



BETHEL SCHOOL BOARD MEETING

District Office – 4640 Barger Drive

Monday, June 10, 2019

6.30 p.m.

Executive Session per ORS 192.660(2)(b) & (f) – Complaint and consider information or records that are exempt by law, and ORS 332.061(1)(b), at approximately 7:00 p.m.

At the end of the Executive Session, the Board will call the Regular Session to order and open to the public.

AGENDA

1. **Call to Order** Debi Farr, Chair
2. **Pledge of Allegiance** Paul Jorgensen, Vice Chair
3. **Approval of Minutes**
4. **Superintendent’s Report**
 - A. Student Presentation, Kalapuya High School
 - B. Spring Sports Review, Garron Lamoreau
 - C. Magnet School Committee Report, Mari Ford
 - D. Financial Statement, Simon Levear
 - E. Legislative & School Finance Update
 - F. Policy Update, 1st Reading
 - a. GBO - Staff Gender Identity and Expression – *No changes*
 - b. IGAEC – Anabolic Steroids and Performance Enhancing Substances – *Updated to reflect new language*
 - c. JFCF – Harassment, Including Intimidation, Bullying, Hazing, Menacing, Cyberbullying and Teen Dating Violence/Domestic Violence - Student – *Updated to reflect new language*
 - G.
5. **The Board will meet in Executive Session per ORS 192.660(2)(b) & (f) to hear a complaint and to consider information or records that are exempt by law.**
6. **Return to Regular Session**
7. **Action Items**
 - A. Response to Board Appeal Resolution No. TBD
8. **Delegations and Visitors**
9. **Consent Agenda**
 - Personnel Action Resolution No. 58

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10. Action Items

- A. Adopt Policies EEA and GBO
- B.

Resolution No. 59

11. Information and Discussion

- A. Willamette High School Graduation Review
- B. OSBA Annual Convention, November 14-17, 2019
- C. NSBA Annual Conference, April 4-6, 2020, Chicago
- D.

12. Board Activity Update

- A. Kalapuya High School Graduation, Friday, June 14, 6:30pm
- B.

13. Review of Next Meeting: Monday, June 24, 2019

Work Session – 5:45 p.m.

- A. Operating Levy/Local Operating Levy
- B.

14. Regular Session – Immediately following the Work Session, at approximately 6:30 p.m.

- A. Public Hearing/Adoption of 2019-2020 Budget
- B. Legislative & School Finance Update
- C. Board Policies up for Periodic Review
- D.

15. Adjournment

MINUTES

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BOARD OF DIRECTORS

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ATTENDANCE

Board Members: Rich Cunningham, Alan Laisure, Ginger Poage, Paul Jorgensen and Chair, Debi Farr

Absent: Dawnja Johnson and Greg Nelson

District staff, students, and community members identified: Superintendent Parra, Student Representative Nate Tena, Student Representative Cynthia Lopez, Tasha Katsuda, Remie Calalang, Pat McGillivray, Janay Stroup, Amy Tidwell, Simon Levear, Robin Hanson, Debbi Holte, Deanna Courogen, families from Irving, Kellie Andre, Commissioner Farr, Representative Fahey, and Jill Busby

CALL TO ORDER

Chair Farr called the April 22, 2019 meeting of the Board of Directors to order at 6:31 p.m.

PLEDGE OF ALLEGIANCE

Vice Chair Jorgensen led the Pledge of Allegiance.

ACTION ON MINUTES

Chair Farr presented the Minutes from the April 8, 2019 Board Meeting and asked for additions or corrections. Hearing none, the Board approved the Minutes as submitted.

Superintendent Parra shared that Shasta Middle School and Meadow View School's Jazz Bands placed 1st and 2nd place, respectively, at the Pleasant Hill Jazz Festival over the weekend. In addition, Shasta's Sessions Choir took 1st place in their division.

Superintendent Parra also reported on the annual Duck Walk at Prairie Mountain School and presented a video of the event.

SUPERINTENDENT'S REPORT

Student Presentation, Irving Elementary School

Irving Elementary School Principal Nathan Bridgens introduced Irving students from Ms. Young's 1st grade classroom, Ms. Courogen's 3rd grade classroom, and Ms. Holte's 5th grade classroom. Mr. Bridgens described how Irving is increasing math engagement and building math discourse. Mr. Bridgens also shared about Family Math Night and presented videos of students solving math problems in Irving classrooms. Irving students/math leaders Lyra, Frankie, Freya, Ryder, Gwynne, Emma, and Alexis each shared why they like math. Students were coordinated with Board members and then taught Board members to play Numskill, Dice/Card Games, and NumTanga with Fractions. Mr. Bridgens presented each Board member with a booklet titled *25 Family Dice Games*, along with playing cards and dice.

KHS Student Representative Report, Nate Tena

Nate reported that his cohort is studying photography and preparing for their presentations. They are also studying *Hazelwood v. Kuhlmeier*, setting up a mock trial, focusing on students' rights, and writing the school newspaper. Ms. Olsen's cohort is focusing on upward mobility, studying hedonic and eudaimonic happiness, and is in the final stages of preparing the food pantry, which will open next week. Mr.

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Seymour's cohort is reading *The House on Mango Street*, studying eugenics, and will have their first international student presentation on Monday. Farmer Kyle is preparing for the plant sale on May 11th. The senior cohort is contacting professors requesting to observe classes and learning about subjects and programs of interest to them. Counselor Lezlee Craven continues to advocate for more mental health services. Mr. Zydyrcryn's cohort is building new raised beds and studying the earth's nine lives and Klamath water basin issues. Mr. Weinberg's cohort recently visited Arcimoto World Headquarters, Seneca Sustainable Energy, and took a field trip to Lookout Point Reservoir. Mr. Dambrov's cohort is studying the possibility of bee extinction and invited Board members to interact with the two new bee colonies at Kalapuya. To celebrate Earth Day, Kalapuya students planted 100 native willow and dogwood trees on the Bethel Farm today. The trees were donated by Doak Creek Native Plant Nursery. Students from Kalapuya and Willamette recently provided a Sources of Strength training to Kids' FIRST victim advocates. An Egg of Strength, a Sources of Strength activity, was hidden in the school for each Kalapuya student.

WHS Student Representative Report, Cynthia Lopez

Cynthia shared that prom was held at Valley River Inn and students had a lot of fun this year. Attendance was very good at the event. The 2019 César E. Chávez Leadership Conference will be held May 3rd at Western Oregon University. The 6th Annual Bethel Multicultural Fair was held April 11th and was very well attended. Spring sports are coming to an end for the season. Juniors and seniors are preparing for IB testing in May and IB students will be taking a trip to Ashland at the end of May. The NHS Tapping Ceremony will be held in May. Last week seniors met and took their class photo. The Scholars Award Dinner is coming up at the end of May. College Decision Day is May 1st. Eggs of Strength with messages inside each egg, a Sources of Strength activity, were hidden on Willamette's campus. Cynthia congratulated Ryan Helms for earning the outstanding soloist award at the Pleasant Hill Jazz Festival over the weekend. Willamette also placed in other divisions at the Pleasant Hill Jazz Festival this year.

Winter Sports Review, Garron Lamoreau

Willamette High School Athletic Coordinator Garron Lamoreau reviewed the Willamette High School Athletics Winter Sports Review and the 2018-2019 Winter Activity Report – Average GPA by Activity documents that were before the Board. Mr. Lamoreau shared highlights from the season, including Boys Basketball Coach Chad Carpenter being named Co-Coach of the Year.

Budget Committee Interviews, Positions 2 and 5

Chair Farr thanked applicants Kellie Andre and Commissioner Farr for their interest in serving on the Budget Committee. The Board interviewed the applicants to fill Budget Committee Positions 2 and 5.

Education Related Issues Update & Discussion, Representative Fahey

Superintendent Parra welcomed Representative Fahey. Representative Fahey shared that she was thrilled to have been present for Irving's student presentation focused on math, and shared some of the questions presented to her by Meadow View students who visited the Oregon State Capitol today. Representative Fahey provided an overview of the student success work in which she has been involved, including as co-chair of the accountability and transparency sub-committee. In reviewing PK-12 education needs with stakeholders throughout the state, the Student Success Committee determined that the number one need for PK-12 education is stable, adequate funding. Districts are being asked to do far more than just educate students, and the State School Fund was not intended to provide for these additional services.

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Representative Fahey reviewed the proposed revenue package to fund the Student Success Act and new amendments to the bill, and discussed several topics with the Board.

Financial Statement, Simon Levear

Business Services Director Simon Levear reviewed the March 2019 financial statement showing an estimated Ending Fund Balance of \$6,822,533. Mr. Levear and the Board briefly discussed proposals to stabilize PERS rates.

2019-2020 Academic Calendar, 2nd Reading, Pat McGillivray

Community Relations Director Pat McGillivray reviewed a correction made to the draft 2019-2020 academic calendar. All schools will be in session on November 8th and Willamette will have an in-service day on November 22nd.

Instructional Hours Review

Superintendent Parra reviewed instructional hours for the 2019-2020 school year and explained differences in grade levels.

Legislative and School Finance Update

Superintendent Parra reported on an updated State School Fund estimate and the impact to the District.

DELEGATIONS AND VISITORS

None

CONSENT AGENDA

Resolution No. 52 – Personnel Action

Motion: Paul Jorgensen moved, Ginger Poage seconded, to approve the Revised Consent Agenda as specified below:

#	Name	Type	Description
1.	Bayer, Karyn	Hire for 2019-20	Offer 1 st Year Probationary Administrator Contract for Principal, Clear Lake; Replaces: John Luhman; Education: BA/OSU, MAT/Willamette University; Administrator Licensure: PSU; Experience: Assistant Principal, Fairfax County Public Schools, 3 years; Assistant Principal, Woodburn School District, 2 years; Instructional Coach, Salem-Keizer School District, 5 years; Dual Language Teacher, Salem-Keizer School District, 3 years; Native Language Development Teacher, Canby School District, 1 year; Primary Bilingual Teacher, 7 years; Start Date: 7/29/2019.

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2.	Bourey, Grace	Resignation	Accept resignation effective at the end of the 2018-19 school year; Position held: Speech and Language Pathologist @ Irving; 2 years at Bethel.
3.	Calkins, Gaby	Hire for 2018-19	Offer Extra Duty Contract for After-School CTE Robotics Instructor @ Cascade.
4.	Cannon Nelson, Charissa	Resignation/Retirement	Accept resignation effective 6/30/2019 to enter retirement; Position Held: 3 rd Grade Teacher @ Malabon; 20 years at Bethel.
5.	DelSol, Olive	Hire for 2018-19	Offer Extra Duty Contract for After School CTE Digital Media Instructor @ Meadow View.
6.	Goddard, Carly	Hire for 2018-19	Offer Extra Duty Contract for Assistant Girls Junior Varsity 2 Basketball Coach @ Willamette.
7.	Goddard, Patrick	Hire for 2018-19	Offer Extra Duty Contract for Assistant Girls Junior Varsity 2 Basketball Coach @ Willamette.
8.	L'Orange, Grace	Resignation	Accept resignation effective at the end of the 2018-19 school year; Position held: School Psychologist @ District Office; 6 years at Bethel.
9.	Myers, Rhonda	Resignation/Retirement	Accept resignation effective 7/1/2019 to enter retirement; Position Held: English Language Development Teacher for grades K-4 @ Prairie Mountain; 4 years at Bethel.

Motion Passed, 5-0

Absent: Dawnja Johnson and Greg Nelson

ACTION ITEMS

Resolution No. 53 – Budget Committee Appointments, Positions 2 and 5

Motion: Alan Laisure moved, Rich Cunningham seconded, to appoint the following applicants to fill Budget Committee Positions 2 and 5:

- Position 2: Patrick M. Farr, 3-year term
- Position 5: Kellie Andre, 3-year term

Motion Passed, 5-0

Absent: Dawnja Johnson and Greg Nelson

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Resolution No. 54 – Adopt 2019-2020 Academic Calendar

Motion: Rich Cunningham moved, Alan Laisure seconded, to adopt the 2019-2020 academic calendar, as presented.

Motion Passed, 5-0

Absent: Dawnja Johnson and Greg Nelson

Resolution No. 55 – Approve Additional Instructional Hours under OAR 581-022-1620

Motion: Ginger Poage moved, Alan Laisure seconded, to approve in its calculation of instructional time required under OAR 581-022-1620 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.

The Board discussed variance in instructional hours between buildings.

Motion Passed, 5-0

Absent: Dawnja Johnson and Greg Nelson

INFORMATION AND DISCUSSION

- A. Director Poage shared that a medical technician who works with one of her family members is a graduate of Kalapuya. The medical technician expressed that she received a fantastic education at Kalapuya and feels like she may have been a high school dropout had she not attended Kalapuya.
- B. Director Cunningham shared that he received phone calls from concerned parents whose students were being dropped off by their bus later than usual. Human Resources Director Remie Calalang and the Board discussed parents contacting First Student or Special Services Transportation and other options in this situation.

BOARD ACTIVITY UPDATE

- A. Chair Farr shared that she recently attended the Hope Symposium, along with a group of students from Kalapuya, where The Soul, Science of Culture & Hope was presented. One of the presenters, Dr. Rick Miller from ASU, will be speaking during the closing ceremony at the OSBA Annual Convention later this year.

REVIEW OF UPCOMING MEETINGS

Monday, May 13, 2019, at 5:00 p.m.

Budget Committee Orientation

Monday, May 13, 2019, at 6:30 p.m.

Budget Document/Budget Message presented to the Budget Committee and Budget Committee Meeting

Monday, May 13, 2019: Regular Board Meeting immediately following the Budget Committee Meeting at approximately 7:15 p.m.

- A. Student Representative Reports, KHS and WHS
- B. Graduation Rate, Mindy LeRoux
- C. Legislative & School Finance Update

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- D. Board Policies & Administrative Rules Up for Periodic Review
- E.

Thursday, May 16, 2019, at 5:30 p.m.

Budget Committee Meeting

Thursday, May 23, 2019, at 6:30 p.m.

Alternate date for Budget Committee Meeting, *if needed*

ADJOURNMENT

There being no further business to bring before the Board, Chair Farr adjourned the meeting at 8:54 p.m.

Clerk – Chris Parra

jcb

Chair – Debi Farr

Bethel School District GENERAL FUND
 Revenue and Expenditure Summary/Projection (unaudited)
 Fiscal Year 2018/2019

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

	Prior Months	Current Month	Future Months	Projected 2018/2019			YTD	YTD	Variance
	Actuals	Priliminary	Projected		Totals	2018/2019	Budget	Actual	
		April 2019			ADOPTED BUDGE	Variance	May 2019	May 2019	
REVENUES									
LOCAL SOURCES:									
Current year's levy* R1111	15,293,473	88,872	344,426	15,726,772	15,831,345	(104,573)	15,382,346	15,486,919	(104,573)
Prior years' taxes* R1112 & 1190 & 1200	580,471	14,336	7,638	602,445	58,000	544,445	594,806	50,362	544,445
Tuition from other Districts	0	0	0	0	0	0	0	0	0
Investment earnings R1510	473,591	63,179	50,000	586,771	110,000	476,771	536,771	100,668	436,103
Misc. local sources R1910 & R1940 & R1960	112,713	2,283	17,318	132,314	44,300	88,014	114,995	26,982	88,014
Subtotal	16,460,248	168,670	419,383	17,048,301	16,043,645	1,004,656	16,628,918	15,664,930	963,988
INTERMEDIATE SOURCES:									
County School Fund* R2101	0	0	60,000	60,000	60,000	0	0	0	0
Subtotal	0	0	60,000	60,000	60,000	0	0	0	0
STATE SOURCES:									
SSF- Current Year R3101	34,635,168	3,961,593	2	38,596,763	37,150,756	1,446,007	38,596,761	37,150,754	1,446,007
Common School Fund* R3103	318,862	0	276,276	595,138	552,553	42,586	318,862	276,276	42,586
High Cost Disability	0	351,354	0	351,354	18,000	333,354	351,354	18,000	333,354
Other State Funds	0	0	0	0	0	0	0	0	0
Subtotal	34,954,030	4,312,946	276,279	39,543,255	37,721,309	1,821,946	39,266,976	37,445,030	1,821,946
FEDERAL SOURCES:									
Other Federal Grants 4700	13,944	0	-13,944	0	0	0	13,944	0	13,944
Federal Forest Fees* R4801	0	0	0	0	0	0	0	0	0
Subtotal	13,944	0	-13,944	0	0	0	13,944	0	0
OTHER RESOURCES:									
Interfund Transfers In R5200	223,166	0	14,031	237,197	15,050	222,147	223,166	1,019	222,147
Sale of or Comp for loss of asset	0	0	0	0	0	0	0	0	0
Beginning fund balance R5400	7,993,950	0	0	7,993,950	6,862,062	1,131,888	7,993,950	6,862,062	1,131,888
Subtotal	8,217,115	0	14,031	8,231,147	6,877,112	1,354,035	8,217,115	6,862,062	1,131,888
Total, monthly revenues				64,882,703	60,702,065				
EXPENDITURES									
Salaries- 100	20,032,383	2,509,492	7,000,000	29,541,875	28,882,160	659,715	22,541,875	23,081,428	(539,553)
Employee benefits- 200	13,518,583	1,708,200	4,500,000	19,726,783	20,194,172	(467,389)	15,226,783	16,602,966	(1,376,183)
Purchased services- 300	3,868,939	424,657	1,023,916	5,317,512	5,730,599	(413,087)	4,293,595	4,706,683	(413,087)
Supplies- 400	733,225	70,496	102,563	906,283	981,446	(75,162)	803,720	878,883	(75,162)
Capital outlay- 500	7,500	0	0	7,500	0	7,500	7,500	0	7,500
Insurance/Dues/Other- 600	460,506	1,155	380	462,041	449,479	12,562	461,661	449,099	12,562
Interfund Transfers	185,000	64,000	317,671	566,671	496,137	70,534	249,000	178,466	70,534
Contingency	0	0	0	0	2,968,073				
Total, monthly expend.	38,806,134	4,778,000	12,944,530	56,528,665	59,702,066	(205,328)	43,584,135	45,897,524	(2,313,390)
Month-end Fund Balance				8,354,038	1,000,000				

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Anabolic Steroids and Performance Enhancing Substances

Policy Number: IGAEC Effective Date: 6/2019

Date of Original Policy and Revisions: 1/09, 4/12, 6/15

Cancels Policy No.: _____ Dated: _____

Date of Next Review: 6/2022

POLICY

The District forbids the possession, selling or use of unlawful drugs or hormonal substances chemically or pharmacologically related to testosterone. In addition, the District will utilize an evidence based instructional program that shall prevent the use of anabolic steroids and performance-enhancing substances. The program will meet additional requirements as defined by law.

Definitions

“Anabolic steroid” includes any drug or hormonal substance chemically or pharmacologically related to testosterone, all prohormones (including dehydroepiandrosterone) and all substances listed in the Anabolic Steroid Control Act of 2004. The term “anabolic steroid” does not include estrogens, progestins, corticosteroids and mineralocorticoids.

“Performance-enhancing substance” means a manufactured product or oral ingestion, intranasal application or inhalation containing compounds that contain a stimulant, amino acid, hormone precursor, herb or other botanical or any other substance other than an essential vitamin or mineral. “Performance-enhancing substance” includes substances that are intended to increase athletic performance, promote muscle growth, induce weight loss or increase an individual’s endurance or capacity for exercise.

The Board directs the Superintendent or designee to ensure that anabolic steroid and performance-enhancing substance abuse by students is addressed as a part of the district’s Prevention Program (OAR 581-022-0413).

The District is committed to an education program to eliminate abuse of anabolic steroid and performance-enhancing substance by students.

The program shall include training for staffs who are athletic directors, and/or coaches, including volunteers, at least once every four years.

Each year students and parents/guardians shall receive a code of conduct explaining expected behaviors and related consequences for violations of the conduct code which may include discipline up to and including expulsion. Students violating the code of conduct prohibiting substance abuse, possessing, selling and/or using unlawful drugs or alcohol or other prohibited substances may be subject to an assessment and, if appropriate, referred to law enforcement officials. When considering disciplinary action for a student with disabilities, the district must follow the requirements of Board policy JGDA – Discipline of Students with Disabilities, including those involving functional behavioral assessment, change or placement, manifestation determination and an interim alternative educational setting.

REPORTS

None.

ATTACHMENTS

None.

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

END OF POLICY

REFERENCES / COMMENTS

[ORS 326.051](#)

[ORS 332.107](#)

[ORS 342.721](#)

[ORS 342.726](#)

[OAR 581-022-0413](#)

[OAR 581-022-0416](#)

Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11 - 1308.15 (2006).

Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101-7117 (2006).

34 C.F.R. §§ 300.108.

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

Subject: **Harassment, Including Intimidation, Bullying, Hazing, Menacing, Cyberbullying and Teen**

Dating Violence /Domestic Violence – Student

Policy Number: JFCF Effective Date: 6/2019

Date of Original Policy and Revisions: 12/88, 11/93, 12/95, 1/99, 6/99, 6/01, 6/02, 10/06, 12/07, 4/10, 6/13, 11/16, 2/17

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

Date of Next Review: 6/2022

POLICY

Harassment, including intimidation, bullying, hazing, menacing, and acts of cyberbullying will not be tolerated in the Bethel School District. Teen dating violence is unacceptable behavior and prohibited. This includes the area immediately adjacent to school grounds, on school-provided transportation or at any official school bus stop, activity, program, event, internship, or trip sponsored by the District. Additionally, incidents of harassment, including intimidation, bullying, hazing, menacing, cyberbullying and teen dating violence that interfere with or disrupt the educational process are prohibited. Retaliation against any person who is a victim of, who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited. A person who engages in retaliatory behavior will be subject to consequences and appropriate remedial action. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Students whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including expulsion. The District may also file a request with the Oregon Department of Transportation to suspend the driving privileges or the right to apply for driving privileges of a student 15 years of age or older who has been suspended or expelled at least twice for assaulting or menacing another student or employee, willful damage or injury to District property or for the use of threats, intimidation, harassment or coercion against a district employee or another student.

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

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

This policy gives notice to all employees, students, and patrons that all harassment, including intimidation, bullying, hazing, menacing, cyberbullying and teen dating violence allegations shall be investigated and dealt with quickly and effectively.

Definitions

District

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

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

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Third Parties

Third parties include, but are not limited to coaches, school volunteers, parents, school visitors, service contractors, or others engaged in District business, such as employees of businesses or organizations participating in cooperative work programs with the District and others not directly subject to District control at inter-district and intra-district athletic competitions or other school events.

Harassment

Harassment, including intimidation, hazing, menacing, bullying, cyberbullying, and teen dating violence is defined as unwanted behavior of a nonverbal, verbal, written, graphic, sexual, or physical nature. Harassment is often related to the protected class status of a person. Harassment includes any act that substantially interferes with a student's educational benefits, opportunities, and performance, or that has the effect of:

- physically harming a student or endangering a student's property
- knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property; or
- creating a hostile educational environment, including interfering with the psychological well-being of a student.

Protected Class

Protected class means a group of persons distinguished, or perceived to be distinguished, by disability, race (*see Policy JFCFA – Racial Harassment*), color, national origin, ethnicity, cultural background, veterans' status, genetic information, religion, gender¹ (*see Policy JFD-Student Gender Identity and Expression*), sexual orientation², age, marital status, socioeconomic status, source of income, familial status, physical characteristics, or linguistic characteristics of a national origin group.

Hazing

Hazing includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student/staff for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any District-sponsored/work activity or grade level attainment; (i.e., personal servitude, sexual stimulation/sexual assault, forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation or any other forced activity that could adversely affect the mental or physical health or safety of a student); requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article; or assignment of pranks to be performed or other such activities intended to degrade or humiliate regardless of the person's willingness to participate.

Menacing

Menacing includes, but is not limited to, any act intended to place a student, school employee, volunteer, District representative or parent/guardian in fear of imminent serious physical injury.

¹ Gender refers to gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated within the individual's sex at birth.

² "Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, or bisexuality.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Cyberbullying

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

“Cyberbullying” is defined as the use of any electronic communication device to convey a message in any form (text, image, phone, audio, game, or video) that defames, intimidates, harasses, hazes, menaces or is otherwise intended to harm, insult, or humiliate another in a deliberate, repeated, or hostile and unwanted manner under a person’s true, false, or misrepresented identity. In addition, any communication of this form that disrupts or prevents a safe and positive educational or working environment may also be considered cyberbullying. Use of personal communication devices or District property to harass, intimidate, haze, menace or bully another is prohibited.

Examples of cyberbullying include, but are not limited to, the following:

- sending or posting mean, vulgar, or threatening messages or images
- sending or posting sexually suggestive, explicit, lewd or pornographic text messages or images, including nude or semi-nude photographs, via cellular telephones or over the internet (sexting)
- posting sensitive, private, or false information about another person
- targeted use of computer viruses to intentionally degrade, disrupt, or damage another person’s files or equipment

Teen Dating Violence

“Dating” or “dating relationship” means an ongoing social relationship of a romantic or intimate nature between two persons.

“Teen dating violence” means:

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

Domestic Violence

Domestic violence means abuse between family and/or household members, as those terms are described in ORS 107.705, by one or more of the following acts between family and household members including:

1. Attempting to cause or intentionally, knowingly or recklessly causing bodily injury;
2. Intentionally, knowingly or recklessly placing another in fear of imminent bodily injury;
3. Causing another to engage in involuntary sexual relation by force or threat of force.

Retaliation

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

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

District Staff Responsibility

All reports ~~complaints~~ about behavior that may violate this policy shall be promptly investigated. Teachers, staff members, volunteers, or other District representatives who observe students committing acts of harassment, must take action to stop the behavior and report such acts to the building administrator who has overall responsibility for all investigations concerning harassment including intimidation, menacing, hazing, bullying, cyberbullying, teen dating violence, and domestic violence. The building administrator will investigate harassment and teen dating violence allegations as soon as possible and take appropriate action. Failure of an employee to report an act of harassment, intimidation or bullying, teen dating violence, domestic violence or an act of cyberbullying may be subject to remedial action, up to and including dismissal. Remedial action may not be based solely on an anonymous report.

The school administrator will take reports and conduct a prompt investigation of any reported acts of harassment, intimidation or bullying, cyberbullying, or teen dating violence. Any employee who has knowledge of conduct in violation of this policy shall immediately report concerns to the school administrator who has overall responsibility for all investigations. Any employee who has knowledge of incidents of teen dating violence that took place on district property, at a district-sponsored activity, or in a vehicle used for district-provided transportation shall immediately report the incident to the school administrator. Failure of an employee to report any act of harassment, intimidation or bullying, cyberbullying, or teen dating violence to the school administrator may be subject to remedial action, up to and including dismissal. Remedial action may not be based solely on an anonymous report.

Student Responsibility

Students are expected to follow the standards for student behavior outlined in School Board policy and the District's Student Rights and Responsibilities Handbook. Students who violate this policy are liable for discipline, suspension, or expulsion following the rules established in the Student Rights and Responsibilities Handbook. The District may also file a request with the Oregon Department of Transportation to suspend the driving privileges or the right to apply for driving privileges of a student 15 years of age or older who has been suspended or expelled at least twice for menacing another student or employee, willful damage or injury to District property or for the use of threats, intimidation, harassment or coercion. Students may also be referred to law enforcement officials.

Any student who has knowledge of conduct in violation of this policy or feels he/she has been harassed, intimidated or bullied, a victim of teen dating violence and acts of being cyberbullied in violation of this policy is encouraged to immediately report their concerns to the ~~building school~~ administrator. Any volunteer who has knowledge of conduct in violation of this policy is encouraged to immediately report their concerns to the ~~building school~~ administrator.

This report may be made anonymously. A student or volunteer may also report concerns to a teacher or counselor who will be responsible for notifying the appropriate District official.

Reports against the principal shall be filed with the Superintendent. Reports against the Superintendent shall be filed with the Board chair.

The person who makes the report shall be notified when the investigation has been completed and, as appropriate, the finding of the investigation and any remedial action that has been taken. The person who made the report may request that the Superintendent or designee review the actions taken in the initial investigation, in accordance with administrative regulation KL.

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

District Responsibility

The District shall do the following:

- provide an educational program that teaches students to be respectful of others in a diverse society;
- conduct an annual review to the school board of harassment, including intimidation, bullying, hazing, menacing, cyberbullying and teen dating violence violations and make recommendations for improvement;
- ensure sensitive and full investigation of harassment, including intimidation, bullying, hazing, menacing, cyberbullying and teen dating violence violations;
- ensure appropriate education and discipline for harassment, including intimidation, bullying, hazing, menacing, cyberbullying and teen dating violence and domestic violence violations;
- ensure that a support structure is provided for victims of harassment, including intimidation, bullying, hazing, menacing, cyberbullying and teen dating violence; and
- incorporate into existing training programs for staff information related to the prevention of, and the appropriate response to, acts of harassment, including intimidation, bullying, hazing, menacing, cyberbullying, teen dating violence and domestic violence;
- annually publicize this Policy in the Bethel “Student Rights and Responsibilities Handbook,” school handbooks, employee manuals; and make it available on the Bethel School District website.

Training

The District shall provide for the training and orientation of staff, students, volunteers, and District representatives on the contents of this policy. Training will be mandatory. Through this training, staff will learn to create positive learning and social environments throughout the District; and, prevent, recognize, discourage, and deal with harassment, including intimidation bullying, hazing, menacing, cyberbullying, teen dating violence and domestic violence.

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

Notice

The Superintendent shall be responsible for ensuring annual notice of this policy is provided in a student or staff handbook, school and district’s website, and school and district office and the development of administrative regulations, including reporting and investigative procedures. Complaint procedures, as established by the district, shall be followed.

Reporting Harassment/Investigation/Complaints

(See Policy and Administrative Rule KL– Complaint Procedure)

A student or his or her parent/guardian who believes the student is the object of harassment, which includes intimidation, bullying, hazing, menacing, cyberbullying or teen dating violence, shall report the incident to a staff member on duty at the time, to the student’s teacher, or to a building administrator at the earliest opportunity. This report may be made anonymously. The incident shall be investigated by a building

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

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

administrator and discipline enforced, as necessary, at the building level. **Formal complaints must be filed within 180 days of the original incident. (The recommendation is to do this within 10 business days of the disposition of the complaint at the building level.)**

~~Complaints~~ ~~Reports~~ against a building administrator shall be filed with the Superintendent. ~~Complaints~~ ~~Reports~~ against the Superintendent shall be filed with the Board chair.

~~Direct complaints related to educational programs and services may be made to the Oregon Department of Education in Salem, Oregon at (503) 947-5600, or the Office for Civil Rights in Seattle, Washington at (206) 607-1600.~~

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

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

Title VII of the Civil Rights Act of 1964

Oregon House Bill 3403

Bethel Policy and Administrative Rule KL – Complaint Procedure

Bethel Policy JFCFA – Racial Harassment

Bethel Student Rights and Responsibilities Handbook

Legal Reference(s):

ORS 163.190 ORS 339.351 - 339.3648

ORS 166.065 OAR 581-021-0045

ORS 166.155 - 166.165 OAR 581-021-0046

ORS 332.072 OAR 581-021-0055

ORS 332.107 OAR 581-022-1140

ORS 339.240 OAR 581-022-2310

ORS 339.250

ORS 339.254

ORS 174.100(67)

ORS 163.197

ORS 107.705

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).



June 10, 2019

RESOLUTION NO. 18-19: 58

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.	Anguiano, Eduardo	Hire for 2019-20	Offer Extra Duty Contract for Color Guard Instructor @ Willamette.
2.	Baisy, Christopher	Hire for 2018-19	Offer Extra Duty Contract for JV Cheer Coach @ Willamette.
3.	Black, Jean	Hire for 2019-20	Offer 2 nd Year Probationary Contract for 1.0 FTE Math & Health Teacher @ Willamette.
4.	Buck, Ronald	Resignation	Accept resignation effective at the end of the 2018-19 school year; Position Held: Health Teacher @ Willamette; 1 year at Bethel.
5.	Bunker, Phillip	Hire for 2019-20	Offer 2 nd Year Probationary Contract for Additional .5 FTE Health/Meals Teacher @ Willamette; Total: 1.0 FTE.
6.	Craven, Lezlee	Temporary Hire for 2019-20	Offer Temporary Contract for 1.0 FTE Mental Health Therapist/School Counselor @ Kalapuya.
7.	Davidson, Rachel	Hire for 2019-20	Offer 1 st Year Probationary Contract for 1.0 FTE Speech-Language Pathologist @ Malabon; Replaces: Carla Drath; Start Date: 8/26/2019.
8.	Davis, Amanda	Hire for 2019-20	Offer 1 st Year Probationary Contract for 1.0 FTE Social Studies Teacher @ Willamette; Replaces: Dain Nelson; Start Date: 8/26/2019.
9.	De La Paz Martinez, Ana	Hire for 2019-20	Offer 2 nd Year Probationary Contract for 1.0 FTE K-4 English Language Development Teacher @ Prairie Mountain; Replaces: Rhonda Myers.
10.	Dilworth, Stacy	Hire for 2019-20	Offer 2 nd Year Probationary Contract for .5 FTE Title I Teacher @ Irving.
11.	Jackson, Nate	Hire for 2019-20	Offer 1 st Year Probationary Contract for 1.0 FTE Social Studies Teacher @ Willamette; Start Date: 8/26/2019.
12.	Janes, Kelsey	Hire for 2018-19	Offer Extra Duty Contract for Varsity Head Cheer Coach @ Willamette.

13.	Lamoreau, Garron	Resignation	Accept resignation effective at the end of the 2018-19 school year; Position Held: Athletic Coordinator @ Willamette; 1 year at Bethel.
14.	McCullough, Justin	Hire for 2019-20	Offer 1 st Year Probationary Contract for .5 FTE CTE Metals Industry & Engineering Teacher @ Willamette; Start Date: 8/26/2019.
15.	Moore, Rachel	Hire for 2019-20	Offer 1 st Year Probationary Contract for 1.0 FTE Speech-Language Pathologist @ Irving; Replaces: Grace Bourey; Start Date: 8/26/2019.
16.	Pullen, Heidi	Temporary Hire for 2019-20	Offer Temporary Contract for 1.0 FTE English Language Arts Teacher @ Willamette.
17.	Shreve, Kourtney	Hire for 2019-20	Offer 1 st Year Probationary Contract for 1.0 FTE 6-8 Extended Resource Room Teacher @ Prairie Mountain; Start Date: 8/26/2019.
18.	Stearns, Alan	Hire for 2019-20	Offer 1 st Year Probationary Administrator Contract for Assistant Principal, Willamette; Replaces: Dan Hedberg; Education: BA/SOU, MAT/SOU; Administrator Licensure: UO; Experience: Assistant Principal, Creswell High School, 2 years; Social Studies Teacher, Sutherlin High School, 1 year; Social Studies Teacher, Greeley-Evans School District, 7 years; Social Studies Teacher, Engage Online Academy, 2 years; Social Studies Teacher, Aspire Education, 1 year; Start Date: 7/29/2019.

Recommended by: Remie Calalang, Human Resources Director

ATTEST _____
Clerk – Chris Parra

Chair – Debi Farr

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Rich Cunningham				
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Ginger Poage				



June 10, 2019

RESOLUTION NO. 18-19: 59

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

EEA: Student Transportation Services

GBO: Staff Gender Identity and Expression

ATTEST _____
Clerk – Chris Parra

Chair – Debi Farr

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Ginger Poage				
Rich Cunningham				

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Student Transportation Services

Policy Number: EEA Effective Date: 6/2019

Date of Original Policy and Revisions: 1/84, 19/91, 1/96, 11/99, 1/06, 6/07, 2/08, 11/08, 12/10, 2/13, 2/16

Cancels Policy No.: JGG, EE Dated: 1/84

Date of Next Review: 6/2022

POLICY

Transportation to and from school will be provided for students in accordance with State and Federal laws, regulations, and guidelines pertaining to school bus transportation.

Transportation for students who live closer to school than suggested distances may be provided by the Board for safety or other reasons.

The Board may provide transportation for students between the various Bethel schools and other places of instruction to which they are assigned for educational purposes.

The District may use Type 10 School Activity Vehicles to transport students from home to school, school to home and from District-sponsored activities.

Transportation will be arranged for educational field trips. Participants in athletics and other activities may need to provide their own transportation for events within the Eugene/Springfield metropolitan area.

Transportation will be provided for homeless students to and from the student's school of origin¹ as required by the Every Student Succeeds Act of 2015 (ESSA). These services shall be provided throughout the regularly scheduled year and during the regular school day as determined by the Board.

Transportation for students with disabilities will be provided as determined by IEP teams. Preschool students with disabilities who have transportation as a related service and children from birth to age three who are enrolled in an eligible program shall be provided home to school transportation.

The principal or designee shall ensure transportation officials and drivers shall receive notification of students having special medical or behavioral protocols identified in student records and drivers shall receive appropriate training related to specified protocols, including requirements of confidentiality.

The district may also provide transportation using federal funds² or through cooperative agreements with local victims assistance units for a student to attend a safe district school³ out of the student's attendance

¹“School of origin” means the school that the student attended when permanently housed or the school in which the student was last enrolled.

When the student has completed the final grade served by the school of origin, the term “school of origin” shall include the designated receiving school at the next grade level for all feeder schools.

²“Federal funds” means funds available through Title IV, Part A, and Title V, Part A.

³If there is not another school in the district to which students can transfer, districts are encouraged, but not required, to explore other appropriate options, i.e., an agreement with a neighboring district.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

area for any student who is a victim of a violent criminal offense occurring in or on the grounds of the school the student attends or the student attends a school identified as persistently dangerous.

If there are no other schools within the district a student may transfer to, the district may establish a cooperative agreement with other districts in the area for a transfer. Transportation for students who transfer for such purposes will be provided in accordance with the agreement.

Students attending any private, parochial or public charter school under the compulsory school attendance laws will, where the private, parochial or public charter school is along or near the bus route, be provided equally the riding privileges given to public school students.

A seat that fully supports each person and meets the minimum standards and specifications of law will be provided at all times. A person who weighs 40 pounds or less must be properly secured with a child safety system that meets the minimum standards and specifications established by the Oregon Department of Transportation under Oregon Revised Statute (ORS) 815.055. A person over 40 pounds or who has reached the upper weight limit for the forward-facing car seat must use a booster seat until he/she is four feet nine inches tall or age eight and the adult belt properly fits.⁴ A person who is taller than four feet nine inches or eight years of age or older must be properly secured with a safety belt or harness that meets the requirements under ORS 815.055. In accordance with ORS 811.210 and 811.215 vehicles in excess of 10,000 pounds used for student transportation are exempt from statutory requirements unless they have been equipped with lap belts. Vehicles in excess of 10,000 pounds that have been equipped with lap belts must meet child car seat requirements as set forth in law.

School buses carrying students will be considered extensions of the school experience. All students using school transportation will abide by the code of conduct posted in each school bus or school activity vehicle. Violations of such code, as well as other conduct which is improper or which jeopardizes the safety of self or others, will be reported by the school bus or vehicle driver to the transportation supervisor. The transportation supervisor will, as soon as possible, inform the appropriate administrator of such occurrence. Violators may be denied use of transportation for a period of time as deemed proper by the administrator and transportation supervisor.

The school bus or vehicle driver will be responsible for the school bus or vehicle at all times from departure until return. The driver will not participate in any activities that might impair his/her driving abilities.

Aides or assistants that ride a school bus shall receive training on emergency procedures and their role in the safe transportation of all students on the bus.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

⁴“Proper fit” means the lap belt of the safety belt or safety harness is positioned low across the thighs and the shoulder belt is positioned over the collarbone and away from the neck.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Legal Reference(s):

ORS 327.006	ORS 343.533
ORS 327.033	ORS 343.155 to-343.243
ORS 327.043	ORS 811.210
ORS 332.405	ORS 811.215
ORS 332.415	ORS 815.055
ORS 339.240 to-339.250	ORS 815.080
ORS 343.155 to-343.246	ORS 820.100 to-820.190
OAR 581-021-0050 to-0075	OAR 581-053-0040
OAR 581-022-1530	OAR 581-053-0053
OAR 581-023-0040	OAR 581-053-0060
OAR 581-053-0002	OAR 581-053-0070
OAR 581-053-0003	OAR 581-053-0210
OAR 581-053-0004	OAR 581-053-0220
OAR 581-053-0010	OAR 581-053-0230
OAR 581-053-0031	OAR 581-053-0240
	OAR 735-102-0010

Every Student Succeeds Act of 2015, 20 U.S.C. §§ 6315, 7912 (2015).
McKinney-Vento Homeless Assistance Act, 42 U.S.C. §§ 11431-11435 (2015).

[Bethel Administrative Rule EEA: Student Transportation Services](#)