



BETHEL SCHOOL BOARD MEETING

Hybrid Meeting hosted from the District Office – 4640 Barger Drive

Monday, June 13, 2022 - 6:30 p.m.

Zoom information will be posted on Bethel School District's website by noon on Monday, June 13, 2022

Join Zoom Webinar:

<https://bethel-k12-or-us.zoom.us/j/86810759654?pwd=WkZldmtjNVJGRmJVVExDZmxHai9FZz09>

Passcode: 371203

Or

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

Webinar ID: 868 1075 9654

Passcode: 371203

AGENDA

1. Call to Order

Debi Farr, Chair

2. Pledge of Allegiance

3. Approval of Minutes

4. Delegations and Visitors

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

5. Superintendent's Report

A. Financial Statement: Simon Levear

B. Superintendent's Update

C. Policy Update, 1st Reading

a. AC – Nondiscrimination – *Updated to reflect new language*

b. CCG – Evaluation of Administrators – *No changes*

c. JB – Equal Educational Opportunity – *Updated to reflect new language*

d. JFCF – Harassment, Including Intimidation, Bullying, Hazing, Menacing, Cyberbullying and Teen Dating Violence/Domestic Violence – Student – *Updated to reflect new language*

D.

6. Consent Agenda

Personnel Action

Resolution No. 56

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

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7. Action Items

A. Adopt 2021-2022 Supplemental Budget

Resolution No. 57

B. Adopt Policies GCDA/GDDA and CCG

Resolution No. 58

C.

8. Information and Discussion

A. OSBA 2022 Summer Board Conference, July 8-10, Riverhouse, Bend, in person or virtual

B.

9. Board Activity Update

A. Kalapuya High School Graduation, Thursday, June 16, 6:00 p.m., Wolverine Stadium

B.

10. Review of Next Meeting: Monday, June 27, 2022

A. Overdose Risk & Narcan in Schools: Alexander LaVake, LCPH

B. Public Hearing/Adoption of 2022-2023 Budget

C. Superintendent's Update

D. Board Policies Up for Periodic Review

E.

11. Adjournment

MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
APRIL 25, 2022

The April 25, 2022 meeting of the Board of Directors was held in person and was remotely accessible via Zoom Webinar.

ATTENDANCE

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

Absent: None

District staff and presenters: Superintendent Sproles, Student Representative Olivia Harris, Tina Gutierrez-Schmich, Jill Robinson-Wolgamott, Kee Zublin, Alisha Dodds, Rachel Hsieh, Nicole Butler-Hooton, and Emily Levy

CALL TO ORDER

Chair Farr called the April 25, 2022 meeting of the Board of Directors to order at 6:34 p.m.

PLEDGE OF ALLEGIANCE

Vice Chair Cunningham led the Pledge of Allegiance.

ACTION ON MINUTES

Chair Farr presented the Minutes from the April 11, 2022 Board Meeting and asked for additions or corrections. Hearing none, the Board approved the Minutes as submitted.

STUDENT REPRESENTATIVE REPORTS, KHS AND WHS

WHS Student Representative Report: Olivia Harris

Olivia reported that Willamette's speech and debate team took 3rd place overall in the 5A division at the state tournament which was held this past weekend. Olivia also shared individual results from the tournament and that four members of Willamette's team will attend the 2022 National Speech & Debate Tournament in June. In addition, Olivia reported on springfest and spirit week activities, including an earth day celebration and the spring dance. Upcoming events include prom and graduation. IB exams begin next week and the spring musical, *Xanadu Jr.*, will be held May 12th – 14th.

DELEGATIONS AND VISITORS

Community Relations and Communications Director Alisha Dodds summarized written public comment submitted by Bethel community member Melanie Huntington expressing frustration with trash left in her yard, driveway, and on her sidewalk. Ms. Dodds will contact Ms. Huntington regarding the concern.

Liz Killam

Bethel parent Liz Killam provided in-person public comment expressing gratitude for parents having the opportunity to provide feedback related to the language arts curriculum adoption. Additionally, Ms. Killam expressed concern regarding specific questions about pronoun usage that were part of a questionnaire distributed to Willamette students.

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

APRIL 25, 2022

SUPERINTENDENT'S REPORT

Mentor TOSA's Update

Director of Teaching and Learning for Equity Tina Gutierrez-Schmich introduced the District's Mentor TOSA's: Nicole Butler-Hooton, Rachel Hsieh, Emily Levy, and Paul Stieber. Mr. Stieber was not able to attend the meeting. Ms. Butler-Hooton, Ms. Hsieh, and Ms. Levy each shared their teaching experience and provided an overview of their collective work supporting sixty-eight mentees. The Mentor TOSA's support for new teacher mentees includes pre-planning and lesson development, engagement strategies, and co-teaching which greatly assists mentees, many of whom did not experience in-person student teaching. Mentor TOSA's are also working to create a bridge between middle school and high school culinary programs, preparing for professional development and equity trainings, and are contributing to the need for substitutes by subbing at least one day per week. Ms. Butler-Hooton, Ms. Hsieh, and Ms. Levy shared positive feedback they have received from mentees and answered questions from the Board. The Board expressed excitement for the program, thanked the Mentor TOSA's for their work, and discussed funding and sustainability of the program.

Language Arts Adoption Update: Jill Robinson-Wolgamott

Director of Teaching and Learning for Elementary Jill Robinson-Wolgamott shared the process used by the Language Arts Curriculum Adoption Committee to review and select options for new curricula. The committee began meeting in December 2021 and the selection process included a pilot program and input from staff, students, parents, and community members. Final decisions for K-5, 6-8, and 9-12 Language Arts curricula will be made the week of May 9th and presented to the Board for adoption.

2022-2023 Academic Calendar, 1st Reading: Alisha Dodds

Community Relations and Communications Director Alisha Dodds and Superintendent Sproles presented and reviewed the 2022-2023 Academic Calendar which includes additional professional/curriculum development days to allow for teacher planning.

Outdoor School Update: Kee Zublin

Director of Teaching and Learning for Secondary Kee Zublin shared photographs highlighting the District's outdoor school which is being held at Camp Fire Wilani @Havenroot. The District's 5th grade students are taking day trips to outdoor school this year. An overnight outdoor school program will possibly resume next year. Despite the cold temperatures during the first week, students are enjoying the program.

Superintendent's Update

Superintendent Sproles did not provide an update.

Policy Update, 1st Reading

Superintendent Sproles reported on and the Board discussed the following policies:

GCCA – Criminal Records Checks and Fingerprinting – *Updated to reflect new language*

KGC – Tobacco Free Environment – *Updated to reflect new language*

MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
APRIL 25, 2022

CONSENT AGENDA

Resolution No. 49 – Personnel Action

Motion: Greg Nelson moved, Caleb Clark seconded, to approve the Consent Agenda as specified below.

#	Name	Type	Description
1.	Jubb, Stacey	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: Resource Room Teacher @Malabon; 1 year at Bethel.
2.	McCafferty, Kali	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Speech Language Pathologist @District Office; Start Date: TBD.
3.	McCullough, Justin	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: CTE Metals Industry and Engineering Teacher @Willamette; 3 years at Bethel.
4.	Otjen, Yarasel	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: 5 th Grade Teacher @Fairfield; 6 years at Bethel.
5.	Strasdas, Cindy	Temporary Hire for 2021-22	Offer Temporary Contract for 1.0 FTE 3 rd Grade Teacher @Meadow View; Replaces: Laurie Aley; Start date: 4/11/2022.

Motion Passed, 7-0

Absent: None

ACTION ITEMS

None

INFORMATION AND DISCUSSION

- A. Beat the Odds Scholarship Viewing Event, Tuesday, May 3, 5:00pm, District Office Boardroom
- B. OSBA 2022 Summer Board Conference, July 8-10, Riverhouse, Bend, in person or virtual
- C. Vice Chair Cunningham reported that Lane County Fair is recruiting teachers to work at the fair, Bethel Education Foundation will partner with Eugene Elks to operate bingo at the fair as a fundraiser this year, and that LCOG continues to meet virtually.
- D. Director Espinoza shared information on Diesel Days, an upcoming event at Lane Community College for those interested in the Diesel Technology Program, and inquired about career counseling in the District.

**MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
APRIL 25, 2022**

BOARD ACTIVITY UPDATE

None

REVIEW OF UPCOMING MEETINGS:

Monday, May 9, 2022, at 5:00 p.m.

Budget Committee Orientation

Monday, May 9, 2022, at 6:30 p.m.

First Budget Committee Meeting: Budget Document/Budget Message presented to the Budget Committee

Monday, May 9, 2022: Regular Board Meeting at approximately 7:15 p.m., immediately following the Budget Committee Meeting

- A. Superintendent's Update
- B. Board Policies Up for Periodic Review
- C.

Thursday, May 12, 2022, at 5:30 p.m.

Budget Committee Meeting

Thursday, May 19, 2022, at 6:30 p.m.

Alternative date for Budget Committee Meeting, *if needed*

ADJOURNMENT

There being no further business to bring before the Board, Chair Farr adjourned the meeting at 8:07 p.m.

Clerk – Kraig Sproles

jcb

Chair – Debi Farr

**MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
SPECIAL BOARD MEETING
MAY 4, 2022**

The May 4, 2022 Special Meeting of the Board of Directors was held virtually via Zoom.

ATTENDANCE

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

Absent: Ashley Espinoza, Caleb Clark

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

CALL TO ORDER

Chair Farr called the May 4, 2022 Special Meeting of the Board of Directors to order at 12:01 p.m.

ACTION ITEM

Resolution No. 50 – Budget Committee Appointment, Position 7

Motion: Rich Cunningham moved, Greg Nelson seconded, to appoint Patrick M. Farr to the Budget Committee, position 7, for a 2-year term ending June 2023. Chair Farr declared a potential conflict of interest and Superintendent Sproles clarified the motion and term of appointment.

Motion Passed, 5-0

Absent: Ashley Espinoza, Caleb Clark

ADJOURNMENT

There being no further business to bring before the Board, Chair Farr adjourned the meeting at 12:03 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 Actuals	Current Month Preliminary May 2022	Future Months Projected	Preliminary 2021-2022 Totals	2021-2022	Budget
					ADOPTED BUDGET	Variance
REVENUES						
LOCAL SOURCES:						
Current year's levy* R1111	17,000,138	58,044	393,268	17,451,449	17,050,198	401,251
Prior years' taxes* R1112 & 1190 & 1200	160,531	15,672	23,724	199,926	56,000	143,926
Tuition from other Districts	0	0	0	0	0	0
Investment earnings R1510	89,367	14,018	31,855	135,240	200,000	(64,760)
Misc. local sources R1910 & R1940 & R1960 &	210,644	6,410	15,346	232,400	146,000	86,400
Subtotal	17,460,680	94,143	464,192	18,019,015	17,452,198	566,817
INTERMEDIATE SOURCES:						
County School Fund* R2101	0	0	66,493	66,493	200,000	(133,508)
Heavy Equipment Tax	16,579	0	0	16,579	0	16,579
Subtotal	16,579	0	66,493	83,072	200,000	(116,928)
STATE SOURCES:						
SSF- Current Year R3101	34,279,054	3,350,831	3,783,567	41,413,452	42,001,869	(588,417)
Common School Fund* R3103	338,343	0	338,343	676,686	622,716	53,970
High Cost Disability	0	0	17,289	17,289	100,000	(82,711)
Other State Funds	3,653	0	0	3,653	0	3,653
Subtotal	34,621,050	3,350,831	4,139,199	42,111,080	42,724,585	(613,505)
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	242,159	242,159	215,000	27,159
Subtotal	0	0	242,159	242,159	215,000	27,159
OTHER RESOURCES:						
Interfund Transfers In R5200	50,000	0	0	50,000	0	50,000
Sale of or Comp for loss of asset	33,395	0	0	33,395	0	33,395
Beginning fund balance R5400	12,024,524	0	0	12,024,524	10,842,951	1,181,573
Subtotal	12,107,919	0	0	12,107,919	10,842,951	1,264,968
Total, monthly revenues				72,563,245	71,434,734	1,128,510
EXPENDITURES						
Salaries- 100	20,189,649	2,647,626	9,871,382	32,708,657	32,846,753	(138,096)
Employee benefits- 200	13,270,331	1,790,014	6,642,052	21,702,397	22,331,351	(628,955)
Purchased services- 300	3,145,579	438,989	1,423,057	5,007,625	5,987,792	(980,167)
Supplies- 400	985,743	60,287	242,364	1,288,393	1,321,185	(32,792)
Capital outlay- 500	0	13,406	0	13,406	20,000	(6,594)
Insurance/Dues/Other- 600	867,732	1,492	1,677	870,901	902,296	(31,394)
Interfund Transfers	1,093,696	0	571,582	1,665,278	1,831,688	(166,410)
Contingency	0	0	0	0	5,193,668	
Total, monthly expend.	39,552,730	4,951,814	18,752,113	63,256,657	70,434,733	(1,984,408)
Month-end Fund Balance				9,306,588	1,000,001	

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

Subject: **Nondiscrimination**

Policy Number: AC Effective Date: 6/2022

Date of Original Policy and Revisions: 10/11, 10/14, 11/16, 2/17, 12/17, 10/21

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

Date of Next Review: 6/2025

POLICY

The District prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's actual or perceived race¹ (see Policy JFCFA – Racial Harassment), color, religion, sex, sexual orientation², gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, ~~social~~ economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status cultural background, genetic information, gender³, source of income, physical characteristic, or linguistic characteristic of a national origin group protected status of any other persons with whom the individual associates.

The District prohibits discrimination and harassment in, ~~including~~ but not limited to, employment, assignment and promotion of personnel (see policy GBA); educational opportunities and services offered students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public at public meetings.

The Board encourages staff to improve human relations within the schools, to respect all individuals and to establish channels through which patrons can communicate their concerns to the administration and the Board.

The Superintendent or designee shall appoint individuals at the District to contact on issues concerning the Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act, Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments of 1972, and other civil rights or discrimination issues, and notify students, parents, and staff with their names, office addresses, and phone numbers. The Board will adopt and the District will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees, and the public, and such procedures will be available at the District's administrative office and available on the home page of the District's website.

¹ Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047. Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

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

³ 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.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

The District prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge; testified, assisted or participated in an investigation, proceeding or hearing and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

LEGAL REFERENCES

ORS 174.100	ORS 659A.009	OAR 581-021-0045
ORS 192.630	ORS 659A.029	OAR 581-021-0046
ORS 326.051 (l)(e)	ORS 659A.030	OAR 581-021-0047
ORS 659.805	ORS 659A.040	OAR 581-022-2310
ORS 659.815	ORS 659A.103 to 659A.145	OAR 581-022-2370
ORS 659.850 to 659.860	ORS 659A.230 to 659A.233	OAR 839-003
ORS 659.865	ORS 659A.236	OAR 581-002-0001 – 002-0005
ORS 659.870	ORS 659A.309	
ORS 659A.003	ORS 659A.321	
ORS 659A.006	ORS 659A.409	
ORS 408.230		
ORS 659A.001		

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-6343 (2018); 29 C.F.R Part 1626 (2019).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12112 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2018).
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2018); 34 C.F.R. Part 104 (2019).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018);
Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018); 29 C.F.R. § 1601 (2019).
Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212(2018).
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2018); 29 C.F.R. Part 1635 (2019).
House Bill 2935 (2021).
House Bill 3041 (2021).

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

Subject: Evaluation of Administrators

Policy Number: CCG Effective Date: 6/2022

Date of Original Policy and Revisions: 6/13, 1/16, 10/18

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

Date of Next Review: 6/2025

POLICY

The superintendent will implement and supervise an evaluation system for administrative personnel. The purpose of administrator evaluations is to assist an administrator with developing and strengthening their professional abilities, to improve the instructional program and management of the school system, and for supervisors to make recommendations regarding their employment and/or salary status.

A formal evaluation will be conducted at least once each year. The evaluation shall be conducted according to the following guidelines:

1. Evaluative criteria for each position will be in written form and made available to the administrator;
2. Evaluations will be made by the superintendent and/or a qualified, licensed designee;
3. Evaluations will be in writing and discussed with the administrator by the person who conducts the evaluation; and
4. The administrator being evaluated will have the right to attach a memorandum to the written evaluation, and have the right of appeal through established grievance procedures, if applicable.

An administrator's evaluation shall use the following educational leadership-administrator standards¹ adopted by the State Board of Education.

1. Visionary leadership;
2. Instructional improvement;
3. Effective management;
4. Inclusive practice;
5. Ethical leadership; and
6. Socio-political context.

¹These standards are aligned with the Interstate School Leaders Licensure Consortium (ISLLC) and the Educational Leadership Constituents Council (ELCC) standards for Education Leadership.

Administrator evaluations shall be based on the core administrator standards adopted by the Oregon State Board of Education. The standards shall be customized based on collaborative efforts with the administrators and any exclusive bargaining representative of the administration.

Local evaluation and support systems established by the district for administrators must be designed to meet or exceed the requirements defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems, including:

1. Four performance level ratings of effectiveness;
2. Consideration of multiple measures of administrator practice and responsibility which may include, but are not limited to:
 - a. Classroom-based assessments including observations, lesson plans and assignments;
 - b. Portfolios of evidence;
 - c. Supervisor reports; and
 - d. Self-reflections and assessments.
3. Consideration of evidence of student academic growth and learning based on multiple measures of student progress including performance data of students, schools and districts that is both formative and summative. Evidence may also include other indicators of student success;
4. A summative evaluation method for considering multiple measures of professional practice, professional responsibilities, and student learning and growth to determine the administrator's professional growth path;
5. Customized by the district, which may include individualized weighting and application of the standards.

An evaluation using the administrator standards must attempt to:

1. Strengthen the knowledge, skills, disposition and administrative practices of the administrator;
2. Refine the support, assistance and professional growth opportunities offered to the administrator, based on the individual needs of the administrator and the needs of the students, the school and the district;
3. Allow the administrator to establish a set of administrative practices and student learning objectives that are based on the individual circumstances of the administrator, including other assignments of the administrator;
4. Establish a formative growth process for each administrator that supports professional learning and collaboration with other administrators;
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the administrator; and
6. Address ways to help all educators strengthen their culturally responsive practices.

Evaluation and support systems established by the district must evaluate administrators on a regular cycle. The superintendent shall regularly report to the Board on the implementation of the evaluation and support systems and educator effectiveness.

REPORTS

None.

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

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

ORS 192.660(2),(8)	ORS 332.505	OAR 581-022-2405
ORS 342.513	ORS 342.850	OAR 581-022-2410
ORS 342.815	ORS 342.856	OAR 581-022-2420

Hanson v. Culver Sch. Dist. (FDAB 1975)

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Equal Educational Opportunity

Policy Number: JB Effective Date: 10/2021

Date of Original Policy and Revisions: 7/75, 1/84, 9/94, 5/00, 4/07, 12/09, 1/14, 11/18

Cancels Policy: _____ Dated: _____

Date of Next Review: 10/2024

POLICY

Every student of the District will be given equal educational opportunities regardless of age, sex, sexual orientation¹, gender identity, race², religion, color, national origin, disability, marital status, familial status, parental status, linguistic background, culture, socioeconomic status, capability or geographic location.

The District shall develop and implement an Equal Educational Opportunity Plan that assures that no student will be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the District or denied access to facilities in the District.

A student or parent may also access and use the District’s general complaint procedure through Board policy KL - Public Complaints.

All reports, complaints or information will be investigated.

The District will communicate the availability of policy and available complaint procedures to students and their parents through available District communication systems, handbooks, and will be published to the District website and made available at the District office during regular business hours.

A student of the District may not be subjected to retaliation by the District 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.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

¹“Sexual orientation” means an individual’s actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual’s gender identity, appearance, expression or behaviors differs from that traditionally associated with the individual’s sex at birth.

² Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

REFERENCES / COMMENTS

[ORS 174.100](#)

[ORS 192.630](#)

[ORS 326.051](#)

[ORS 329.025](#)

[ORS 332.107](#)

[ORS 336.086](#)

[ORS 659.850](#)

[ORS 659.852](#)

[ORS 659A.001](#)

[ORS 659A.003](#)

[ORS 659A.006](#)

[ORS 659A.103](#) - 659A.145

[ORS 659A.400](#)

[ORS 659A.403](#)

[ORS 659A.406](#)

[OAR 581-021-0045](#)

[OAR 581-021-0046](#)

[OAR 581-022-2310](#)

[OAR 839-003-0000](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019).

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2018); 34 C.F.R. Part 104 (2019).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705 (2018);

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12333 (2018).

House Bill 2935 (2021).

House Bill 3041 (2021).

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

Subject: Harassment, including Intimidation, Bullying, Hazing, Menacing, Cyberbullying and Teen Dating Violence, or Domestic Violence – Student

Policy Number: JFCF Effective Date: 6/2022

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, 6/19

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

Date of Next Review: 6/2025

POLICY

The Board, in its commitment to providing a safe, positive, and productive learning environment for all students, will consult with parents/guardians, employees, volunteers, students, administrators, and community representatives in developing this policy in compliance with applicable Oregon law.

Harassment, including intimidation, or bullying, hazing, menacing, and acts of cyberbullying will not be tolerated in the Bethel School District by students, staff, or third parties toward students is strictly prohibited in the District. Teen dating violence is unacceptable behavior and prohibited. Each student has the right to a safe learning environment. 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, or files a complaint about an act of harassment, intimidation or bullying, hazing, menacing, an act of cyberbullying, or teen dating violence, 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 consequences and other appropriate sanctions remedial action.

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 or the Board.

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

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

BETHEL SCHOOL DISTRICT #52 BOARD OF EDUCATION POLICY STATEMENT

The [principal and the] Superintendent [are] [is] responsible for ensuring that this policy is implemented.

~~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.

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.

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~~. It is not a defense against hazing that the student subjected to hazing consented to or appeared to consent to the hazing.

Harassment

~~“Harassment, including intimidation or bullying”, 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~~ means any act that substantially interferes with a student’s educational benefits, opportunities or performance, that takes place on or immediately adjacent to District grounds, at any District-sponsored activity, on District-provided transportation, or at any official District bus stop, that may be based on, but not limited to, the protected class status of a person, and having the effect of:

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

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

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

Protected Class

“Protected class” means a group of persons distinguished, or perceived to be distinguished, by race (*see Policy JFCFA – Racial Harassment*), color, religion, sex, sexual orientation¹, gender identity, national origin, ethnicity, cultural background, veterans’ status, genetic information, gender² (*see Policy JFD-Student Gender Identity and Expression*), age, marital status, familial status, socioeconomic status, source of income, physical characteristics, or disability linguistic characteristics of a national origin group.

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.

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~~

¹ “Sexual orientation” means an individual’s actual or perceived heterosexuality, homosexuality, or bisexuality.

² 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.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Retaliation

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

Menacing

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

District Staff Responsibility

All reports 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.

Reporting

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 they have been subjected to an act of harassment, intimidation or bullying, hazing, menacing, or cyberbullying, or feel they have been 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 school administrator who has overall

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

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

responsibility for all investigations. Any volunteer who has knowledge of conduct in violation of this policy is encouraged to immediately report their concerns to the school administrator. This A report made by a student or volunteer 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 findings 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.

Notification to Parents or Guardians

The school administrator shall notify the parents or guardians of a student who was subject to an act of harassment, intimidation, bullying or cyberbullying, and the parents or guardians of a student who may have conducted an act of harassment, intimidation, bullying or cyberbullying.

The notification must occur with involvement and consideration of the needs and concerns of the student who was the subject to an act of harassment, intimidation, bullying or cyberbullying. The notification is not required if the school administrator reasonably believes notification could endanger the student who was subjected to an act of harassment, intimidation, bullying or cyberbullying or if all of the following occur:

1. The student who was subjected to an act of harassment, intimidation, bullying, or cyberbullying requests that notification not be provided to the student's parents or guardians.
2. The school administrator determines that notification is not in the best interest of the student who was subjected to an act of harassment, intimidation, bullying, or cyberbullying; and
3. The school administrator informs the student that federal law may require the student's parents and guardians to have access to the student's education record, including any requests of nondisclosure (from item 1 above).

If the school administrator determines the notification is not in the best interest of the student, they must inform the student of that determination prior to providing notification.

When notification is provided, the notification must occur:

1. Within a reasonable period of time; or
2. Promptly, for acts that caused physical harm to the student.

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;

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

BETHEL SCHOOL DISTRICT #52 BOARD OF EDUCATION POLICY STATEMENT

- 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 and Education

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. incorporate into existing training programs for students, information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying, and acts of cyberbullying and this policy.

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.

The District shall incorporate into existing training programs for staff information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying, teen dating violence, domestic violence, and acts of cyberbullying and this policy.

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 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.)**

Harassment, including Intimidation, Bullying, Hazing, Menacing, Cyberbullying
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**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

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

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 581-022-1140-2370](#)

[ORS 339.240](#)

[OAR 581-022-2310](#)

[ORS 339.250](#)

~~[ORS 339.254](#)~~

[ORS 174.100\(7\)](#)

[ORS 163.197](#)

[ORS 107.705](#)

House Bill 2631 (2021)

House Bill 3041 (2021)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006~~18~~).

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

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June 13, 2022

RESOLUTION NO. 21-22: 56

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.	Blackhorn, Hobie	Resignation	Accept Resignation effective 6/30/2022; Position Held: Assistant Principal @Shasta; 2 years at Bethel.
2.	Bridgens, Carol	Hire for 2022-23	Offer 1 st Year Probationary Contract for .5 FTE Literacy Coach @District Office; Start Date: 8/29/2022.
3.	Bunker, PK	Resignation of .5 FTE	Accept Resignation of .5 FTE effective at the end of the 2021-22 school year; Position: Culinary CTE Teacher @Willamette.
4.	Chapin, Karlie	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Science Teacher @Willamette; Replaces: Kristy Morrow; Start Date: 8/29/2022.
5.	Conditt, Kassi	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Willamette Success Team Lead @Willamette; Start Date: 8/29/2022.
6.	Courtney, Jacob	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Student Success Coach @Willamette; Start Date: 8/29/2022.
7.	Dahmen, Billy	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: Social Studies Teacher @Bethel Online Academy; 1.5 years at Bethel.
8.	De La Paz, Elizabeth	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE ELD Teacher @Willamette; Replaces: Susan Kropp; Start Date: 8/29/2022.
9.	Evans, Shannon	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: 6 th Grade Language Arts Teacher @Shasta; 5 years at Bethel.
10.	Franklin, Corky	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: Resource Teacher @Shasta; 5 years at Bethel.
11.	Holloway, Joshua	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Science Teacher @Willamette; Replaces: Kristy Morrow; Start Date: 8/29/2022.

12.	Larsen, Amanda	Temporary Hire for 2022-23	Offer Temporary Contract for 1.0 FTE Health/PE Teacher @Willamette; Replaces: Brian Vogel; Start date: 8/29/2022.
13.	Leona, Windy	Leave of Absence	Approve 1.0 FTE Miscellaneous Leave of Absence for the 2022-23 school year; Position: 1st Grade Teacher @Bethel Online Academy.
14.	Martinek, Brenda	Administrative Hire for 2022-23	Offer 1 st Year Probationary Administrator Contract for Director of Student Services @District Office; Replaces: Amy Tidwell; Education: BS/University of Utah; Teaching Certificate, Special Education/PSU; MS/PSU; Administrative Licensure/PSU; Certificate in Advanced Educational Leadership /Harvard University; Experience: Chief of Student Support Services, Portland Public Schools, 5 years; Executive Director of Student Services, Vancouver School District, 3 years; Executive Director of Special Education, Reynolds School District, 2 years; Principal, Four Corners Therapeutic School, Reynolds School District; K-8 Principal, Holy Trinity Catholic School; Additional Educational Employment, 9 years; Start Date: 7/18/2022.
15.	McIntyre, Jeannine	Resignation	Accept Resignation effective at the end of the 2021-22 school year; Position Held: K-5 ELD Teacher @Malabon; 12 years at Bethel.
16.	Paulson, April	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Resource Room Teacher @Danebo; Replaces: Kate Aly-Brady; Start Date: 8/29/2022.
17.	Pecorilla, Neil	Administrative Hire for 2022-23	Offer 1 st Year Probationary Administrator Contract for Assistant Principal @Prairie Mountain; Replaces: Lisa Jordan-Zornow; Education: BA/UO, BA/Pontificia Universidad Catolica de Ecuador; MA/Concordia University of Chicago; Administrative Licensure, Concordia University of Chicago/COSA; Experience: AP English, History, and Philosophy Teacher, Colegio Marymount de Barranquilla, Barranquilla Columbia, 4 years; Social Studies Teacher, Fundacion Colegio Bilingue de Valledupar, Valledupar, Columbia, 2 years; ESL Teacher, Instituto Educativo Bello Horizonte, Valledupar, Columbia, 5 months; Start Date: 8/1/2022.
18.	Riccio, Luke	Hire for 2022-23	Offer 2 nd Year Probationary Contract for 1.0 FTE Teacher @Malabon; Start Date: 8/29/2022.
19.	Tallman-Anderson, Kacey	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE School Counselor @Willamette; Replaces: Deanna Chappell; Start Date: 8/22/2022.
20.	Tidwell, Amy	Resignation	Accept Resignation effective 6/30/2022; Position Held: Director of Strategic Initiatives @District Office; 7 years at Bethel.
21.	Vold, Damon	Hire for 2022-23	Offer 1 st Year Probationary Contract for 1.0 FTE Metals and Engineering CTE Teacher @Willamette; Replaces: Justin McCullough; Start Date: 8/29/2022.
22.	Whitten, Sharla	Resignation/Retirement	Accept Resignation to enter Retirement, effective the end of the 2021-22 school year; Position Held: Kindergarten Teacher @Meadow View; 19 years 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 Zygaitis				

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June 13, 2022

RESOLUTION NO. 21-22: 57

WHEREAS, the Board of Directors of the Bethel School District is granted the authority to prepare a supplemental budget pursuant to ORS 294.471 when transferring appropriation authority to an appropriation category that doesn't already exist in the adopted budget.

BE IT RESOLVED, That the Board of Directors, Bethel School District No. 52, Lane County, hereby adopts this supplemental budget for the **2021-2022** fiscal year as follows:

	<u>GENERAL FUND (100)</u>				
1000	Instruction	\$	41,748,758	(300,000)	41,448,758
2000	Support Services		28,066,562	(200,000)	27,866,562
3000	Community Services		140,149		140,149
4000	Facilities Acquisition and Constr		430,056		430,056
5100	Debt Service		469,043		469,043
5200	Transfers		1,646,688	500,000	2,146,688
6000	General Operating Contingency		5,193,668		5,193,668
	Fund Total		77,694,925	-	77,694,925
	<u>SPECIAL REVENUE FUND (200)</u>				
1000	Instruction	\$	29,449,420	(1,700,000)	27,749,420
2000	Support Services		3,251,808	1,500,000	4,751,808
3000	Community Services		3,247,997	200,000	3,447,997
4000	Facilities Acquisition and Constr		2,905,606		2,905,606
5100	Debt Service		185,088		185,088
5200	Transfers		525,121		525,121
	Fund Total		39,565,040	-	39,565,040
	<u>CAPITAL PROJECT FUND (400)</u>				
1000	Instruction			5,000,000	5,000,000
2000	Support Services			100,000	100,000
4000	Facilities Acquisition and Cons	\$	110,168,650	(5,100,000)	105,068,650
	Fund Total		110,168,650	-	110,168,650

FIDUCIARY FUND (700)				
1000	Instruction	\$	-	-
2000	Support Services		1,042,181	(50,000)
3000	Community Services		226,800	
5200	Transfers		-	50,000
Fund Total			1,268,981	-
				1,268,981

ATTEST _____
Clerk – Kraig Sproles

Chair – Debi Farr

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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



June 13, 2022

RESOLUTION NO. 21-22: 58

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

- CCG: Evaluation of Administrators**
- GCDA/GDDA: Criminal Records Checks and Fingerprinting**

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: **Criminal Records Checks and Fingerprinting**

Policy Number: **GCDA/GDDA** Effective Date: **6/2022**

Date of Original Policy and Revisions: **4/94, 5/95, 2/00, 10/06, 1/09, 1/10, 1/12, 2/13, 1/14, 1/16, 12/17**

Cancels Policy No.: **GBO** Dated: **NA**

Date of Next Review: **6/2025**

POLICY

In a continuing effort to ensure the safety and welfare of students and staff, the District shall require all newly hired full-time and part-time employees¹ not requiring licensure under Oregon Revised Statute (ORS) 342.223 to submit to a criminal records check and/or fingerprinting as required by law. Other individuals, as determined by the District, that will have direct, unsupervised contact with students shall submit to criminal records checks and/or fingerprinting as established by Board policy and as required by law.

“Direct, unsupervised contact with students” means contact with students that provides the person opportunity and probability for personal communication or touch when not under direct supervision.

Pursuant to state law, a criminal records check or fingerprint based criminal records checks shall be required of the following individuals²:

1. All individuals employed as or by a contractor, whether employed part-time or full-time, and considered by the District to have direct, unsupervised contact with students;
2. Any community college faculty member providing instruction at the site of an early childhood education program, at a school site as part of an early childhood program, or at a grade K through 12 school site during the regular school day;
3. Any individual who is an employee of a public charter school and not requiring licensure under ORS 342.223; and
4. Any individual considered for volunteer service with the District who is allowed to have direct, unsupervised contact with students.

The District will provide the written notice about the requirements of fingerprinting and criminal records checks through means such as staff handbooks, employment applications, contracts or volunteer forms.

The District shall require a fingerprint based criminal records check for volunteers allowed direct, unsupervised contact with students in the following positions:

1. Coaches and advisors of District-sponsored programs and activities;

¹ Any individual hired within the last three months. A subject individual does not include an employee hired within the last three months if the district has evidence on file that meets the definition in Oregon Administrative Rule (OAR) 581-021-0510(11)(b).

² Subject individuals and requirements are further outlined in GCDA/GDDA-AR – Criminal Records Checks and Fingerprinting.

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

2. Choreographer, accompanist, or drama coach;
3. Overnight chaperone, other than a K-12 student;
4. Volunteers with direct, unsupervised contact with students on a regular basis; and
5. Head coaches of District-recognized, community-sponsored club sports.

The procedure for processing fingerprint collection is further outlined in GCDA/GDDA-AR – Criminal Records Checks and Fingerprinting.

Collection of fingerprint information for a subject individual shall be processed only after the offer of employment or contract from the District. The subject individual may be charged a fee by the District which they may request be withheld from the amount owed to them by the District.

The District shall not begin the employment of a subject individual or terms of a District contractor before the return and disposition of the required criminal records checks.

The service of a volunteer with direct, unsupervised access to students will not begin before the return and disposition of a criminal records check.

When the District is notified of a subject individual who has been convicted of any crimes prohibiting employment or contract the individual will not be employed or contracted, or if employed will be terminated. When the District is notified of a subject individual who knowingly made a false statement as to the conviction of any crime, the individual may be employed or contracted by the District, or if employed by the District may be terminated. A subject individual who fails to disclose the presence of convictions that would not otherwise prohibit employment or contract with the District as provided by law may be employed or contracted by the District.

The District's use of criminal history must be relevant to the specific requirements of the position, services or employment.

The service of a volunteer allowed to have direct, unsupervised contact with students will not begin before the return and disposition of a criminal records check.

A volunteer who knowingly made a false statement or has a conviction of the crimes listed in ORS 342.143, or the substantial equivalent of any of those crimes if the conviction occurred in another jurisdiction or in Oregon under a different statutory name or number may result in immediate termination from the ability to volunteer in the District.

The Superintendent shall develop administrative regulations as necessary to meet the requirements of law.

APPEALS

A subject individual may appeal a determination from ODE that prevents employment or eligibility to contract with the District to the Superintendent of Public Instruction as a contested case under ORS 183.413 – 183.470.

A volunteer may appeal a determination from a fingerprint-based criminal records check by ODE that prevents the ability to volunteer with the District to the Superintendent of Public Instruction as a

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contested case, under ORS 183.413 – 183.470.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

ORS 181.A.180	ORS 342.143
ORS 181.A.230	ORS 342.223
ORS 326.603	OAR 414-061-0010 to -0030
ORS 326.607	OAR 581-021-0510-021-0512
ORS 332.107	OAR 581-022-2430
ORS 336.631	OAR 584-050-0012

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. seq. (2017).