	16,579
Subtotal	16,579	288,711	0	305,290	200,000	105,290
<b>STATE SOURCES:</b>						
State School Fund - Current Year R3101	41,413,452	0	0	41,413,452	42,001,869	(588,417)
Common School Fund* R3103	338,343	338,343	0	676,686	622,716	53,970
High Cost Disability	17,289	0	0	17,289	100,000	(82,711)
Other State Funds	3,653	0	0	3,653	0	3,653
Subtotal	41,772,737	338,343	0	42,111,080	42,724,585	(613,505)
<b>FEDERAL SOURCES:</b>						
Federal Grants 4500	0	0	0	0	0	0
Other Federal Grants 4700	0	0	0	0	0	0
Federal Forest Fees* R4801	0	0	0	0	215,000	(215,000)
Subtotal	0	0	0	0	215,000	(215,000)
<b>OTHER RESOURCES:</b>						
Interfund Transfers In R5200	50,000	0	0	50,000	0	50,000
Sale of or Comp for loss of asset	33,395	0	0	33,395	0	33,395
Beginning fund balance R5400	12,024,524	0	0	12,024,524	10,842,951	1,181,573
Subtotal	12,107,919	0	0	12,107,919	10,842,951	1,264,968
Total, monthly revenues				72,543,304	71,434,734	1,108,570
<b>EXPENDITURES</b>						
Salaries- 100	25,597,477	7,111,396	0	32,708,873	32,846,753	(137,880)
Employee payroll costs & benefits- 200	16,897,641	4,804,834	0	21,702,474	22,331,351	(628,877)
Purchased services- 300	3,863,452	1,146,167	0	5,009,619	5,987,792	(978,174)
Supplies- 400	1,116,542	171,864	0	1,288,406	1,321,185	(32,779)
Capital outlay- 500	13,406	0	0	13,406	20,000	(6,594)
Insurance/Dues/Other- 600	870,659	243	0	870,901	902,296	(31,394)
Interfund Transfers	1,088,696	571,582	0	1,660,278	1,831,688	(171,410)
Contingency	0	0	0	0	5,193,668	(5,193,668)
Total, monthly expend.	49,447,872	13,806,085	0	63,253,957	70,434,733	(7,180,776)
<b>Month-end Fund Balance</b>				9,289,347	1,000,001	

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

Subject: Workplace Harassment

Policy Number: GBEA Effective Date: 9/2022

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

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

Date of Next Review: 9/2025

**POLICY**

Workplace harassment is prohibited and shall not be tolerated. This includes workplace harassment that occurs between District employees or between a District employee and the District in the workplace or at a work-related event that is off District premises and coordinated by or through the District, or between a District and a District employee off District premises. Elected school board members, volunteers and interns are subject to this policy.

Any District employee who believes they have been a victim of workplace harassment may file a report with the District employee designated in the administrative regulation GBEA-AR - Workplace Harassment Reporting and Procedure, may file a report through the Bureau of Labor and Industries' (BOLI) complaint resolution process or under any other available law. The reporting of such information is voluntary. The District employee making the report is advised to document any incidents of workplace harassment.

“Workplace harassment” means conduct that constitutes discrimination prohibited by Oregon Revised Statute (ORS) 659A.030 (discrimination in employment based on race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, age, or expunged juvenile record), including conduct that constitutes sexual assault<sup>1</sup> or that constitutes conduct prohibited by ORS 659A.082 (discrimination against person in uniformed service) or 659A.112 (discrimination in employment based on disability).

The District, upon receipt of a report from a District employee who believes they are a victim of workplace harassment, shall provide information about legal resources and counseling and support services, including any available employee assistance services. The District employee receiving the report, whether a supervisor of the employer or the District employee designated to receive reports, is advised to document any incidents of workplace harassment, and shall provide a copy of this policy and accompanying administrative regulation to the victim upon their disclosure about alleged workplace harassment.

All incidents of behavior that may violate this policy shall be promptly investigated.

Any person who reports workplace harassment has the right to be protected from retaliation. The District may not require or coerce a District employee to enter into a nondisclosure<sup>2</sup> or nondisparagement<sup>3</sup> agreement.

The District may not enter into an agreement with an employee or prospective employee, as a condition of employment, continued employment, promotion, compensation, or the receipt of benefits, that contains a nondisclosure provision, a nondisparagement provision or any other provision that has the purpose or effect of preventing the employee from disclosing or discussing workplace harassment that occurred between District

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<sup>1</sup> “Sexual assault” means unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat or intimidation.

<sup>2</sup> A “nondisclosure” agreement or provision prevents either party from disclosing the contents of or circumstances surrounding the agreement.

<sup>3</sup> A “nondisparagement” agreement or provision prevents either party from making disparaging statements about the other party.

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

employees or between a District employee and the District, in the workplace or at a work-related event that is off District premises and coordinated by or through the District, or between a District employee and employer off District premises.

The District may enter into a settlement agreement, separation or severance agreement that includes one or more of the following provisions only when a District employee claiming to be aggrieved by workplace harassment requests to enter into the agreement: 1) a nondisclosure or nondisparagement provision; 2) a provision that prevents disclosure of factual information relating to the claim of workplace harassment; or 3) a no-rehire provision that prohibits the employee from seeking reemployment with the District as a term or condition of the agreement. The agreement must provide the District employee at least seven days after signing the agreement to revoke it.

If the District determines in good faith that an employee has engaged in workplace harassment, the District may enter into a settlement, separation or severance agreement that includes one or more of the provisions described in the previous paragraph.

It is the intent of the Board that appropriate corrective action will be taken by the District to stop workplace harassment, prevent its recurrence and address negative consequences. Staff members in violation of this policy shall be subject to discipline, up to and including dismissal and/or additional workplace harassment awareness training, as appropriate. Other individuals (e.g., board members, witnesses, and volunteers) whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or the Board.

The District shall make this policy available to all District employees and shall be made a part of District orientation materials provided and copied to new District employees at the time of hire.

The superintendent will establish a process of reporting incidents of workplace harassment and the prompt investigation.

**REPORTS**

None.

**ATTACHMENTS**

None.

**END OF POLICY**

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**Legal Reference(s):**

[ORS 659A.001](#)  
[ORS 659A.003](#)  
[ORS 659A.006](#)  
[ORS 659A.029](#)  
[ORS 659A.030](#)  
[ORS 659A.082](#)

[ORS 659A.112](#)  
[ORS 659A.820](#)  
[ORS 659A.875](#)  
[ORS 659A.885](#)

[OAR 584-020-0040](#)  
[OAR 584-020-0041](#)  
[ORS 174.100](#)  
[ORS 659A.370](#)  
[ORS 243.317 - 243.323](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).  
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).  
~~House Bill 3041 (2021).~~



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

Subject: Academic Achievement

Policy Number: IK Effective Date 9/2022

Date of Original Policy and Revisions: 3/14, 6/16

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

Date of Next Review: 9/2025

**POLICY**

The Board believes it is important that teachers have as much accurate knowledge of student achievement as possible to assess students' needs and growth; thus, a sharing of information among parent, teacher and student is essential.

The District shall ensure that all students have the opportunity to demonstrate progress toward mastery of the knowledge and skills of the student's current grade level or course content level. Students who have not yet met or who exceed all of the standards at any grade level, will be offered additional services or alternative educational or public school options.

The Board directs staff to follow these guidelines in measuring and reporting student progress:

1. Parents and students will be informed at least annually, of their student's progress toward achieving the academic content standards, including but not limited to:
  - a. Information on progress in each subject area to meet or exceed the academic content standards at the student's current grade level or course content level, including major goals used to determine the information;
  - b. Specific evidence of student progress toward mastery of a continuum of academic knowledge and skills (academic content standards) of a subject area, upon request from a parent;
  - c. Evidence of the student's progress in a continuum of knowledge and skills that are not academic and that may include student behaviors that are defined by the district;
  - d. Student scores on all state and local assessments indicating any of the requirements that have been waived for the district or the individual and time periods for the waiver; and
  - e. Student progress toward completion of diploma requirements to parents of students in grades 9-12, including credits earned, demonstration of extended application and demonstration of the Essential Skills.
2. Parents will be alerted and conferred with as soon as possible when a student's performance or attitude becomes unsatisfactory or shows marked or sudden deterioration;
3. Grades and/or portfolio content assessment will be based upon academic performance and will not include student attitude or behavior. Grades will not be used for disciplinary purposes. Absenteeism or misconduct shall not be the sole criterion for the reduction of a student's grade. Behavior performance shall be reported separately;
4. At comparable levels, the school system will strive for consistency in grading and reporting except when this consistency is inappropriate for certain classes or certain students;
5. When no grades are given but the student is evaluated in terms of progress, the school staff will also provide a realistic appraisal of the student's standing in relation to his/her peers show

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

whether the student is achieving course requirements at the student's current grade level;

6. The staff will take particular care to explain to parents the meaning of marks and symbols used to reflect student performance.

**REPORTS**

None.

**ATTACHMENTS**

None.

**END OF POLICY**

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**Legal Reference(s):**

[ORS 107.154](#)

[ORS 329.485](#)

[ORS 343.295](#)

[OAR 581-021-0022](#)

[OAR 581-022-1660](#) 2260

[OAR 581-022-1670](#) 2270

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

Subject: Use of Physical Restraint and or Seclusion

Policy Number: JGAB Effective Date: 9/2022

Date of Original Policy and Revisions: 6/07, 4/10, 11/12, 4/14, 2/18, 12/19

Cancels Policy: \_\_\_\_\_ Dated: \_\_\_\_\_

Date of Next Review: 9/2025

**POLICY**

Bethel School District encourages culturally responsive positive behavioral interventions and supports to maintain a safe and secure environment for all students and staff. The Board is dedicated to the development and application of best practices within the District's public educational/behavior programs. The Board establishes this policy and its administrative regulation to define the circumstances that must exist and the requirements that must be met prior to, during, and after the use of restraint and/or seclusion as an intervention with District students.

The use of the following types of restraint on a student in the District is prohibited:

1. Chemical restraint.
2. Mechanical restraint.
3. Prone restraint.
4. Supine restraint.
5. Any restraint that involves the intentional and nonincidental use of a solid object<sup>1</sup>, including a wall or the floor, to impede a student's movement, unless the restraint is necessary to prevent an imminent life-threatening injury or to gain control of a weapon.
6. Any restraint that places, or creates a risk of placing, pressure on a student's neck or throat.
7. Any restraint that places, or creates a risk of placing, pressure on a student's mouth, unless the restraint is necessary for the purpose of extracting a body part from a bite.
8. Any restraint that impedes, or creates a risk of impeding, breathing.
9. Any restraint that involves the intentional placement of the hands, feet, elbow, knee or any object on a student's neck, throat, genitals or other intimate parts.
10. Any restraint that causes pressure to be placed, or creates a risk of causing pressure to be placed, on the stomach or back by a knee, foot or elbow bone.
11. Any action designed for the primary purpose of inflicting pain.

The use of a seclusion cell is prohibited.

Restraint or seclusion may not be used for discipline, punishment, retaliation or convenience of staff, contractors or volunteers of the District.

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<sup>1</sup> The use of a solid object, including furniture, a wall, or the floor, by district staff performing a restraint is not prohibited if the object is used for the staff's own stability or support while performing the restraint and not as a mechanism to apply pressure directly to the student's body.

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

Restraint may be imposed on a student in the District only under the following circumstances:

1. The student's behavior imposes a reasonable risk of imminent and substantial physical or bodily injury to the student or others; and
2. Less restrictive interventions would not be effective.

Seclusion may be used on a student in the District only under the following circumstances:

1. The student's behavior imposes a reasonable risk of imminent and serious bodily injury to the student or others; and
2. Less restrictive interventions would not be effective.

If restraint or seclusion is used on a student, by trained staff or other staff available in the case of an emergency when trained staff are not immediately available due to the unforeseeable nature of the emergency, e.g., teacher, administrator, or volunteer, it will be used only for as long as the student's behavior poses a reasonable risk of imminent and substantial physical or bodily injury to the student or others and less restrictive interventions would not be effective. Students will be continuously monitored by staff for the duration of the restraint or seclusion.

**Definitions**

1. "Restraint" means the restriction of a student's actions or movements by holding the student or using pressure or other means.

"Restraint" does not include:

- a. Holding a student's hand or arm to escort the student safely and without the use of force from one area to another;
  - b. Assisting a student to complete a task if the student does not resist the physical contact; or
  - c. Providing reasonable intervention with the minimal exertion of force necessary if the intervention does not include a restraint prohibited under Oregon Revised Statute (ORS) 339.288 and the intervention is necessary to:
    - (1) Break up a physical fight;
    - (2) Interrupt a student's impulsive behavior that threatens the student's immediate safety, including running in front of a vehicle or climbing on unsafe structures or objects; or
    - (3) Effectively protect oneself or another from an assault, injury or sexual contact with the minimum physical contact necessary for protection.
2. "Seclusion" means the involuntary confinement of a student alone in a room from which the student is physically prevented from leaving.

"Seclusion" does not include the removal of a student for a short period of time to provide the student with an opportunity to regain self-control if the student is in a setting from which the student is not physically prevented from leaving.

"Seclusion cell" means a freestanding, self-contained unit that is used to isolate the student from other students or physically prevent a student from leaving the unit or cause the student to believe that the student is physically prevented from leaving the unit.

3. "Serious bodily injury" means any significant impairment of the physical condition of a person, as determined by qualified medical personnel, whether self-inflicted or inflicted by someone else.

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

4. “Mechanical restraint” means a device used to restrict the movement of a student or the movement or normal function of a portion of the body of a student.

“Mechanical restraint” does not include:

- a. A protective or stabilizing device ordered by a licensed physician; or
- b. A vehicle safety restraint when used as intended during the transport of a student in a moving vehicle.

5. “Chemical restraint” means a drug or medication that is used on a student to control behavior or restrict freedom of movement that is not prescribed by a licensed physician or other qualified health professional acting under the professional’s scope of practice for standard treatment of the student’s medical or psychiatric condition; and administered as prescribed by a licensed physician or other qualified health professional acting under the professional’s scope of practice.

6. “Prone restraint” means a restraint in which a student is held face down on the floor.

7. “Supine restraint” means a restraint in which a student is held face up on the floor.

Any student being restrained or secluded within the District whether in an emergency or as a part of a plan shall be constantly monitored by staff for the duration of the intervention. Any room used for seclusion of a student must meet the standards as outlined in Oregon Administrative Rule (OAR) 581-021-0568.

The District shall utilize the Supports for Students and Youth with Needs that are Complex (SYNC) training program of restraint or seclusion for use in the District. As required by state regulation, the selected program shall be one approved by the Oregon Department of Education (ODE) and include, but not limited to, positive behavior support, conflict prevention, de-escalation and crisis response techniques. Any program selected by the District must be in compliance with state and federal law with respect to the use of restraint and seclusion.

An annual review of the use of restraint and seclusion during the preceding school year shall be completed and submitted to ODE to ensure compliance with District policies and procedures.

The results of the review and annual report shall be documented and shall include at a minimum:

1. The total number of incidents involving restraint;
2. The total number of incidents involving seclusion;
3. The total number of seclusions in a locked room;
4. The total number of students placed in restraint;
5. The total number of students placed in seclusion;
6. The total number of incidents that resulted in injuries or death to students or staff as a result of the use of restraint or seclusion;
7. The total number of students placed in restraint and/or seclusion more than 10 times in a school year and an explanation of what steps have been taken by the District to decrease the use of restraint and seclusion for each student;
8. The total number of restraint and seclusion incidents carried out by untrained individuals;

**BETHEL SCHOOL DISTRICT #52**  
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9. The demographic characteristics<sup>2</sup> of all students upon whom restraint and/or seclusion was imposed;
10. The total number of rooms available for use by the District for seclusion of a student and a description of the dimensions and design of the rooms.

This annual report shall be made available to the Board and to the public at the District’s main office and on the District’s website.

At least once each school year the guardians of students of the District shall be notified about how to access the report.

The District shall investigate all complaints regarding the use of restraint and seclusion practices according to the procedures outlined in Board Policy KL – Public Complaints and KL-AR. The complaint procedure is available at the District’s administrative office and is available on the home page of the District’s website.

The complainant, who is a student, a parent or guardian of a student attending school in the District, or a person who resides in the District, may appeal a District’s final decision to the Deputy Superintendent of Public Instruction pursuant to OAR 581-022-2370.

The Superintendent or designee shall develop administrative regulations to carry out the requirements set forth in this policy and to meet any additional requirements established by law related to the use, reporting, and written documentation of the use of physical restraint or seclusion by District staff.

**REPORTS**

None.

**ATTACHMENTS**

None.

**END OF POLICY**

**REFERENCES / COMMENTS**

- [ORS 161.205](#)
- [ORS 339.250](#)
- [ORS 339.285](#)
- [ORS 339.288](#)
- [ORS 339.291](#)
- [ORS 339.294](#)
- [ORS 339.297](#)
- [ORS 339.300](#)
- [ORS 339.303](#)
- [OAR 581-021-0061](#)
- [OAR 581-021-0550](#)
- [OAR 581-021-0553](#)
- [OAR 581-021-0556](#)
- [OAR 581-021-0559](#)
- [OAR 581-021-0563](#)

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<sup>2</sup> Including race, ethnicity, gender, disability status, migrant status, English proficiency and status as economically disadvantaged, unless the demographic information would reveal personally identifiable information about an individual student.

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

[OAR 581-021-0566](#)

[OAR 581-021-0568](#)

[OAR 581-021-0569](#)

[OAR 581-021-0570](#)

[OAR 581-022-2370](#)

[Bethel Administrative Rule KL: Complaint Procedure](#)

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**August 22, 2022**

**RESOLUTION NO. 22-23: 5**

**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.	Admire, Celene	Resignation/Retirement	Accept Resignation effective immediately to enter retirement; Position Held: Title Teacher @Malabon; 26 years at Bethel.
2.	Baron, Jolene	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for .5 FTE Elementary Electives Teacher @Meadow View; Replaces: Chelsea Schwartz; Start Date: 8/29/2022.
3.	Bedney, Tara	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Math Teacher @Shasta; Replaces: Tyler Bryton; Start Date: 8/29/2022.
4.	Berrios, Milca	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for .5 FTE ERR Teacher @Prairie Mountain; Start Date: 8/29/2022.
5.	Boettger, Lauren	Infant Care Leave	Approve .5 FTE Infant Care Leave for the 2022-23 school year; Position: 4 <sup>th</sup> Grade Teacher @Fairfield.
6.	Brown, Erin	Hire for 2022-23	Offer Extra Duty Contract for Assistant Cheer Coach @Willamette.
7.	Chadbourne, Sean	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for 1.0 FTE Middle School ELA/Math Interventionist @Meadow View; Start Date: 8/29/2022.
8.	Chappell, Deanna	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Counselor @Danebo; Replaces: Jill Torres; Start Date: 8/29/2022.
9.	Choate, Jennifer	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Literacy Coach @District Office; Start Date: 8/29/2022.
10.	Clark, Tangeila	Hire for 2022-23	Offer Extra Duty Contract for Varsity Head Cheer Coach @Willamette.
11.	Correa, Heather	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Life Skills Teacher @Clear Lake; Replaces: Carley Neuhaus; Start Date: 8/29/2022.
12.	Courtney, Jacob	Hire for 2022-23	Offer Extra Duty Contract for Head Cross Country Coach @Willamette.

13.	Darland, Jackson	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for 1.0 FTE Spanish/ Elective Teacher @Prairie Mountain; Replaces: Kelli Wilkinson; Start Date: 8/29/2022.
14.	Eden, Kristy	Hire for 2022-23	Offer 2 <sup>nd</sup> Year Probationary Contract for .5 FTE Art Teacher @Fairfield; Start Date: 8/29/2022.
15.	Eschrich, Katie	Additional Temporary Hours for 2022-23	Offer Temporary Contract for additional .5 FTE 4 <sup>th</sup> Grade Teacher @Fairfield; Total: 1.0 FTE
16.	Forkish, Lisa	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for .67 FTE Choir Teacher and Vocal Director @Willamette; Replaces: Kathie Morrow; Start Date: 8/29/2022.
17.	Glenn, Michael	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Middle School Art Teacher @Meadow View; Replaces: Jamie Bennett; Start Date: 8/29/2022.
18.	Goncalves, Neto	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Spanish/Elective Teacher @Cascade; Start Date: 8/29/2022.
19.	Green, Angus	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Teacher @Meadow View; Start Date: 8/29/2022.
20.	Higgs, Lee	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for .5 FTE Math Teacher @Willamette; Start date: 8/29/2022.
21.	Hopper, Amanda	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Title Teacher @Malabon; Replaces: Celene Admire; Start Date: 8/29/2022.
22.	Howard, Joceline	Infant Care Leave	Approve 1.0 FTE Infant Care Leave for the 2022-23 school year; Position: Health Teacher @ Willamette.
23.	Humphreys, Martha	Resignation/Retirement	Accept Resignation effective at the end of the 2021-22 school year to enter into retirement; Position Held: CTE Culinary Arts Teacher @Willamette; 46 years at Bethel.
24.	Jordan-Zornow, Lisa	Temporary Administrative Hire for 2022-23	Offer 2 <sup>nd</sup> Year Temporary Administrator Contract for Assistant Principal @Willamette; Education: BA/University of Wisconsin, Milwaukee; MAT/Pacific University; Administrator Licensure: George Fox University; Experience: Assistant Principal, Prairie Mountain School, 1 year; Spanish Teacher, Lebanon High School and Seven Oak Middle School, Lebanon Community School District, 15 years; TESOL Instructor, Linn Benton Community College, 2 years; K-5 Classroom Teacher, The Child Center, 2 years; Replaces: Alyssa Dodds; Start Date: 8/8/2022.
25.	Kindle, Shaelyn	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for .5 FTE and Temporary Contract for .5 FTE Title Teacher @Clear Lake; Replaces: Kim Liebenberg; Start Date: 8/29/2022; Total; 1.0 FTE.
26.	Liebenberg-Battles, Kim	Leave of Absence	Approve .5 FTE Miscellaneous Leave of Absence for the 2022-23 school year; Position: Title Teacher @Clear Lake.
27.	Mitchell, Jaylen	Hire for 2022-23	Offer Extra Duty Contract for Assistant Football Coach @Willamette.
28.	Mosteller, Emily	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE School Counselor @Malabon; Start Date: 8/29/2022.
29.	Meusec Thompson, Lacey	Infant Care Leave	Approve 1.0 FTE Infant Care Leave for the 2022-23 school year; Position: PE Teacher @ Willamette.
30.	Poteete, Marie	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Spanish/Elective Teacher @Shasta; Replaces: Karlie Chapin; Start Date: 8/29/2022.

31.	Priest, Andrew	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for 1.0 FTE Reading Interventionist @Shasta; Start Date: 8/29/2022.
32.	Scott, Eric	Hire for 2022-23	Offer Extra Duty Contract for Assistant Football Coach @Willamette.
33.	Simonsen, Edith	Resignation	Accept Resignation effective immediately; Position Held: 3 <sup>rd</sup> Grade Teacher @Prairie Mountain; 5 years at Bethel.
34.	Strege, Crystal	Leave of Absence 2022-23	Approve Miscellaneous Leave of Absence for the 2022-23 school year; Position: 2 <sup>nd</sup> Grade Teacher @ Danebo.
35.	Sullivan, Max	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Math/Math Intervention Teacher @Prairie Mountain; Replaces: Jaime Aguayo; Start Date: 8/29/2022.
36.	Victorine, Sheldon	Resignation	Accept Resignation effective immediately; Position Held: Athletic Trainer @Willamette; 1 year at Bethel.
37.	Westphal, Mark	Temporary Hire for 2022-23	Offer 1 <sup>st</sup> Year Temporary Contract for 1.0 FTE Resource Room Teacher @Shasta; Replaces: Corky Franklin; Start Date: 8/29/2022.
38.	Wilson, Benjamin	Hire for 2022-23	Offer 1 <sup>st</sup> Year Probationary Contract for 1.0 FTE Math Teacher @Shasta; Replaces: Anthony Desimone; Start Date: 8/29/2022.
39.	Wojo-Sykes, Abby	Resignation	Accept Resignation effective immediately; Position Held: Resource Teacher @Willamette; 5 years at Bethel.

**Recommended by:** Remie Calalang, Assistant Superintendent

ATTEST \_\_\_\_\_  
**Clerk – Kraig Sproles**

\_\_\_\_\_  
**Chair – Rich Cunningham**

MOVED BY \_\_\_\_\_

SECONDED BY \_\_\_\_\_

DATE \_\_\_\_\_

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Rich Cunningham				
Debi Farr				
Ashley Espinoza				
Paul Jorgensen				
Caleb Clark				
Greg Nelson				
Robin Zygaitis				