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BETHEL SCHOOL BOARD WORK SESSION

Hybrid Meeting hosted from the District Office – 4640 Barger Drive

Monday, December 13, 2021 – 5:00 p.m.

Zoom information will be posted on Bethel School District's website by noon on Monday, December 13, 2021

Join Zoom Webinar:

<https://bethel-k12-or-us.zoom.us/j/84431243664?pwd=cm5KcmkMTl3c3cyT29kQ21EcGNTdz09>

Passcode: 261548

Or

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

Webinar ID: 844 3124 3664

Passcode: 261548

AGENDA

- 1. Call to Order**
- 2. Bond Projects Update: Chris Parra, Pat Bradshaw, and Pat McGillivray**
- 3. Adjournment**

Debi Farr, Chair

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BETHEL SCHOOL BOARD MEETING

Hybrid Meeting hosted from the District Office – 4640 Barger Drive

Monday, December 13, 2021 - 6:30 p.m.

Zoom information will be posted on Bethel School District's website by noon on Monday, December 13, 2021

Join Zoom Webinar:

<https://bethel-k12-or-us.zoom.us/j/81194433336?pwd=UXFpS01QUmNoUFBQMWFOMUkvcWw2Zz09>

Passcode: 169054

Or

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

Webinar ID: 811 9443 3336

Passcode: 169054

AGENDA

1. Call to Order

Debi Farr, Chair

2. Pledge of Allegiance

3. Approval of Minutes

4. Delegations and Visitors

Per ORS 192.670, this Board Meeting will be conducted as a virtual meeting. Public comment, however, will be taken either in-person, via Zoom Webinar, or in writing and will be limited to thirty minutes. Following public comment, the duration of the meeting will be held virtually on Zoom Webinar. 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. Board members will have access to written public comments submitted by noon the day of the Board Meeting.

5. Superintendent's Report

- A. Oath of Office, WHS Student Representative to the Board: Olivia Harris; and KHS Student Representative to the Board: Stephen Kinkade
- B. Student Representative Reports, WHS and KHS
- C. Financial Statement: Simon Levear
- D. Review Budget Calendar
- E. Superintendent's Update
- F. Policy Update, 1st Reading
 - a. JECB – Admission of Nonresident Students – *Updated to reflect new language*
 - b. KGB – Public Conduct on District Property – *New policy*
- G. Policy Update, 2nd Reading
 - a. JFC – Student Conduct Code – *Updated to reflect new language*
- H.

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

December 13, 2021, Page 2 of 2

6. Consent Agenda

Personnel Action

Resolution No. 18

7. Action Items

A. Adopt Policies/Administrative Rule: ACB, ACB-AR, GBEA, BDDH, and JFCJ

Resolution No. 19

B. *Yes/No/Abstain* OSBA Board of Directors Position 6

Resolution No. 20

C. *Yes/No/Abstain* OSBA Legislative Policy Committee Position 6

Resolution No. 21

D.

8. Information and Discussion

A. NSBA Annual Conference, April 2-4, San Diego

B.

9. Board Activity Update

A.

10. Review of Next Meeting: Monday, January 10, 2022

A. Superintendent's Update

B. Board Policies Up for Periodic Review

C.

11. Adjournment

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 25, 2021

The October 25, 2021 meeting of the Board of Directors was held in-person for public comment and was open virtually to the public via Zoom Webinar for the duration of the meeting. Board members and district office staff were in-person. Due to technical difficulty, the meeting was broadcast via Zoom Webinar with audio only.

ATTENDANCE

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

Absent: Greg Nelson

District staff and presenters: Superintendent Sproles, Remie Calalang, Kee Zublin, Jill Robinson-Wolgamott, Tina Gutierrez-Schmich, Alisha Dodds, Destanee Butler, Sofia El-Shammaa, and Jill Busby

CALL TO ORDER

Chair Farr called the October 25, 2021 meeting of the Board of Directors to order at 6:36 p.m.

PLEDGE OF ALLEGIANCE

Vice Chair Cunningham led the Pledge of Allegiance.

ACTION ON MINUTES

Chair Farr presented the Minutes from the October 11, 2021 Board Meeting and asked for additions or corrections. Hearing none, the Board approved the Minutes as submitted.

Superintendent Sproles clarified that due to technical difficulties with video conferencing, the meeting would be available by audio only for participants joining online or by phone.

DELEGATIONS AND VISITORS

Community Relations and Communications Director Alisha Dodds summarized written public comment submitted by Bethel parent Jennifer Tillotson expressing concern with Bethel's hybrid Board meetings not providing a public space where parents can gather, meet face-to-face, speak, and listen to discussions by their elected officials.

Curt Nordling, Eugene Education Association

Bethel parent, teacher, and Eugene Education Association (EEA) Bethel Vice President Curt Nordling provided public comment via Zoom Webinar. Mr. Nordling thanked Director Zygaitis and Vice Chair Cunningham for their participation in a recent EEA listening session and thanked the District for offering monetary incentives for classified staff. In addition, Mr. Nordling shared several suggestions that would reduce workload for staff and focus attention on students.

Sabrina Gordon, Eugene Education Association

Eugene Education Association (EEA) President Sabrina Gordon provided public comment via Zoom Webinar. Ms. Gordon expressed concern for educators as student needs have increased, the teacher shortage continues, and pre-pandemic schedules and expectations continue to be imposed. Ms. Gordon shared that

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 25, 2021

EEA hears daily from members seeking relief and plans to survey members to understand factors contributing to stress levels and to determine potential solutions. Survey results will be shared with the District. Ms. Gordon hopes that EEA and the District can collaborate to support educators so that they can give students their best.

Josselyn St. Clair, Bethel Student

Willamette student Josselyn St. Clair provided public comment via Zoom Webinar suggesting that the District develop a plan to acquire electric buses to reduce air pollution.

Liz Killam, Bethel Parent

Bethel parent Liz Killam submitted a request to provide public comment, but was not available during the Board meeting.

SUPERINTENDENT'S REPORT

Eugene Youth Advisory Council: Destanee Butler and Sofia El-Shammaa

Assistant Superintendent Remie Calalang introduced Eugene Youth Advisory Council Co-chairs Destanee Butler and Sofia El Shammaa. On behalf of the Eugene Youth Advisory Council, Destanee and Sofia suggested that schools add mental health counselors and supports for students in all grade levels, especially due to the isolation students are experiencing during the pandemic. District staff summarized mental health supports available to Bethel students, described social-emotional learning curriculum for K-8 students, and discussed potential areas of expansion for mental health supports. The Board shared their appreciation for the presentation and thanked Destanee and Sofia for their advocacy of additional mental health supports for students.

Division 22 Standards: Jill Robinson-Wolgamott

Director of Teaching and Learning for Elementary Jill Robinson-Wolgamott reminded the Board of the annual process where the District ensures compliance with Oregon's Division 22 Standards for the previous school year. Ms. Robinson-Wolgamott shared an overview of the Division 22 Standards reporting requirement, modifications to the reporting process, changes and waivers for the 2020-21 school year, and the required steps districts must complete for compliance. The District is in compliance in all areas for the 2020-21 school year except teacher training related to dyslexia and universal screenings for risk factors of dyslexia. The District is on-track to meet compliance in all areas during the 2021-22 school year with corrective action, including dyslexia training for specific staff, and plans to proceed with an English Language Arts curriculum adoption.

Superintendent's Update

Superintendent Sproles reported that he, along with other District leadership team members, are in the process of visiting District buildings and departments for listening and learning sessions with staff. District leaders are engaging in conversations during the listening and learning sessions and surveying staff to understand their experiences so that the District can better prepare staff to serve the needs of students. Survey results will be shared with the Board at an upcoming meeting. Superintendent Sproles also updated the Board on Bethel Health Center's COVID-19 booster clinic for staff that is scheduled for October 29th and 30th, shared that the COVID-19 vaccine for 5 – 11 year-olds will be the best way to maintain continuous in-person learning for elementary students exposed to the virus, and discussed with the Board opportunities to share this information with families.

MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
OCTOBER 25, 2021

Superintendent Sproles commended Assistant Superintendent Calalang for her work on the District’s compliance with the state’s vaccine mandate. This work resulted in seamless continuity of operations in the District with approximately 98% of staff fully vaccinated against COVID-19 and strong safety protocols in place for staff who qualify for a religious or medical exception.

Policy Update, 1st Reading

Superintendent Sproles reported on the following Board Policies. The Board discussed Policies BDDH and JFCJ which will be brought back before Board for 2nd readings on November 8th.

- BDDH – Public Comment at Board Meetings – *Updated to reflect new language*
- IB – Freedom of Expression – *Updated to reflect new language*
- JFCJ – Weapons in the Schools – *Updated to reflect new language*
- JHFE – Reporting of Suspected Abuse of a Child – *Updated to reflect new language*

CONSENT AGENDA

Resolution No. 12 – Personnel Action

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

#	Name	Type	Description
1.	Corona, Jonathan	Hire for 2021-22	Offer Extra Duty Contract for Jazz Band Director @Willamette.
2.	Hatch, Joy	Hire for 2021-22	Offer Extra Duty Contract for Latinos Unidos Advisor @Willamette.
3.	Jackson, Nate	Hire for 2021-22	Offer Extra Duty Contract for Black Student Union Advisor @Willamette.
4.	Mancuso, Joe	Additional Temporary Hours	Offer Temporary Contract for additional .17 FTE from 9/8/2021 through 2/2/2022.
5.	Mitchell, Curtis	Hire for 2021-22	Offer Extra Duty Contract for Black Student Union Advisor @Willamette.
6.	Skordal, Tyler	Resignation	Accept Resignation effective October 20, 2021; Position Held: 5 th Grade Teacher @Malabon; 2 months at Bethel.

Motion Passed, 6-0

Absent: Greg Nelson

**MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
OCTOBER 25, 2021**

ACTION ITEMS

Resolution No. 13 – Adopt Policies: AC, GCBDA, and JB

Motion: Robin Zygaitis moved, Ashley Espinoza seconded, to adopt the following Board Policies:

- AC – Nondiscrimination
- GCBDA – Family and Medical Leave
- JB – Equal Educational Opportunity

Motion Passed, 6-0

Absent: Greg Nelson

INFORMATION AND DISCUSSION

- A. NSBA Annual Conference, April 2-4, San Diego – General Registration opens October 27
- B. Director Espinoza thanked Bethel staff for their commitment to educational equity and shared that all students should have the ability to be successful and that student engagement and increasing access to opportunity is crucial to the District’s collective success.

BOARD ACTIVITY UPDATE

- A. Chair Farr shared that United Way of Lane County is sponsoring a virtual community conversation on racial justice with Ruby Bridges Hall on October 28th at 10:30 a.m. The community conversation will be preceded by a student event with Ruby Bridges Hall which will include a group of high school students from Bethel.
- B. Vice Chair Cunningham shared that Willamette’s boys’ soccer team is currently 2nd in the state and that the first playoff game will be held November 3rd at Willamette.
- C. Director Zygaitis commented on the recent Eugene Education Association (EEA) listening session she and Vice Chair Cunningham attended and noted that other Board members could benefit from the valuable input provided by teachers if there are additional EEA listening sessions scheduled.

REVIEW OF NEXT MEETING: MONDAY, NOVEMBER 8, 2021

- A. Financial Statement: Simon Levear
- B. Legislative & School Finance Update
- C. Board Policies Up for Periodic Review

ADJOURNMENT

There being no further business to bring before the Board, Chair Farr adjourned the meeting at 8:35 p.m.

Clerk – Kraig Sproles
jcb

Chair – Debi Farr

**MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
SPECIAL BOARD MEETING
NOVEMBER 2, 2021**

The November 2, 2021 Special Meeting of the Board of Directors was held virtually via Zoom.

ATTENDANCE

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

Absent: None

District staff and presenters: Superintendent Sproles, Remie Calalang, and Jill Busby

CALL TO ORDER

Chair Farr called the November 2, 2021 Special Meeting of the Board of Directors to order at 12:03 p.m.

CALENDAR UPDATES

Superintendent Sproles summarized proposed calendar updates which include additional planning and preparation days for teachers and classified staff. The planning and preparation days will be no-school days for students and will provide staff with time to collaborate, communicate with families, create high quality lessons for students, and support students in quarantine. Superintendent Sproles shared that the no-school days were strategically placed on the calendar around already-established breaks in an effort to reduce the impact for families, reviewed family supports that will be available on these no-school days, and answered questions from the Board.

ACTION ITEM

Resolution No. 14 – Adopt Revised 2021-2022 Academic Calendar

Motion: Paul Jorgensen moved, Greg Nelson seconded, to adopt the revised 2021-2022 Academic Calendar, as presented.

Motion Passed, 7-0

Absent: None

ADJOURNMENT

There being no further business to bring before the Board, Chair Farr adjourned the meeting at 12:14 p.m.

Clerk – Kraig Sproles
jcb

Chair – Debi Farr

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Bethel School District GENERAL FUND
 Revenue and Expenditure Summary/Projection (unaudited)
 Fiscal Year 2021/2022

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

	Prior Months	Current Month	Future Months	Preliminary 2021-2022 Totals	2021-2022 ADOPTED BUDGE	Budget Variance
	Actuals	Priliminary Nov 2021	Projected			
REVENUES						
LOCAL SOURCES:						
Current year's levy* R1111	0	11,845,124	10,936,841	22,781,965	17,050,198	5,731,767
Prior years' taxes* R1112 & 1190 & 1200	67,950	39,629	34,803	142,382	56,000	86,382
Tuition from other Districts	0	0	0	0	0	0
Investment earnings R1510	27,481	15,302	114,550	157,333	200,000	(42,667)
Misc. local sources R1910 & R1940 & R1960	160,328	36	32,466	192,831	146,000	46,831
Subtotal	255,759	11,900,091	11,118,661	23,274,511	17,452,198	5,822,313
INTERMEDIATE SOURCES:						
County School Fund* R2101	0	0	200,000	200,000	200,000	0
Subtotal	0	0	200,000	200,000	200,000	0
STATE SOURCES:						
SSF- Current Year R3101	16,910,760	3,473,659	20,873,172	41,257,591	42,001,869	(744,278)
Common School Fund* R3103	0	0	622,716	622,716	622,716	0
High Cost Disability	0	0	100,000	100,000	100,000	0
Other State Funds	0	0	0	0	0	0
Subtotal	16,910,760	3,473,659	21,595,888	41,980,307	42,724,585	(744,278)
FEDERAL SOURCES:						
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	215,000	215,000	215,000	0
Subtotal	0	0	215,000	215,000	215,000	0
OTHER RESOURCES:						
Interfund Transfers In R5200	50,000	0	0	50,000	0	50,000
Sale of or Comp for loss of asset	0	0	0	0	0	0
Beginning fund balance R5400	12,040,078	0	0	12,040,078	10,842,951	1,197,127
Subtotal	12,090,078	0	0	12,090,078	10,842,951	1,247,127
Total, monthly revenues				77,759,895	71,434,734	6,325,161
EXPENDITURES						
Salaries- 100	6,407,925	2,849,893	23,268,732	32,526,550	32,846,753	(320,202)
Employee benefits- 200	4,191,372	1,870,310	15,912,351	21,974,033	22,331,351	(357,318)
Purchased services- 300	879,198	566,142	4,229,433	5,674,774	5,987,792	(313,019)
Supplies- 400	420,528	160,599	673,575	1,254,702	1,321,185	(66,483)
Capital outlay- 500	0	0	20,000	20,000	20,000	0
Insurance/Dues/Other- 600	672,574	1,678	26,404	700,656	902,296	(201,639)
Interfund Transfers	174,696	0	1,454,596	1,629,292	1,831,688	(202,396)
Contingency	0	0	0	0	5,193,668	
Total, monthly expend.	12,746,293	5,448,623	45,585,092	63,780,008	70,434,733	(1,461,057)
Month-end Fund Balance				13,979,888	1,000,001	

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BETHEL SCHOOL DISTRICT
EUGENE, OREGON

2022-2023 - Budget Calendar



DECEMBER 13, 2021	Board Reviews Draft 2022-2023 Budget Calendar
JANUARY 10, 2022	Board Adopts 2022-2023 Budget Calendar
JANUARY 24, 2022	Appoint Budget Committee Members
APRIL 4, 2022	All budget materials due from buildings—300,400,500,600 series
APRIL 4, 2022	Submit notice to <u>Register Guard</u>
APRIL 11, 2022	Publish first notice of Budget Committee Meeting (<i>5 to 30 days prior to meeting</i>)
MAY 9, 2022	Budget Committee 'Orientation', 5:00 p.m. Budget Document/Budget Message presented to the Budget Committee First Budget Committee Meeting , District Office, 6:30 p.m.
MAY 12, 2022	Budget Committee Meeting at District Office, 5:30 p.m. Discussion of budgets for Elementary, K-8, Middle School and High School Programs, Administration, Special Services, All Schools, Other Funds and General Fund Revenue Approval of Budget
MAY 19, 2022	Alternative date for approval of the budget, District Office, 6:30 p.m.
JUNE 13, 2022	Publication of NOTICE OF BUDGET HEARING, FINANCIAL SUMMARY, and FUND SUMMARIES (<i>not more than 25 nor less than 5 days prior</i>)
JUNE 27, 2022	Public Hearing on Budget Enact resolutions adopting the budget, making the appropriations, and declaring the tax levy

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Admission of Nonresident Students

Policy Number: JECB Effective Date: 1/2022

Date of Original Policy and Revisions: 1/84, 9/95, 5/00, 10/07, 2/12, 7/14, 6/15, 9/19

Cancels Policy: N/A Dated: N/A

Date of Next Review: 1/2025

POLICY

~~The Board recognizes that serving students residing within the Bethel School District boundaries is its first priority. The District may enroll students whose legal residence is outside of the District boundaries as follows:~~

- ~~1. **Interdistrict Transfer Agreement.** By written consent of the affected school boards, the student becomes a resident of the attending district thereby allowing the attending district to receive State School Fund moneys;~~
- ~~2. **Tuition Paying Student.** By admitting nonresident student with tuition, in an amount to be established by the Board, whereby neither affected district is eligible for State School Fund moneys.~~
- ~~3. **Court Placement.** If a juvenile court determines it is in the student's best interest, a student placed in a substitute care program outside the District will continue to be considered a resident student and allowed to attend the school the student attended prior to placement. The public agency placing the student in a substitute care program will be responsible for the transportation of the student, if public agency funds are available.~~

The Board shall deny regular school admission to nonresident students who are under expulsion from another district for a weapons policy violation. The Board may deny admission to nonresident students who are under expulsion from another district for reasons other than a weapons policy violation.

Consent for Admission of a Nonresident Student by Interdistrict Transfer

- ~~4. Annually, by March 1, the Board shall establish the number of student transfer requests into the District, and out of the District, to which consent will be given for the upcoming school year.~~
- ~~5. The Board may not consider nor ask for any information from the student about race, religion, sex, sexual orientation, ethnicity, national origin, disability, health, whether a student has an individualized education program (IEP) or the terms of that IEP, identified as talented and gifted, income level, residence, proficiency in English, athletic ability, or academic records. The Board may not request or require the student to participate in an interview, tour any of the schools or facilities, or otherwise meet with any representatives of the school or District prior to the District deciding whether to give consent.~~
- ~~6. The Board may ask for the student's name, contact information, date of birth, grade level, whether the student may be given priority on consent for admission, information about which schools the student prefers to attend, and whether the student is currently expelled.~~

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

7. Requests for an interdistrict transfer must be made by the guardian (or emancipated minor or student age 18 or older) and submitted in writing (on forms provided by the District) to the principal or designee of the school the student wishes to attend, ~~no later than March 31. Later requests may be considered after school registration is complete in August, at the District's discretion.~~
8. If the number of students seeking consent exceeds the number of spaces, the Board will use an equitable lottery selection process. The process ~~will~~ ~~may~~ give priority to ~~resident students seeking intradistrict transfers;~~ students already attending on an interdistrict transfer; students who have siblings currently enrolled in the District; ~~or~~ students who previously received consent for admission because of a change in legal residence.
9. ~~Students who apply for an interdistrict transfer and are not accepted at the time of application because of space availability, or Every Student Succeeds Act (ESSA) transfers, will be placed on a waiting list in the order in which the applications are received. Such applications will be considered for approval at a later date as space becomes available. The waiting list will be maintained until February of each year.~~
10. ~~An approved transfer granted to a student will not obligate the district to approve subsequent requests from another student in the same family.~~
11. The Board may revise the maximum number of students to whom consent will be given at a time other than the annual date established by the Board if there are no pending applications for consent.
12. If the Board decides not to give consent to a student, the Board must provide a written explanation to the student.
13. The District may require minimum standards of behavior and/or attendance once the student has been accepted. The minimum standards must be the same for all students that are given consent. The District is not allowed to establish minimum standards for academics as a criteria for the student to remain in the District. Students whose consent is revoked for violation of set attendance and/or behavior standards will not be allowed to apply for consent to return to this District in the same or the following school year.
14. ~~The Board may determine the length of time consent is given. The length of time for consent is the current academic year upon enrollment. Applications must be re-submitted annually. The Board may adjust the length of time for consent at any time. Any limitations in length of time must be applied consistently among all students to whom consent is given.~~
15. The District is not required to provide transportation outside the boundaries of the District. The student will be allowed to use existing bus routes and transportation services of the District. Transportation will be provided if required by federal law.

The attending district is responsible for a free appropriate public education for those students on an IEP.

Consent for Admission of a Tuition Paying Student

1. The application for admission must be submitted through the Superintendent's office.
2. Admission and annual renewal must be approved by the Superintendent or designee.

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

3. Admission of students paying tuition will result in a tuition agreement between the parties and will be filed with the business office for billing and payment control.
4. The business manager shall prepare semester bills for all tuition paying students, and any student whose tuition remains unpaid for 15 days after presentation of bills shall be excluded; the Superintendent or designee may grant additional time for payment should circumstances warrant it.
5. The length of time for consent is the current academic year upon enrollment. Students receiving consent must resubmit an application annually.

~~Students in State Care~~

~~If a juvenile court determines it is in the student's best interest, a student placed in a substitute care program outside the District will continue to be considered a resident student and allowed to attend the school the student attended prior to placement. The public agency placing the student in a substitute care program will be responsible for the transportation of the student, if public agency funds are available. Substitute care programs include family foster care, family group home, parole foster care, and family shelter care, adolescent shelter care and professional group care.~~

The Board designates the Superintendent or designee to develop and maintain processes to implement this policy.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

Legal Reference(s):

[ORS 327.006](#)
[ORS 329.485](#)
[ORS 335.090](#)
[ORS 339.115](#) - [ORS 339.133](#)
[ORS 339.141](#)
[ORS 339.250](#)
[ORS 343.221](#)
[ORS 433.267](#)
[OAR 581-021-0019](#)

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: **Public Conduct on District Property**

Policy Number: **KGB** Effective Date: **1/2022**

Date of Original Policy and Revisions: **1/22**

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

Date of Next Review: **1/2025**

POLICY

No person on District property or any District grounds, including parking lots, shall:

1. Haze, harass, intimidate, bully or menace another, or engage in behavior deemed by the district to endanger the safety of students, employees, self or others;
2. Use or engage in abusive verbal expression or physical conduct that interferes with the performance of students, event officials or sponsors of approved activities;
3. Damage the property of another or of the district;
4. Initiate or circulate a report, one knows to be false, concerning an alleged hazardous substance, impending fire, explosion, catastrophe or other emergency that will take place in or upon a school;
5. Construct or transport to district property for temporary or permanent purposes any structure not approved for construction on, or transportation to, district property;
6. Uproot, pick, cut, mutilate or remove plant life or other natural resources of any kind. Roots, tubers, flowers and stems may not be collected. Soil or rock may not be dug up or removed;
7. Dump or spill any sewage, waste water or other fluids from any vehicle;
8. Use district waste containers or other district property for the deposit of waste or refuse generated from household, commercial, industrial, construction or other uses not related to approved use on district property;
9. Block, obstruct or interfere with vehicular or pedestrian traffic on any district road, parking area, walkway, pathway or common area. Occupying or impeding access to any district facility in a manner that interferes with the approved use of such facility by district employees, students or other authorized users is prohibited;
10. Fly, launch or otherwise operate motorized model airplanes/helicopters/rockets or other similar propulsion devices unless approved in advance by the district;
11. Operate an unmanned aircraft system (UAS) or drone unless granted permission from the Superintendent or designee.
12. Distribute or post circulars, notices, leaflets, pamphlets or other written or printed material in violation of Board policy KJA - Materials Distribution;

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

13. Operate a concession, solicit, sell or offer for sale any goods, wares, merchandise, food, beverages or services without prior district approval. Public sales and solicitation on district property will be governed by Board policies.
14. Operate a motor vehicle in an area other than on roads and in parking areas constructed or designated for motor vehicle use. Vehicles shall be driven in a safe manner, at posted speeds and will only be appropriately parked in areas designated by the district. Motorized vehicles such as minibikes, scooters, go-carts, all-terrain-vehicles, snowmobiles and other similar devices are prohibited on district grounds. Bicyclists must comply with motor vehicle and bike regulatory signs;
15. Bring an animal into a district building during school or school sponsored activities. Dogs are permitted on district grounds only when confined to a vehicle or on a leash and when kept under the physical control of the individual at all times. The owner is responsible for the animal's behavior and containment and for the removal of the animal's wastes while on district property. All other animals on district property are permitted with prior District approval only. Animals serving the disabled are permitted as provided by law;
16. Camp overnight, loiter or otherwise be present on district property after the conclusion of approved activities or as otherwise posted or authorized by the district. Individuals are prohibited from entering any portion of district premises at any other time for purposes other than those which are lawful and authorized by district officials;
17. Use or operate any noise-producing machine, vehicle, device or instrument in a manner that, in the judgment of district officials, is disturbing to, or interferes with, the orderly conduct of district programs or approved activities;
18. Impede, delay or otherwise interfere with the orderly conduct of the district's educational program or any other activity taking place on district property which has been authorized by the district;
19. Bring, possess or use a weapon as prohibited by state and federal law;
20. Possess, consume, sell, give or deliver unlawful drugs and/or alcoholic beverages. Possess, sell, give or deliver drug paraphernalia;
21. Use, distribute or sell tobacco products or inhalant delivery systems, in any form
22. Wear, possess, use, distribute, display or sell any clothing, jewelry, emblem, badge, symbol, sign or other item that is evidence of membership or affiliation with any gang. Use speech or commit any act or omission in furtherance of the interests of any gang or gang activity. A "gang" is defined as a group that identifies itself through the use of a name, unique appearance or language including hand signs, claiming of geographical territory or the espousing of a distinctive belief system that frequently results in criminal activity;
23. Violate posted regulatory signs;
24. Willfully violate other district policies, administrative regulations or school rules designed to maintain public order on school property.

Persons having no legitimate purpose or business on district property, or those violating or threatening to violate the above rules, may be issued a trespass citation, ejected from the premises, excluded from district-approved activities temporarily or permanently and/or referred to law enforcement officials.

The Superintendent will ensure that appropriate notice of these rules is provided.

REPORTS

None.

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

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 161.015](#)

[ORS 164.245](#)

[ORS 164.255](#)

[ORS 166.025](#)

[ORS 166.155 to -166.165](#)

[ORS 166.210 to -166.370](#)

[ORS 332.172](#)

[ORS 336.109](#)

[ORS 339.883](#)

[ORS 431.840](#)

[ORS 433.835 to -433.990](#)

[ORS 806.060 to -806.080](#)

[OAR 333-015-0025 to -0090](#)

[OAR 581-021-0110](#)

[OAR 584-020-0040\(4\)\(e\),\(g\)](#)

Gun-Free Schools Act, 20 U.S.C. § 7961 (2012).

Pro-Children Act of 1994, 20 U.S.C. §§ 6081-6084 (2012).

Gun-Free School Zones Act of 1990, 18 U.S.C. §§ 921(a)(25)-(26), 922(q) (2012).

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

2nd Reading 12/13/2021

Subject: Student Conduct Code

Policy Number: JFC Effective Date: 1/2022

Date of Original Policy and Revisions: 1/84, 9/95, 5/00, 10/07, 2/10, 12/16

Cancels Policy No.: JF Dated: 1/84

Date of Next Review: 1/2025

POLICY

It is essential that the school staff, students, and their families work as a team to achieve the desired educational goals and objectives. When students, by their actions, words, or deeds, violate the standards as set forth in the student conduct and discipline code, there are consequences. The goal of these consequences is to assist students in producing behavioral changes that are necessary to function successfully in educational and social environments. If the consequences are ineffective, then the District may authorize the suspension and/or expulsion of refractory students.

Careful attention shall be given to procedures and methods whereby fairness and consistency without bias in discipline shall be assured each student. The objectives of disciplining any student must be to help the student develop a positive attitude toward self-discipline, realize the responsibility of one's actions and to maintain a productive learning environment. All staff members have responsibility for consistency in establishing and maintaining an appropriate behavioral atmosphere.

A student handbook, code of conduct or other document shall be developed by District administration and will be made available and distributed to parents, students and employees outlining student conduct expectations and possible disciplinary actions, ~~including consequences for disorderly conduct, as required by the No Child Left Behind Act of 2001 (NCLBA).~~ In addition, each school in the District shall publish a student/parent handbook detailing additional rules specific to that school.

Students in violation of Board policy, administrative regulation and/or code of conduct provisions will be subject to discipline up to and including expulsion. Students are subject to discipline for conduct while traveling to and from school, at the bus stop, at school-sponsored events, while at other schools in the District and while off campus, whenever such conduct causes a substantial and material disruption of the educational environment or the invasion of rights of others. Students may be denied participation in extracurricular activities. Titles and/or privileges available to or granted to students may also be denied and/or revoked (e.g., valedictorian, salutatorian, student body, class or club office positions, senior trip, prom, etc.). A referral to law enforcement may also be made.

Students are prohibited from making knowingly false statements or knowingly submitting false information in bad faith as part of a complaint or report, or associated with an investigation into misconduct.¹

The District will annually record and report expulsion data for conduct violations as required by the Oregon Department of Education.

¹ The District is prohibited from retaliating against any student "for the reason that the student has in good faith reported information that the student believes is evidence of a violation of a state or federal law, rule or regulation." ORS 659.852.

REPORTS

None

ATTACHMENTS

None

END OF POLICY

REFERENCES / COMMENTS

[Bethel Administrative Rule JFC](#): Student Conduct Code

Legal Reference(s):

[ORS 339.240](#)

[ORS 339.250](#)

[ORS 659.850](#)

[OAR 581-021-0050](#) to – 0075

~~Nondiscrimination on the Bases of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020). Tinker v. Des Moines Sch. Dist., 393 U.S. 503 (1969).~~

~~Hazelwood Sch. District v. Kuhlmeier, 484 U.S. 260 (1988).~~

~~Bethel Sch. Dist. v. Fraser, 478 U.S. 675 (1986).~~

~~Shorb v. Grotting and Powers Sch. Dist., Case No. 00CV-0255 (Coos County Circuit Ct.) (2000).~~

~~Ferguson v. Phoenix Talent Sch. Dist. #4, 172 Or. App. 389 (2001).~~

~~No Child Left Behind Act of 2001, 20 U.S.C. § 7912 (2006).~~

~~Morse v. Frederick, 551 U.S. 393, 127 S. Ct. 2618 (2007).~~

~~C.R. v. Eugene S.D. 4J, No. 12-1042, U.S. District Court of OR (2013).~~



December 13, 2021

RESOLUTION NO. 21-22: 18

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.	Boorman, Christina	Additional Temporary Hours for 2021-22	Offer Temporary Contract for additional .17 FTE Zero Period/Jazz Teacher @ Cascade.
2.	Given, Eric	Resignation	Accept Resignation effective December 17, 2021; Position Held: School Counselor @Malabon and Meadow View; 4 months at Bethel.
3.	Gjording, Julie	Temporary Hire for 2021-22	Offer Temporary Contract for 1.0 FTE English Language Development/Title Teacher @Bethel Online Academy; Start date: 1/3/2022.
4.	Hales, Marianne	Additional Temporary Hours for 2021-22	Offer Temporary Contract for additional .5 FTE 4 th Grade Teacher @Prairie Mountain; Total: 1.0 FTE.
5.	Hendrix, Kami	Hire for 2021-22	Offer Extra Duty Contract for Choir Director @Cascade.
6.	Holte, Debbi	Hire for 2021-22	Offer Extra Duty Contract for Learning Coach @Irving.
7.	Hucke, Bailey	Additional Temporary Hours for 2021-22	Offer Temporary Contract for additional .5 FTE Life Skills Teacher @Willamette; Total: 1.0 FTE.
8.	Jenkinson, Megan	Hire for 2021-22	Offer Extra Duty Contract for Assistant Wrestling Coach @Willamette.
9.	Johnson, Anthony	Hire for 2021-22	Offer Extra Duty Contract for Assistant Football Coach @Willamette.
10.	Kirkpatrick, Kay	Hire for 2021-22	Offer Extra Duty Contract for Learning Coach @Fairfield.
11.	McCullough, Justin	Hire for 2021-22	Offer Extra Duty Contract for CTE Metals Teacher @Willamette.
12.	Shequin, Kate	Resignation	Accept Resignation effective October 29, 2021; Position Held: 4 th Grade Teacher @Prairie Mountain; 2 months at Bethel.
13.	Thielen, Courtney	Resignation	Accept Resignation effective December 30, 2021; Position Held: Spanish Teacher @Shasta; 4 months at Bethel.

Recommended by: Remie Calalang, Assistant Superintendent

ATTEST _____
Clerk – Kraig Sproles

Chair – Debi Farr

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 Zygaits				



December 13, 2021

RESOLUTION NO. 21-22: 19

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

- ACB: Every Student Belongs**
- ACB-AR: Bias Incident Complaint Procedure**
- BDDH: Public Comment at Board Meetings**
- GBEA: Workplace Harassment**
- JFCJ: Weapons in Schools**

ATTEST _____
 Clerk – Kraig Sproles

_____ **Chair – Debi Farr**

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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

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

Subject: Every Student Belongs

Policy Number: ACB Effective Date: 12/2021

Date of Original Policy and Revisions: 12/20

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

Date of Next Review: 12/2024

POLICY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 659.850](#)

[ORS 659.852](#)

House Bill 2697 (2021)

House Bill 3041 (2021)

[OAR 581-002-0005](#)

[OAR 581-022-2312](#)

[OAR 581-022-2370](#)

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

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

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

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

Bethel School District Policy JFCFA – Racial Harassment

Bethel School District Policy AC - Nondiscrimination

ACB. Bias Incident Complaint Procedure
Adopted: 12/2020, 12/2021

The terms “bias incident” and “symbols of hate” are defined in policy. Persons impacted by a bias incident or display of a symbol of hate shall be defined broadly to include persons directly targeted by an act, as well as the community of students as a whole who are likely to be impacted by the act.¹

Step 1: When a staff member learns of a potential bias incident or display of a symbol of hate, the staff member will prioritize the safety and well-being of all persons impacted and promptly and without unreasonable delay report the incident to the building or program administrator.

Step 2: The administrator or designee shall acknowledge receipt of the complaint, reduce the complaint to writing, and investigate any complaint of a bias incident. Responding staff will recognize the experience of all persons impacted, acknowledge the impact, commit to taking immediate action, and commit to preventing further harm against those persons impacted from taking place. Educational components and redirection procedures, if any, will:

- Address the history and impact of bias and hate;
- Advance the safety and healing of those impacted by bias and hate;
- Promote accountability and transformation for people who cause harm; and
- Promote transformation of the conditions that perpetuated the harm.

The administrator or designee must consider whether the behavior implicates other district policies or civil rights laws, and if so, respond accordingly².

The administrator or designee will make a decision and determine responsibility within ten days of receiving the complaint.

All persons impacted by the act will be provided with information³ relating to the investigation and outcome of the investigation, including:

- Notice that an investigation has been initiated;
- Notice when an investigation has been completed;
- Findings of the investigation and the final determination based on those findings;
- Actions taken to remedy a person’s behavior and prevent reoccurrence; and
- When applicable, the legal citation of any law prohibiting disclosure of any information described above, and an explanation of how that law applies to the current situation.

¹ The term “complainant” in this administrative regulation includes persons filing formal complaints and persons reporting bias incidents, regardless of whether the complainant is a victim. Similarly, the term “complaint” includes any report, information or complaint.

² The nature of the behavior or act must determine the process used to respond; what rights and protections are available to the person(s) impacted by the behavior or act; and an individual’s right to appeal to the Oregon Department of Education or the U.S. Department of Education.

³ For additional information regarding required notices, see OAR 581-022-2312(4)(e)(E).

Bethel School District #52
Administrative Rule

Step 3: If complainant or a respondent wishes to appeal the decision of the administrator or designee, the complainant or respondent may submit a written appeal to the Superintendent within five school days after receipt of the administrator or designee's response to the complaint.

The Superintendent or designee shall acknowledge receipt of the appeal and may meet with all parties involved. The Superintendent or designee will review the merits of the complaint and the administrator or designee's decision. The Superintendent or designee will respond in writing to the complainant within ten school days.

The Superintendent or designee will ensure that the requirements in Steps 1 and 2 (redirection procedures, notice, etc.) are continued to be met through Step 3, as appropriate.

Step 4: If the complainant or respondent is not satisfied with the decision of the Superintendent or designee, a written appeal may be filed with the Board within five school days of receipt of the Superintendent or designee's response to Step 3. The Board may decide to hear or deny the request for appeal at a Board meeting. The Board may use an executive session if the subject matter qualifies under Oregon law. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative at a Board meeting. The Board's decision will be final and will address each allegation in the complaint and contain reasons for the Board's decision. A copy of the Board's final decision shall be sent to the complainant in writing within ten days of this meeting.

The Board will ensure that the requirements in Steps 1 and 2 (redirection procedures, notice, etc.) are continued to be met through Step 4, as appropriate.

Complaints can be filed with or communicated directly to the administrator or designee, in which case Step 1 will be skipped. Complaints against the administrator can be directed to the Superintendent or designee and will begin at Step 3. Complaints against the Superintendent or a Board member(s) can be directed to the Board and will begin at Step 4. If complaints begin later than Step 1, the individuals reviewing the complaint will ensure that all requirements are met.

The complainant, if a person who resides in the District, or a parent or guardian of a student who attends school in the District, is not satisfied after exhausting local complaint procedures, the District fails to render a written decision within thirty days of submission of the complaint at any step or fails to resolve the complaint within ninety days of the initial filing of the complaint, may appeal⁴ the District's final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) 581-002-0001 – 581-002-0023.

Complaints may also be filed directly with the U.S. Department of Education Office for Civil Rights.⁵

District administration will develop and implement instructional materials to ensure that all school employees, staff, and students are made aware of the policy, this administrative regulation and related

⁴ An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

⁵ Complaints must meet criteria as established by law. For more information, visit <http://www.ed.gov/about/offices/list/ocr/complaintintro.html>

Bethel School District #52
Administrative Rule

practices. The materials will include reporting procedures, educational processes, and possible consequences.

When necessary, timelines may be adjusted by the district by communicating to all parties in writing. This communication must include a new timeline and an explanation of why the timeline must be adjusted.

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: **Public Comment at Board Meetings**

Policy Number: **BDDH** Effective Date: **12/2021**

Date of Original Policy and Revisions: **N/A**

Cancels Policy No.: **KLD** Dated: **6/90, 6/92, 9/95, 5/00, 10/08, 4/14, 1/18, 9/20**

Date of Next Review: **12/2024**

POLICY

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites the District's community members to attend Board meetings to become acquainted with the program and operation of the District. The public has a right to attend public meetings held in open session, and may be invited to share comments, ideas and opinions with the Board during designated times on the agenda. The Board may conduct a meeting without public comment.

Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings and submit written comments to the Board. Individuals requesting assistance, aids or accommodations are encouraged to notify the District at least 48 hours prior to the Board meeting with the request.

Procedures for Oral Public Comment

The Board establishes the following procedures for public comment at Board meetings held in open session. The information will be accessible and available to all patrons accessing or attending such a Board meeting.

1. Public comment is limited to its designated place on the agenda and while time allows.
2. A person wishing to provide public comment, if an opportunity is provided by the Board during a meeting open to the public, will complete and submit the Intent to Speak card to the Board secretary prior to the Board meeting if attending in-person, or complete [this form](#) by noon the day of the Board meeting if requesting to provide public comment virtually.¹ A request to give public comment in-person or electronically does not guarantee time will be available.
3. A person speaking during the public comment portion of the meeting may comment on a topic not on the published agenda.
4. A person speaking during the public comment portion of the meeting should state their name, whether they are a resident of the district, and, if speaking for an organization, the name of the organization. A spokesperson should be designated to represent a group with a common purpose.
5. A person giving public comment is limited to an established time limit of three minutes, or six minutes if an interpreter is needed. Statements should be brief and concise. If a person has more comments than time allows or is unable to comment due to time constraints, the person is encouraged to submit additional written comments to the Board through the district office as

¹ When in-person attendees are allowed to provide oral comment, virtual attendees will be afforded the same opportunity.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

directed. The Board chair may use discretion to establish a total time limit on all public discussion or oral presentation by visitors.

6. Inquiries from the public during the designated portion of the agenda will not generally be responded to immediately by the Board chair, and may be referred to the superintendent for reply at a later date. The Board will not respond to inquiries that are expected to be addressed during another designated portion of the agenda.

Topics raised during the public comment portion may be considered for inclusion as agenda items at future Board meetings.

Procedures for Written Comment

Members of the public may submit written comments or materials to the Board at any time at the district office, by mail or by email to publiccomment@bethel.k12.or.us. Materials or comments submitted by noon the day of the Board meeting will be provided to the Board before the Board meeting. Written materials or comments submitted may not warrant action by the Board.

Comments Regarding Staff Members

A person speaking during the designated portion of the agenda for public comment may offer objective criticism of district operations and programs. The Board will not hear comments regarding any individual district staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for consideration of a legitimate complaint involving a staff member. A commendation involving a staff member should be sent to the Superintendent.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 165.535](#)
[ORS 165.540](#)
[ORS 192.610 to -192.690](#)
[ORS 332.057](#)
[ORS 332.107](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2020); 28 C.F.R. Part 35 (2020).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).

Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).

Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).

Oregon House Bill 2560 (2021).

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Workplace Harassment

Policy Number: GBEA Effective Date: 12/2021

Date of Original Policy and Revisions: 12/20

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

Date of Next Review: 12/2024

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 assault¹ 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 nondisclosure² or nondisparagement³ 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

¹ “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.

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

³ 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

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 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: **Weapons in Schools**

Policy Number: **JFCJ** Effective Date: **12/2021**

Date of Original Policy and Revisions: **12/13,4/14, 3/18, 9/19**

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

Date of Next Review: **12/2024**

Students shall not bring, possess, conceal or use a weapon on or at any property under the jurisdiction of the District, any activities under the jurisdiction of the District or any interscholastic activities administered by a voluntary organization.

In accordance with the federal Gun-Free School Zone Act, possession or discharge of a firearm in a school zone is prohibited. A “school zone,” as defined by federal law, means in or on school grounds or within 1,000 feet of school grounds.

The Superintendent may authorize persons to possess weapons for courses, programs and activities approved by the District and conducted on District property including, but not limited to, hunter safety courses, weapons-related vocational courses or weapons-related sports. The District will post a notice at any site or premise off district grounds that at the time is being used exclusively for a school program or activity. The notice shall identify the district as the sponsor, the activity as a school function and that the possession of firearms or dangerous weapons in or on the site or premises is prohibited under Oregon Revised Statute (ORS) 166.370.

For purposes of this policy, and as defined by state and federal law, weapon includes:

1. A “dangerous weapon” means any weapon, device, instrument, material or substance, which under the circumstances in which it is used, attempted to be used or threatened to be used is readily capable of causing death or serious physical injury;
2. A “deadly weapon” means any instrument, article or substance specifically designed for and presently capable of causing death or serious physical injury;
3. A “firearm” means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, frame or receiver of any such weapon, any firearm muffler or silencer or any destructive device;
4. A “destructive device” includes but is not limited to any explosive, incendiary or poison gas component or any combination of parts either designed or intended for use in converting any device into any destructive device or from which a destructive device may be readily assembled. A destructive device does not include any device which is designed primarily or redesigned primarily for use as a signaling, pyrotechnic, line-throwing, safety or similar device.

Weapons may also include, but are not limited to, knives, metal knuckles, straight razors, noxious or irritating gases, poisons, unlawful drugs or other items fashioned with the intent to use, sell, harm, threaten or harass students, staff members, guardians and community members.

Replicas of weapons, fireworks and pocket knives are also prohibited by Board policy. Exceptions to the District’s replicas prohibition may be granted only with prior principal approval for certain curriculum or

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school-related activities.

Prohibited weapons, replicas of weapons, fireworks and pocket knives are subject to seizure or forfeiture.

In accordance with Oregon law, any District employee who has reasonable cause to believe a student or other person, while in a school, is or within the previous 120 days has been in possession of a firearm or destructive device, as defined by this policy, shall immediately report such violation to an administrator or designee or law enforcement. Employees who report directly to law enforcement shall also immediately inform an administrator.

Administrators shall promptly notify the appropriate law enforcement agency of staff reports received and at any other time there is reasonable cause to believe violations for firearms or destructive devices have occurred or that a student has been expelled for bringing, possessing, concealing or using a dangerous or deadly weapon, firearm or destructive device. Guardians will be notified of all conduct by their student that violates this policy.

A person making a report as described above who has reasonable grounds for making the report is immune from liability, civil or criminal, that might otherwise be incurred or imposed with respect to the making or content of the report. The identity of a person participating in a good faith report as described above may not be disclosed except when allowed by law.

Employees shall promptly report all other conduct prohibited by this policy to an administrator.

Students determined to have brought, possessed, concealed or used a firearm, as defined in policy, in violation of this policy or state law shall be expelled from school for a period of not less than one year. All other violations of the policy will result in discipline and may include expulsion and/or referral to law enforcement, as appropriate. The Superintendent may, on a case-by-case basis, modify this expulsion requirement. The Superintendent may propose alternative programs of instruction or instruction combined with counseling that are appropriate and accessible to the student, and shall provide such information in writing to the student and the guardian in accordance with law¹. Appropriate disciplinary and/or legal action will be taken against students or others who assist in activity prohibited by this policy.

Special education students shall be disciplined in accordance with federal law and Board policy JGDA – Discipline of Students with Disabilities, and accompanying administrative regulation.

“Gun-Free School Zone” signs may be posted in cooperation with city and/or county officials as appropriate. Violations, unless otherwise excepted by law or this policy, shall be reported to the appropriate law enforcement agency.

The Superintendent will annually report the name of each school and the number of students from each listed schools expelled for bringing, possessing, concealing or using a firearm to the Oregon Department of Education.

END OF POLICY

Legal Reference(s):

[ORS 161.015](#)

[OAR 581-021-0050 to -0075](#)

¹ At least once every six months or at any time the information changes because of the availability of new programs.

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BOARD OF EDUCATION POLICY STATEMENT

[ORS 166.210 - 166.370](#)
[ORS 166.382](#)
[ORS 332.107](#)
[ORS 339.115](#)
[ORS 339.240](#)
[ORS 339.250](#)
[ORS 339.315](#)

[OAR 581-053-0010\(5\)](#)
[OAR 581-053-0330\(l\)\(r\)](#)
[OAR 581-053-0230\(9\)\(k\)](#)
[OAR 581-053-0430\(17\)](#)
[OAR 581-053-0531 \(16\)](#)

Gun-Free School Zones Act of 1990, 18 U.S.C. §§ 921(a)(25)-(26), 922(q) (2018).
Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §§ 1400 - 1419 (2018).
Youth Handgun Safety Act, 18 U.S.C. §§ 922(x), 924(a)(6) (2018).
Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101-7111 – 7121 (2018).

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December 13, 2021

RESOLUTION NO. 21-22: 20

Relevant Data:

Between November 15, 2021 and December 17, 2021, School Boards across the state may take official action on Oregon School Boards Association Board Positions.

Elections:

OSBA Board of Directors Position 6:
Mark Boren, Fern Ridge 28J
Linda Hamilton, Lane ESD

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

It is further recommended that the Board direct the Superintendent or designee to submit this vote to OSBA no later than 5:00 p.m. on December 17, 2021.

ATTEST _____
Clerk – Kraig Sproles

Chair – Debi Farr

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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

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December 13, 2021

RESOLUTION NO. 21-22: 21

Relevant Data:

Between November 15, 2021 and December 17, 2021, School Boards across the state may take official action on Oregon School Boards Association Legislative Policy Committee Positions.

Elections:

OSBA Legislative Policy Committee Position 6:
Austin Fohnagy/Lane CC
Judy Newman, Eugene 4J

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

It is further recommended that the Board direct the Superintendent or designee to submit this vote to OSBA no later than 5 p.m. on December 17, 2021.

ATTEST _____
Clerk – Kraig Sproles

Chair – Debi Farr

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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