

AGENDA

Southern Oregon Education Service District BOARD OF DIRECTORS REGULAR MEETING

6:00 PM – Wednesday, February 15, 2023
SOESD Administration Office
101 North Grape Street, Medford OR 97501



1. Preliminary

- A. Call to Order
- B. Land Acknowledgement
- C. Pledge of Allegiance
- D. Comments from Representatives of the Associations
- E. *Requests to Address Agenda Items

2. Consent Agenda

- A. Approval of Agenda
- B. Approval of Minutes
- C. Personnel Report
- D. Financial Report

3. Communications

SOESD Superintendent's Schedule of Meetings February, March, and April 2023

4. Administration

- A. Election of Chair-Elect, OAESD Officer Council
- B. Contract for Services with Youth 71Five Ministries
- C. Memorandum of Understanding and Settlement Agreement with OSEA Chapter 104
- D. Second Reading of SOESD Board Policies
- E. Local Service Plan Update
- F. Strategic Planning Update

5. Business Services

6. Miscellaneous

- A. Work Session: March 15, 2023, 5:00 PM
- B. Next Regular Meeting: March 15, 2023, 6:00 PM
- C. SOESD Budget Committee Meeting, May 10, 2023, 6:00 PM
- D. Special District Election – Important Dates
 - February 4, 2023: First day a candidate can file (Jackson County)
 - February 6, 2023: First day a candidate can file (Klamath County)
 - March 16, 2023: Last day for a candidate to file or withdraw
 - March 20, 2023: Voters' pamphlet filing deadline (Jackson County)
 - May 16, 2023: Special District Election

7. Adjournment

*Members of the community will have opportunity to provide public comment regarding a specific agenda topic during the preliminary portion of the meeting. If you wish to speak to a specific agenda item, complete the request form provided at this link by 12:00 noon on Wednesday, February 15, 2023: <https://forms.gle/MsoisUwsTyXCFzgN7>

TO ATTEND VIRTUALLY:
Join by computer: <https://soesd.zoom.us/j/97762491735>
Join by phone: +1 669 900 6833
Meeting ID: 977 6249 1735

The meeting location is accessible to persons with disabilities. In accordance with the ADA, requests for accommodations should be made at least 48 hours before the meeting to: Jessica Bach, Southern Oregon ESD, 101 North Grape Street, Medford OR 97501
Phone: 541-776-8590 ext 1116
Email: jessica_bach@soesd.k12.or.us

ANNOTATED AGENDA
Southern Oregon Education Service District
Board of Directors Regular Meeting
SOESD Administration Office | 101 North Grape Street | Medford OR 97501
6:00 PM – Wednesday, February 15, 2023

1. Preliminary

- A. Call to Order
- B. Land Acknowledgement
Southern Oregon Education Service District and the areas in which we serve are located within the ancestral homelands of the Shasta, Takelma, Latgawa, Modoc, and the Yahooskin-Paiute peoples who lived here since time immemorial. The full text of the land acknowledgement can be read on the SOESD website at this link: <https://www.soesd.k12.or.us/equity/>
- C. Pledge of Allegiance
- D. Comments from Representatives of the Associations
- E. Requests to Address Agenda Items

2. Consent Agenda

- A. Approval of Agenda
- B. Approval of Minutes
 - January 18, 2023 Work Session ([Page 5](#))
 - January 18, 2023 Regular Meeting ([Pages 6-11](#))
- C. Personnel Report
 - Renewal/Extension/Non-Renewal/Non-Extension of Contracts**
This month administration presents recommendations for renewal, extension, non-renewal, or non-extension of contracts for employees covered by the licensed collective bargaining agreement and, per ORS Chapter 342, regarding contracts for existing staff. By law, the District is required to provide written notice to employees hired under TSPC licenses by March 15 of contract renewal or non-renewal under ORS 342.153. ([Pages 12-14](#))
 - Requests for Unpaid Leave of Absence**
Administration has received a request from Morgan Bell, Interpreter, for an unpaid leave of absence from May 23, 2023 through June 8, 2023. Administration recommends approval of this request.
 - Resignations for the Board's Information**
Administration has received notice of resignation from Jennifer Hamilton, EI Specialist, effective at the conclusion of the 2022-2023 academic year.
- D. Financial Report
The financial report for the period ending January 31, 2023 is included for review. ([Pages 15-21](#))
PROPOSED ACTION: Move to approve the consent agenda as presented.

3. Communications

SOESD Superintendent's Schedule of Meetings for February, March, and April 2023
Superintendent Beveridge will review his calendar of scheduled meetings for the months of February, March, and April. ([Pages 22-25](#))

4. Administration

A. Election of Chair-Elect, OAESD Officer Council

The SOESD Board has one vote to cast in the election of the OAESD Officer Council Chair-Elect. Will Cahill, nominated by Lake County ESD, is presented in a brief bio below for your consideration. The board’s ballot is due to OAESD by March 17, 2023.

Nominee for Chair-Elect: Will Cahill, Board Chair, Lake County ESD

Will Cahill is a long time Klamath/Lake County educator. He has served over 40 years in education and served in leadership roles such as the middle school principal in Lakeview, the elementary principal in Lakeview, and in 2018 he became the superintendent of Lakeview. He served as superintendent for three years, and retired two years ago. He currently serves as Lake County ESD Board Chair. Will has a strong rural background, was a Future Farmers of America teacher, and is well versed in Career Technical Education. He also knows the ins and outs of elementary education, Oregon Department of Education, and working with legislators, particularly with focus on funding for rural Oregon schools.

PROPOSED ACTION: Move to cast the SOESD Board of Directors’ vote for Will Cahill, OAESD Officer Council Chair-Elect.

B. Contract for Services with Youth 71Five Ministries

As discussed in the January meeting, SOESD has been awarded a Reengagement Collaborative Grant from the Youth Development Division (now called Youth Development Oregon). The grant helps our continuing effort to coordinate all community partners who work with youth from age 5 to 25 through our ongoing work with our Youth Development Work Group (YDWG) as part of SOESD’s Southern Oregon Success (SORS) program. Youth 71Five Ministries (71Five) is a key partner in the YDWG and worked with SORS to secure funding for FTE to be employed by 71Five as an outreach coordinator focusing on disengaged youth. 71Five’s staff works in partnership with the agencies and organizations involved with the YDWG to identify disengaged youth, develop relationships and help them navigate services and resources with the goal of either bringing the youth back into the K12 system or helping to complete a GED. Youth Development Oregon grant funds utilized through a contract with 71Five would be spent on salaries and benefits for staff conducting re-engagement activities. SOESD has received additional clarity from the state and the Youth Development Oregon regarding the origination of the grant and revised implementation plan that updates the partnership vision for additional partners to assist with GED completion activities, reducing the original scope of anticipated work for 71Five. This new scope of work would result in a contract of less than \$100,000 and not require board action. However, administration continues to seek board guidance on the grant and activities. Southern Oregon Success Program Manager Peter Buckley and Youth 71Five Ministries Executive Director Bud Amundsen are invited to discuss details and answer the board’s questions.

C. Memorandum of Understanding and Settlement Agreement with OSEA Chapter 104

SOESD has reached tentative agreement on an MOA with OSEA Chapter 104 regarding *Routine for Sign Language Interpreters with DHH Students*. ([Pages 26-27](#))

PROPOSED ACTION: Move to approve the MOA with OSEA Chapter 104.

D. Second Reading of Proposed SOESD Board Policies

The SOESD Board reviewed a first reading of the policies listed below during the January 18, 2023 meeting. A second reading of these policies is presented now for your review and approval.

Second Reading: Proposed Policies Section E: Support Services

EBAC..... Safety Committee

EBAC-AR Safety Committee

EBB Integrated Pest Management

- EBBA..... First Aid
- EBBAA Infection Control and Bloodborne Pathogens
- EBBB..... Injury/Illness Reports
- EBC..... Emergency Plan
- EBCB..... Emergency Drills and Instruction
- EBCD..... Emergency Closures
- ECACB..... Unmanned Aircraft System (UAS) a.k.a. Drone
- Second Reading: Proposed Policies Section F: Facilities Development
- FC..... Capital Construction Program

PROPOSED ACTION: Move to approve the Board policies as presented for second reading.

- E. Local Service Plan Update
Superintendent Beveridge will provide an update on the status of district votes to approve the 2023-2024 Local Service Plan
- F. Strategic Planning Update
Superintendent Beveridge will provide an update on strategic planning.

5. Business Services

There are no business services topics at this time.

6. Miscellaneous

- A. Next Work Session: March 15, 2023, 5:00 PM
- B. Next Regular Meeting: March 15, 2023, 6:00 PM
- C. SOESD Budget Committee Meeting, May 10, 2023, 6:00 PM
- D. Special District Election – Important Dates
 - February 4, 2023: First day a candidate can file (Jackson County)
 - February 6, 2023: First day a candidate can file (Klamath County)
 - March 16, 2023: Last day for a candidate to file or withdraw
 - March 20, 2023: Voters’ pamphlet filing deadline (Jackson County)
 - May 16, 2023: Special District Election

7. Adjournment

Minutes in Brief SOUTHERN OREGON EDUCATION SERVICE DISTRICT
BOARD OF DIRECTORS SPECIAL MEETING
WEDNESDAY, JANUARY 18, 2023

Call to Order A work session of the Southern Oregon Education Service District Board of Directors was held in the downstairs conference room at the SOESD administration office in Medford, Oregon, and by video conference on Wednesday, January 18, 2023 at 5:00 PM.

Attendance Board members in attendance: Board members absent:
Rosie Converse Jessie Hecocta
Ana Mannenbach Corbin Morell
Mary Middleton Maud Powell
Robert Moore Justin Wright
Annie Valtierra-Sanchez

SOESD staff members and guests in attendance:
Jessica Bach
Scott Beveridge
Susan Peck
Rick Stucky, OSBA Policy Specialist
Dan Weaver

SOESD Board Policy Rewrite Rick Stucky, OSBA Policy Specialist, led the board through a review of the following draft policies.

- A. Review of Proposed Policies Section D: Fiscal Management
 - DDBNative American Impact Aid Funds
 - DDCNative American Education Program Grants
- B. Review of Proposed Policies Section E: Support Services
 - EBAC.....Safety Committee
 - EBAC-AR.....Safety Committee
 - EBB.....Integrated Pest Management
 - EBBAFirst Aid
 - EBBAAInfection Control and Bloodborne Pathogens
 - EBBB.....Injury/Illness Reports
 - EBC.....Emergency Plan
 - EBCB.....Emergency Drills and Instruction
 - EBCDEmergency Closures
 - ECACBUnmanned Aircraft System (UAS) a.k.a. Drone
- C. Review of Proposed Policies Section F: Facilities Development
 - FCCapital Construction Program

Adjournment The work session adjourned at 5:40 PM.

Minutes in Brief SOUTHERN OREGON EDUCATION SERVICE DISTRICT
BOARD OF DIRECTORS REGULAR MEETING
WEDNESDAY, JANUARY 18, 2023

Call to Order A regular meeting of the Southern Oregon Education Service District Board of Directors was held on Wednesday, January 18, 2023 at the SOESD’s administration office in Medford, Oregon. Chair Converse called the meeting to order at 6:01 PM. Chair Converse read the SOESD land acknowledgement and led those in attendance in the Pledge of Allegiance.

Attendance Board members in attendance: Board members absent:
Rosie Converse Jessie Hecocta
Ana Mannenbach Corbin Morell
Mary Middleton Maud Powell
Robert Moore Justin Wright
Annie Valtierra-Sanchez

SOESD staff members and guests in attendance:
Mark Angle-Hobson Susan Peck
Jessica Bach Amy Szeliga
Scott Beveridge Daniel Weaver
Amber Eaton

Comments from Representatives of the Associations Amy Szeliga, president of the licensed association, recognized January as School Board Recognition Month and thanked board members on behalf of the association for their continued support. Ms. Szeliga commented on labor-management meetings and expressed appreciation for advanced communication from the District.

There were no representatives from the classified association in attendance.

Requests to Address Agenda Items There were no statements from the audience or requests to address an agenda item.

SOESD Board Recognition Superintendent Beveridge read a proclamation in honor of School Board Recognition Month and expressed his appreciation to the board members for their dedication and service.

Consent Agenda The consent agenda consisted of the following items:
A. Approval of Agenda
B. Approval of Minutes: November 16, 2022 Regular Meeting
C. Personnel Report
D. Financial Report
IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER VALTIERRA-SANCHEZ TO:
Approve the consent agenda as presented.

MOTION CARRIED: 5-0

Communications

SOESD Superintendent’s Schedule of Meetings for January, February, and March 2023

Superintendent Beveridge reviewed his schedule of meetings for the three-month period, noting that:

- Collaborative conversations continue with the licensed association in Labor-Management meetings. Representatives of the classified association, OSEA Chapter 104, met last week to sign the recently ratified Collective Bargaining Agreement.
- The legislative session and budget development have begun. Conference calls are scheduled every two weeks with the region’s legislators and superintendents during the long session. The calls are an opportunity to inform legislators of the impact proposed bills and funding decisions will have on education. In addition, COSA is holding calls with OASE superintendents statewide every two weeks to provide legislative policy updates.
- Superintendent Beveridge has several meetings scheduled with Rick Stucky, OSBA Policy Specialist, as they continue to work on the board’s policy review and rewrite project.
- The superintendent is leading a process for facilitation of SOESD’s strategic plan.
- Superintendent Beveridge and members of Cabinet are visiting SOESD-operated classrooms and program meetings to build relationships with staff, learn about their work, and identify ways in which the leadership team can support them.
- The superintendent’s calendar is filled with meetings and activity to move forward the SOESD Phoenix campus reconstruction.
- Meetings are scheduled with an SOESD committee to plan the 2023 All Staff Inservice.
- The Education Advancement Council (EAC) will visit the region in late January.

Board Education

Amber Eaton, OAESD Executive Director, provided information and updates on the work being done by the Oregon Association of Education Service Districts. The OAESD Executive Director’s Report for January 2023 was provided in advance of the meeting for the Board’s review. Ms. Eaton reported on the OAESD’s focus and key initiatives for 2022-2023. She highlighted opportunities for board member involvement in OAESD through serving on councils, committees, and workgroups, and attending the annual fall summit in Portland and the spring conference in Sun River.

Administration

- A. Nominations for OAESD Officer Council Election, 2023
- The Oregon Association of Education Service Districts (OAESD) Officer Council consists of the Chair, Chair-Elect, and Past Chair of the OAESD Board and President, President-Elect, and Past President of the OAESD Superintendents' Council. Past practice has been for each ESD Board to have the opportunity to nominate a candidate for the position of Chair-Elect and for each member ESD superintendent to have the opportunity to nominate a

candidate for President-Elect. Nominations for Chair-Elect must be submitted to the OAESD Executive Director no later than January 27, 2023. No nominations were made by the SOESD board for OAESD Chair-Elect.

B. SOESD Local Service Plan, 2023-2024

The Board received copies of the proposed 2023-2024 SOESD Local Service Plan (LSP) in advance of the meeting for review. Superintendent Beveridge explained the LSP development and approval process. He summarized that the additions to the proposed LSP include cybersecurity support requested by districts, technical assistance and supports for integrated guidance, and expanded program services in Migrant Education/ELL/Indian Education/SOBAASS.

Superintendent Beveridge noted that the Student Success Act Comprehensive Support Plan is included as an addendum to the LSP. Mark Angle-Hobson, Director of School Improvement Services, works to develop the Comprehensive Support Plan based on the priorities and services requested by SOESD's component school districts.

In conclusion, Superintendent Beveridge reported that the region's superintendents gave consensus approval for the proposed 2023-2024 SOESD Local Service Plan during a meeting on December 19, 2022. Once adopted by the SOESD Board of Directors, the 2023-2024 Local Service Plan will be forwarded to each of the component school district boards for formal action. The Local Service Plan must be approved on or before March 1 by at least two-thirds of the component school districts with at least a majority of the student enrollment.

IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER VALTIERRA-SANCHEZ TO:

Approve the 2023-2024 SOESD Local Service Plan as presented.

MOTION CARRIED 5-0

C. Employee Appreciation Weeks

Superintendent Beveridge explained that the employee appreciation weeks are a formal opportunity to recognize the staff of SOESD.

- 2022-2023 SOESD Resolution #5
Classified Appreciation Week, March 6-10, 2023
- 2021-2022 SOESD Resolution #6
Licensed Appreciation Week, May 1-5, 2023

IT WAS MOVED BY MEMBER VALTIERRA-SANCHEZ, SECONDED BY MEMBER MIDDLETON TO:

Approve 2022-2023 SOESD Resolutions #5 and 6 for employee appreciation weeks as presented.

MOTION CARRIED: 5-0

D. Contract for Services with Playworks Education Energized

Administration requested board approval to enter into a second agreement with Playworks Education Energized, at an additional cost not to exceed \$76,500.00. Mark Angle-Hobson, Director of School Improvement Services, was present to provide information and answer the Board's questions. Playworks provides elementary school strategies and systems to support safe and inclusive recess times. The professional learning sessions in the original

contract (approved by the SOESD Board on February 2022) have been completed. Another contract is needed so that districts in the region wanting to implement Playworks in their elementary schools for the rest of the school year will have that opportunity. Also, any school that has already participated in the professional learning can access ongoing onsite support to fully implement all of the strategies. The scope of work within this second agreement aligns with SOESD's Student Success Act (SSA) Comprehensive Support Plan approved by the SOESD Board of Directors as part of the 2022-2023 Local Service Plan.

IT WAS MOVED BY MEMBER VALTIERRA-SANCHEZ, SECONDED BY MEMBER MIDDLETON TO:

Approve entering into an additional agreement with Playworks at a cost not to exceed \$76,500.00.

MOTION CARRIED: 5-0

E. Contract for Services with Scholastic

Administration requested board approval to enter into a second agreement with Scholastic, Inc, at a cost not to exceed \$49,500.00. With school districts deep into their Integrated Planning, many have participated in the Family Engagement Assessments from Scholastic to provide additional community engagement feedback and data. All of the Family Engagement Assessments included in the first Scholastic contract (approved by the SOESD Board July 20, 2022) have been completed. Other districts, including Klamath County School District, are requesting these Family Engagement Assessments for their schools. This contract provides twelve additional schools in SOESD's service area opportunity to participate in Family Engagement Assessments. Mark Angle-Hobson noted that these services continue to be requested by component districts and were included as a tier one service in the SOESD Student Success Act Comprehensive Support plan as part of the 2022-2023 Local Service Plan.

IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER VALTIERRA-SANCHEZ TO:

Approve entering into an additional agreement with Scholastic at a cost not to exceed \$49,500.00.

MOTION CARRIED: 5-0

F. Contract for Services with Youth 71Five Ministries

SOESD has been awarded a Reengagement Collaborative Grant from the Youth Development Division (now called Youth Development Oregon). The grant supports continuing efforts to coordinate all community partners who work with youth from age 5 to 25 through ongoing work with our Youth Development Work Group (YDWG) as part of SOESD's Southern Oregon Success (SORS) program. Youth 71Five Ministries is a key partner in the YDWG and worked with SORS to secure funding for FTE to be employed by Youth 71Five Ministries as an outreach coordinator focusing on disengaged youth. Youth 71Five Ministries' staff member works in partnership with the agencies and organizations involved with the YDWG to identify disengaged youth, develop relationships and help them navigate services and resources with the goal of either bringing the youth back into the K12 system or helping to complete a GED. This contract allows SOESD to pass through the Youth Development Oregon grant funds to Youth 71Five Ministries for salaries and benefits

IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER VALTIERRA-SANCHEZ TO:

Postpone board action to the February agenda and invite Peter Buckley and the director of Youth 71Five Ministries to the meeting, encourage him to bring a student or guest, to explore further what the focus would be.

MOTION CARRIED 5-0

G. Third Reading of Proposed SOESD Board Policies

The policies listed below were presented as a third reading for approval.

DDB.....Native American Impact Aid Funds

DDC.....Native American Education Program Grants

IT WAS MOVED BY MEMBER VALTIERRA-SANCHEZ, SECONDED BY MEMBER MIDDLETON TO:

Adopt the SOESD board policies as presented in third reading.

MOTION CARRIED 5-0

H. First Reading of SOESD Board Policies

The policies listed below were reviewed by board members during the January 18, 2023 work session and presented for first reading.

First Reading: Proposed Policies Section E: Support Services

EBACSafety Committee

EBAC-AR.....Safety Committee

EBB.....Integrated Pest Management

EBBAFirst Aid

EBBAA.....Infection Control and Bloodborne Pathogens

EBBBInjury/Illness Reports

EBC.....Emergency Plan

EBCBEmergency Drills and Instruction

EBCDEmergency Closures

ECACBUnmanned Aircraft System (UAS) a.k.a. Drone

First Reading: Proposed Policies Section F: Facilities Development

FC.....Capital Construction Program

I. Strategic Planning Update

Superintendent Beveridge provided an update on the status of selecting a strategic planning facilitator. The superintendent's Cabinet is using a screening rubric as they interview a number of strategic planning facilitators. Once the review process is completed, the Cabinet will make their recommendation to the administrative team for selecting a facilitator. Superintendent Beveridge anticipates the selection and input process will be completed by summer.

J. Budget and Legislative Update

Superintendent Beveridge and CFO Weaver provided an update on legislative activity to develop and approve the state education budget for the next biennium. The legislative long session has begun with a significant focus on addressing homelessness and housing. Governor Kotek has not yet published her proposed budget. Over 2,000 bills are under consideration, some impacting education. Superintendent Beveridge is hopeful that the Policy Option Package will address historic under-funding of Regional Inclusive Services (RIS). CFO Weaver provided a breakdown of SOESD funding areas.

Business Services

- A. 2022-2023 SOESD Resolution 7 – Adopt and Appropriate
CFO Weaver explained that Resolution #7 adopts and appropriates federal funds for the 2022-2023 fiscal year.
IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER VALTIERRA-SANCHEZ TO:
Approve the 2022-2023 SOESD Resolution #7.
MOTION CARRIED: 5-0
- B. Phoenix Campus Update
CFO Weaver provided an update on the Phoenix Campus Reconstruction Project. Conditional approval has been received from the county for increased square footage but is not yet final. SOESD continues to negotiate with Special Districts Trust to reach a final insurance settlement. The district will scale and adjust the project accordingly once the final insurance settlement numbers are known. A furniture fair was held during the week of January 9, 2023 for staff to try out and give feedback on a variety of furniture options for the new campus.

Miscellaneous

- A. Next Regular Meeting: February 15, 2023, 6:00 PM
- B. Special District Election – Important Dates
- February 4, 2023: First day a candidate can file
 - March 16, 2023: Last day for a candidate to file or withdraw
 - March 20, 2023: Voters’ pamphlet filing deadline (Jackson County)
 - May 16, 2023: Special District Election

Adjournment

Chair Converse adjourned the meeting of the Southern Oregon ESD Board of Directors at 7:31 PM.

DATE: February 15, 2023
 TO: Southern Oregon ESD Board of Directors
 FROM: Scott Beveridge, Superintendent
 RE: Contracts for Licensed Staff

Based on recommendations from the Southern Oregon ESD administrative staff, I recommend that the following licensed staff be offered a continuation in their probationary period, new contracts, or to be non-extended/non-renewed, as set forth below.

Non-Continuation of First-Year Probationary Period

(Provided for the Board's Information)

Employee	Program	Position	Status
Cynar, Gayle	Early Childhood Services	Early Intervention Specialist	Non-Continuation

Second Year of a Three-Year Probationary Period

Employee	Program	Position	Status
Acord, Ryan	Early Childhood Services	Early Intervention Specialist	Probationary 2
Armstrong, Heather	School Improvement Services	School Improvement Specialist	Probationary 2
Banks, Jaime	PDHH	Teacher	Probationary 2
Bernard, Vicki	Speech Services	Speech Language Pathologist	Probationary 2
Donnelly, Nicole	Autism Services	Autism Spectrum Disorders Consultant	Probationary 2
Givens, Bethany	Early Childhood Services	Early Intervention Specialist	Probationary 2
Hermes, Susan	Early Childhood Services	Occupational Therapist	Probationary 2
Jaquette, Jacquie	School Improvement Services	School Improvement Specialist	Probationary 2
Johnson, Jeffrey	Autism Services	Autism Spectrum Disorder Consultant	Probationary 2
Jones, Jennifer	School Improvement Services	School Improvement Specialist	Probationary 2
Keppinger, Sarah	Speech Services	Speech Language Pathologist	Probationary 2
Simmons, Greg	School Improvement Services	School-Based Mental Health Interventionist	Probationary 2
Snelling, K. Luke	POI	Physical Therapist	Probationary 2
Thompson, Ruth	Psychological Services	School Psychologist	Probationary 2
Wenzel, CherreEllen	Early Childhood Services	Early Intervention Specialist	Probationary 2

Third Year of a Three-Year Probationary Period

Employee	Program	Position	Status
Rhodes, Elizabeth	PVI	Teacher	Probationary 3
Smith, Nicolette	School Improvement Services	School Improvement Specialist	Probationary 3
Steuk, Karli	Autism Services	Autism Spectrum Disorder Consultant	Probationary 3
Stewart, Lauren	Autism Services	Autism Spectrum Disorder Consultant	Probationary 3
Taylor, Kayla	POI	Physical Therapist	Probationary 3
Vranna, Jennie	PDHH	Teacher	Probationary 3
Wise, Jesse	PDHH	School Counselor	Probationary 3

One-Year Contracts for 2023-2024
(Provided for the Board's Information)

Employee	Program	Position	Status
Biedscheid, Caitlin	Early Childhood Services	EI Specialist I	Contracted
Dreager, Erika L	Autism Services	Behavior Analyst	Contracted
Griffith, Mari Jo	POI	Physical Therapist	Contracted
Halpern, Michael	POI	Occupational Therapist	Contracted
Jones, Meghan	POI	Occupational Therapist	Contracted
Love, Stephanie	Speech Services	Speech Language Pathologist	Contracted
Mannenbach, James	POI	Physical Therapist	Contracted
Parrinello, Lindsey	Early Childhood Services	EI Specialist I	Contracted
Reynolds, Susan	POI	Physical Therapist	Contracted
Williams, Emily	Early Childhood Services	Early Intervention Specialist	Contracted
Willrett, Annette	POI	Occupational Therapist	Contracted

Two-Year Contracts for 2023-2024

Employee	Program	Position	Status
Bencomo, Victoria	Migrant Education	Migrant Counselor	Contracted
Buczek, Celine	Autism Services	Autism Spectrum Disorders Consultant	Contracted
Conrad, Jody	Psychological Services	School Psychologist	Contracted
Crumley, Jennifer	PDHH	Teacher	Contracted
Dibble, Ashley	Early Childhood Services	EI Specialist I	Contracted
Eide, Lynn	STEPS	Teacher	Contracted
Goff, Anne	Speech Services	Speech Language Pathologist	Contracted
Griffin, Barbara	Early Childhood Services	Evaluation Coordinator	Contracted
Jolliffe, Erin	PDHH	Teacher	Contracted
Kleespies, Lynette	PVI	Teacher	Contracted
Kobernik, Cheryl	PDHH	Teacher	Contracted
Laughlin, Brooke	PDHH	Teacher	Contracted
Lovett, Kelle	PDHH	Teacher	Contracted
Mason, Darci	Autism Services	Autism Spectrum Disorders Consultant	Contracted
Orr, Patricia	PDHH	Teacher	Contracted
Rennick, Terrie	STEPS	Teacher	Contracted
Ryan, Meghann	Autism Services	Autism Spectrum Disorder Consultant	Contracted
Stephenson, Jessica	PDHH	Teacher	Contracted
Szeliga, Amy	Autism Services	Autism Spectrum Disorders Consultant	Contracted
Thompson, Angela	Autism Services	Autism Spectrum Disorders Consultant	Contracted
Thompson, Brooke	PVI	Teacher	Contracted
Thorson, Kristy	PDHH	Teacher	Contracted
Wiley-Wolter, Carlie	PVI	Teacher	Contracted
Zech-Olivadoti, Heidi	School Improvement Services	School Improvement Specialist	Contracted

Date: February 15, 2023
 TO: Southern Oregon ESD Board of Directors
 FROM: Scott Beveridge, Superintendent
 RE: Contracts for Licensed Administrators and Chief Financial Officer

I recommend that the following administrators be offered a continuation in their probationary period, new contracts, or to be non-extended/non-renewed, as set forth below.

Third Year of a Three-Year Probationary Period

Employee	Program	Position	Status
Dunas, Diane	Special Education Services	Coordinator	Probationary 3

Three Year Contracts for 2023-2024

Employee	Program	Position	Status
Angle-Hobson, Mark	School Improvement	Administrator	Contracted
Balme, Dale	PDHH	Supervisor	Contracted
Bauer, Charlie	Migrant Ed/ELL	Coordinator	Contracted
Beveridge, Scott	Administration/Business	Superintendent	Contracted
Johnson, Andree	Special Education Services	Coordinator	Contracted
Lee-Wolfe, Agnes	Special Education Services	Coordinator	Contracted
Peck, Susan	Special Education Services	Director	Contracted
Weaver, Daniel	Business Office	Chief Financial Officer	Contracted

SOUTHERN OREGON EDUCATION SERVICE DISTRICT

BOARD OF DIRECTORS FINANCIAL REPORT

January 31, 2023

100	GENERAL FUND	BUDGET	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
101	ADMIN/OPERATIONS	3,047,208.00	1,653,904.64	1,393,303.36	54.3%		
102	TECHNOLOGY MEDIA SERVICES	2,953,541.00	1,643,155.66	1,310,385.34	55.6%		
103	SPECIAL EDUC SERVICES	13,751,990.00	6,567,536.96	7,184,453.04	47.8%		
104	SPEECH	491,350.00	156,235.88	335,114.12	31.8%		
106	INTERPRETERS	1,186,343.00	779,245.35	407,097.65	65.7%		
107	PSYCHOLOGY	1,050,280.00	386,937.60	663,342.40	36.8%		
108	BRAILLIST	386,280.00	134,837.64	251,442.36	34.9%		
109	STEPS PLUS PROGRAM	1,800,000.00	662,899.65	1,137,100.35	36.8%		
110	OT / PT	268,550.00	254,372.69	14,177.31	94.7%		
113	REGIONAL/STATEWIDE INITIATIVES	397,946.00	189,070.24	208,875.76	47.5%		
114	CAREER/TECHNICAL ED	305,933.00	171,582.22	134,350.78	56.1%		
115	ENGLISH SECOND LANG	295,098.00	207,789.68	87,308.32	70.4%		
117	AUDIOLOGY	175,000.00	3,775.00	171,225.00	2.2%		
192	CARE	1,224,000.00	442,681.38	781,318.62	36.2%		
TOTAL (100)		27,333,519.00	13,254,024.59	14,079,494.41	48.5%	22,650,509.28	82.9%
January 31, 2022		25,889,265.00	12,439,624.12	19,233,596.88	25.7%	21,508,778.20	83.1%

BOARD ACCOUNTS - 2310		BUDGET	EXPENDED	BALANCE	% SPT
340	BOARD TRAVEL	23,000.00	18,698.23	4,301.77	81.3%
351	TELEPHONE	515.00	0.00	515.00	0.0%
381	AUDIT	13,390.00	13,390.00	0.00	100.0%
382	LEGAL SERVICES	76,835.00	66,115.90	10,719.10	86.0%
388	ELECTIONS	5,900.00	0.00	5,900.00	0.0%
390	OTHER SERVICES	0.00	0.00	0.00	0.0%
410	SUPPLIES	796.00	0.00	796.00	0.0%
640	DUES & FEES	26,000.00	22,776.75	3,223.25	87.6%
651	LIABILITY INS	6,180.00	6,180.00	0.00	100.0%
TOTAL BOARD ACCTS.		152,616.00	127,160.88	25,455.12	83.3%

210	SP REV -FEDERAL	BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
0	SPECIAL REVENUE-FEDERAL	1,578,671.00	0.00	1,578,671.00	0.0%	0.00	0.0%
201	IDEA CONSORTIUM	0.00	0.00	0.00	N/A	0.00	N/A
202	TECH PREP ED 21-22	156,096.00	58,905.24	97,190.76	N/A	34,326.22	N/A
203	MIDDLE SCHOOL PILOT PROJECT	0.00	0.00	0.00	N/A	0.00	N/A
204	PERKINS BASIC 21-22	56,724.00	52,303.74	4,420.26	N/A	52,303.74	N/A
205	PERKINS BASIC 20-21	549,337.00	313,832.91	235,504.09	N/A	288,786.19	N/A
206	MIG SUMMER SCHL	569,882.00	569,881.22	0.78	N/A	569,881.22	N/A
208	TITLE 1C MIG RSY 20-21	1,771,135.00	540,378.78	1,230,756.22	N/A	436,683.99	N/A
209	TITLE 1C MIG RSY 21-22	649,338.00	576,189.86	73,148.14	N/A	544,654.40	N/A

210	TITLE 1C-PRESCHL 21-22	189,888.00	189,887.86	0.14	N/A	189,887.86	N/A
211	TITLE 1C PRESCHL 20-21	223,021.00	29,385.28	193,635.72	N/A	25,516.78	N/A
213	TITLE 1-C SUPPLEMENTAL 20-21	0.00	0.00	0.00	N/A	0.00	N/A
214	IDEA REGIONAL	2,748,179.00	1,436,013.20	1,312,165.80	N/A	1,186,179.07	N/A
215	ESD TECHNICAL ASSISTANCE	72,380.00	57,725.02	14,654.98	N/A	43,256.63	N/A
216	ELH SECTOR PLANNING 21-22	0.00	0.00	0.00	N/A	0.00	N/A
217	PP COORDINATED ENROLLMENT	0.00	0.00	0.00	N/A	0.00	N/A
218	INDIAN EDUCATION SERVICES	79,426.00	33,725.26	45,700.74	N/A	0.00	N/A
219	COVID-19 SUPPORT	1,332,043.00	61,636.46	1,270,406.54	N/A	56,217.33	N/A
220	ESDs For S E L	375,000.00	54,938.18	320,061.82	N/A	43,799.20	N/A
221	GEER	80,000.00	80,000.00	0.00	N/A	80,000.00	N/A
223	COMPUTER SCIENCE - GEER	90,000.00	88,104.85	1,895.15	N/A	0.00	N/A
225	SOFRP	840,000.00	60,399.14	779,600.86	N/A	0.00	N/A
235	FAMILY SUPPORT SERVICES 21-23	25,448.00	21,780.06	3,667.94	N/A	7,289.89	N/A
236	EL HUB PDG (Parent Leadership)	30,000.00	25,962.17	4,037.83	N/A	0.00	N/A
243	YOUTH TRANSITION PROGRAM	211,375.00	179,133.67	32,241.33	N/A	72,825.72	N/A
247	TITLE III CONSORTIUM 21-22	21,181.00	21,181.00	0.00	N/A	21,181.00	N/A
248	TITLE III CONSORTIUM 20-21	22,601.00	902.35	21,698.65	N/A	5,102.08	N/A
250	CARL PERKINS - RCC	0.00	0.00	0.00	N/A	0.00	N/A
251	LETS GO LEARN	0.00	0.00	0.00	N/A	0.00	N/A
261	CHILD CARE RESOURCE NETWORK 21-23	639,098.00	389,749.57	249,348.43	N/A	330,575.38	N/A
262	FAMILY SUPPORT & CONNECTIONS	431,036.00	212,613.79	218,422.21	N/A	206,022.39	N/A
263	CCRN - 2	0.00	0.00	0.00	N/A	0.00	N/A
264	CCRN RS STUDY	0.00	0.00	0.00	N/A	0.00	N/A
272	EI/ECSE	222,272.00	211,042.97	11,229.03	N/A	62,656.09	N/A
276	TRANSITION NETWORK COORDINATOR	0.00	0.00	0.00	N/A	0.00	N/A
277	TNF - STUDENT SUMMIT CONFERENCES	5,000.00	3,754.67	1,245.33	N/A	7,509.34	N/A
278	IDEA ENHANCEMENT 21-22	0.00	0.00	0.00	N/A	0.00	N/A
285	PERKINS RESERVE 21-22	11,197.00	11,185.87	11.13	N/A	14,906.11	N/A
287	TBI LIAISON 21-23	0.00	0.00	0.00	N/A	0.00	N/A
288	AUDIOLOGY SUPPORT 21-23	0.00	0.00	0.00	N/A	0.00	N/A
289	PERKINS RESERVE 20-21	330,029.00	51,457.70	278,571.30	N/A	41,958.02	N/A
292	IDEA ENHANCEMENT 20-21	0.00	0.00	0.00	N/A	0.00	N/A
297	EXTENDED ASSESSMENT 20-21	0.00	0.00	0.00	N/A	0.00	N/A
307	LTCT IDEA 619	0.00	0.00	0.00	N/A	0.00	N/A
308	LTCT TITLE 1D 21-22	101,725.00	1,872.25	99,852.75	N/A	887.05	N/A
309	LTCT IDEA 21-22	23,228.00	0.00	23,228.00	N/A	0.00	N/A
311	MIECHV	30,000.00	10,053.61	19,946.39	N/A	10,053.61	N/A

SUBTOTAL (210)	13,465,310.00	5,343,996.68	8,121,313.32	39.7%	4,332,459.31	32.2%
	BUDGET or			%		%
	AWARD					
	EST	EXPENDED	BALANCE	SPT	REVENUE	RECD

210 SP REV -FEDERAL

SUBTOTAL (210)	13,465,310.00	5,343,996.68	8,121,313.32	39.7%	4,332,459.31	32.2%
----------------	---------------	--------------	--------------	-------	--------------	-------

313	OCDD	45,000.00	20,239.02	24,760.98	N/A	8,561.02	N/A
316	MTSS REGIONAL COACHES	57,493.00	57,492.49	0.51	N/A	57,492.49	N/A
318	HS MATH PATHWAY CONVENING	0.00	0.00	0.00	N/A	0.00	N/A
319	ESSER A3	1,018,500.00	291,356.92	727,143.08	N/A	276,909.85	N/A

TOTAL (210)	14,586,303.00	5,713,085.11	8,873,217.89	39.2%	4,675,422.67	32.1%
January 31, 2022	10,403,807.00	4,841,299.19	5,562,507.81	46.5%	3,447,551.32	33.1%

290	SP REV -OTHER	BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
0	SPECIAL REVENUE-OTHER	27,126,671.00	0.00	27,126,671.00	0.0%	0.00	0.0%
717	PP COORDINATED ENROLLMENT	0.00	100,292.75	(100,292.75)	N/A	0.00	N/A
718	GYO GRANT	0.00	219,294.02	(219,294.02)	N/A	173,455.20	N/A
719	COVID-19 SUPPORT	0.00	0.00	0.00	N/A	0.00	N/A
749	EDUCATOR ADVANCEMENT FUND	0.00	431,313.96	(431,313.96)	N/A	82,421.33	N/A
751	ADV MATH IN REAL LIFE	0.00	0.00	0.00	N/A	0.00	N/A
753	ADV STEM INNOVATIVE PROGRAMMING	0.00	0.00	0.00	N/A	0.00	N/A
754	MEDIA LIBRARY SERVICES	0.00	0.00	0.00	N/A	0.00	N/A
756	SUMMER LEARNING GRANT	0.00	5,614.08	(5,614.08)	N/A	59,580.00	N/A
757	LONG TERM CARE TREATMENT	0.00	299,438.27	(299,438.27)	N/A	28,726.44	N/A
758	WESD DASHBOARD	0.00	0.00	0.00	N/A	28,577.92	N/A
759	FCCN	0.00	3,688.40	(3,688.40)	N/A	3,688.40	N/A
760	CPDP	0.00	0.00	0.00	N/A	6,566.43	N/A
761	CCRN SUPPORT	0.00	0.00	0.00	N/A	4,596.38	N/A
762	CTE REVITALIZATION GRANT	0.00	0.00	0.00	N/A	0.00	N/A
763	SUCCESSFUL TRANSITIONS GRANT	0.00	0.00	0.00	N/A	0.00	N/A
765	SUPPORT - CTE CAREER PATHWAYS	0.00	0.00	0.00	N/A	0.00	N/A
766	SCHOOL READINESS HUB	0.00	0.00	0.00	N/A	0.00	N/A
767	SHA FAMILY SERVICES HUB	0.00	52,898.38	(52,898.38)	N/A	32,752.78	N/A
768	EMERGING REGIONAL STEM HUB	0.00	181,703.86	(181,703.86)	N/A	65,997.74	N/A
769	REGIONAL EDUCATOR NETWORK (SOREN)	0.00	152,176.83	(152,176.83)	N/A	48,631.52	N/A
770	LTCT ADDITIONAL SERVICES	0.00	0.00	0.00	N/A	4,205.82	N/A
772	STEM INNOVATIVE PROGRAMMING 21-23	0.00	0.00	0.00	N/A	0.42	N/A
773	PRESCHOOL PROMISE	0.00	0.00	0.00	N/A	0.00	N/A
774	PRESCHOOL PROMISE - COORDINATION	0.00	3,870.95	(3,870.95)	N/A	141,669.31	N/A
776	OREGON SCIENCE PROJECT	0.00	0.00	0.00	N/A	0.00	N/A
777	R & R COMMUNITIES	0.00	0.00	0.00	N/A	0.00	N/A
778	THREAT ASSESSMENT PROGRAM	0.00	20,013.73	(20,013.73)	N/A	9,014.08	N/A
779	CCR&R PRESCHOOL PROMISE SSA	0.00	0.00	0.00	N/A	0.00	N/A
SUBTOTAL-290		27,126,671.00	1,470,305.23	25,656,365.77	5.4%	689,883.77	2.5%

290	SP.REV.-OTHER	BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
SUBTOTAL-290		27,126,671.00	1,470,305.23	25,656,365.77	5.4%	689,883.77	2.5%
780	CCRR SSA PROFESSIONAL LEARNING	0.00	390.38	(390.38)	N/A	390.38	N/A
781	CCRR SSA PSP ADMIN	0.00	72,771.28	(72,771.28)	N/A	60,951.72	N/A
782	CCRR SSA PSP COACHING	0.00	76,186.73	(76,186.73)	N/A	66,068.86	N/A
783	SHARED SERVICES - SSA BUSINESS COACHING	0.00	39,061.63	(39,061.63)	N/A	33,299.41	N/A
802	CLASSROOM AT CRATER LAKE	0.00	0.00	0.00	N/A	373.99	N/A

804	ODE INTEL	0.00	0.00	0.00	N/A	3,386.74	N/A
805	OI SERVICES	0.00	0.00	0.00	N/A	0.00	N/A
806	MATH IN REAL LIFE	0.00	0.00	0.00	N/A	0.00	N/A
807	PERS VARIANCE ACCOUNT	0.00	0.00	0.00	N/A	17,299.69	N/A
808	LEAD LEARN EXCEL	0.00	0.00	0.00	N/A	5,451.99	N/A
809	AMBITIOUS INSTRUCTION	0.00	0.00	0.00	N/A	0.00	N/A
810	SOTCE	0.00	0.00	0.00	N/A	15,000.00	N/A
811	ELP PARENT SUPPORT	0.00	0.00	0.00	N/A	0.00	N/A
812	AIAN EDUCATOR SUCCESS	0.00	0.00	0.00	N/A	0.00	N/A
813	ATTENDANCE INITIATIVE	0.00	0.00	0.00	N/A	0.00	N/A
814	REGIONAL ABSENTEESIM INITIATIVE	0.00	0.00	0.00	N/A	0.00	N/A
815	SOESD-SPEC ED SERVICES	0.00	0.00	0.00	N/A	68.29	N/A
816	STUDENT SUCCESS ACT	0.00	1,008,835.17	(1,008,835.17)	N/A	1,637,663.60	N/A
817	ADV PROGRAM EXPANSION	0.00	0.00	0.00	N/A	0.00	N/A
818	AIAN STUDENT SUCCESS JaJo	0.00	0.00	0.00	N/A	0.00	N/A
819	AIAN STUDENT SUCCESS KLAMATH	0.00	0.00	0.00	N/A	0.00	N/A
821	OETC/ODE ONLINE	0.00	0.00	0.00	N/A	2,784.62	N/A
822	GILBERT CREEK PLAYGROUND	0.00	0.00	0.00	N/A	157.94	N/A
823	ATTENDANCE DONATION ACCOUNT	0.00	0.00	0.00	N/A	49.89	N/A
824	ROLLOVER FUNDS	0.00	0.00	0.00	N/A	0.00	N/A
825	STATE - R A C	0.00	200,050.04	(200,050.04)	N/A	59,631.54	N/A
828	TARGET GRANT	0.00	0.00	0.00	N/A	0.00	N/A
829	MIGRANT/ELL WORKSHOP	0.00	2,074.31	(2,074.31)	N/A	2,402.42	N/A
830	FOCUSED NETWORK FUNDING	0.00	0.00	0.00	N/A	0.00	N/A
831	CTE WORKSHOP ACCOUNT	0.00	0.00	0.00	N/A	3,884.71	N/A
836	INDIAN ED DONATION ACCOUNT	0.00	0.00	0.00	N/A	21,783.94	N/A
838	TAPESTRY GRANT	0.00	0.00	0.00	N/A	71.96	N/A
839	CC4A PROGRAM SUPPORT	0.00	24,748.87	(24,748.87)	N/A	3,507.40	N/A
840	SOBAASS	0.00	229,983.02	(229,983.02)	N/A	50,162.19	N/A
841	TRUANCY GRANT	0.00	0.00	0.00	N/A	285.30	N/A
842	FORD FAMILY FOUNDATION	0.00	25,000.00	(25,000.00)	N/A	25,000.00	N/A
843	STEM INNOVATION	0.00	30,563.49	(30,563.49)	N/A	29,747.65	N/A

SUBTOTAL-290		27,126,671.00	3,179,970.15	23,946,700.85	11.7%	2,729,308.00	10.1%
		BUDGET or			%		%
290	SP.REV.-OTHER	EST	EXPENDED	BALANCE	SPT	REVENUE	RECD

SUBTOTAL-290		27,126,671.00	3,179,970.15	23,946,700.85	11.7%	2,729,308.00	10.1%
845	SUPERINTENDENT ASSOC LUNCHES	0.00	0.00	0.00	N/A	153.09	N/A
849	OEA WELLNESS - MENTORING	0.00	0.00	0.00	N/A	0.00	N/A
850	WELLNESS GRANT	0.00	58.00	(58.00)	N/A	6,877.63	N/A
852	ZELZIE REED TRUST	0.00	0.00	0.00	N/A	15,369.96	N/A
853	MENTORING TEACHER 21-22	0.00	240,040.40	(240,040.40)	N/A	91,247.35	N/A

854	GRAY FAMILY FUND	0.00	0.00	0.00	N/A	955.00	N/A
855	MIGRANT DONATIONS	0.00	0.00	0.00	N/A	3,728.44	N/A
857	SPEC ED WORKSHOP ACCT	0.00	77,515.18	(77,515.18)	N/A	49,820.95	N/A
858	MEDIA LIBRARY REPLACE MATERIALS	0.00	12,250.00	(12,250.00)	N/A	15,234.17	N/A
859	ED TECH SUMMIT	0.00	1,195.38	(1,195.38)	N/A	25,881.41	N/A
860	CLIMATE CHANGE EDUC-CLASS AT CL	0.00	0.00	0.00	N/A	327.64	N/A
865	REGIONAL PROMISE	0.00	0.00	0.00	N/A	0.00	N/A
866	KINDERMUSIK	0.00	0.00	0.00	N/A	9,453.10	N/A
867	COW CREEK FOUNDATION	0.00	0.00	0.00	N/A	5,980.00	N/A
868	PLUM CREEK FOUNDATION	0.00	0.00	0.00	N/A	0.00	N/A
869	FOURWAY FOUNDATION	0.00	0.00	0.00	N/A	15,348.65	N/A
870	LICC	0.00	0.00	0.00	N/A	5,118.27	N/A
872	EI/ECSE	0.00	946,137.82	(946,137.82)	N/A	235,696.48	N/A
873	PROGRAM SUPPORT EI/ECSE	0.00	245,217.83	(245,217.83)	N/A	890,398.90	N/A
874	PRESCHOOL PROMISE - STARTUP	0.00	0.00	0.00	N/A	0.00	N/A
876	TRANSITION NETWORK FACILITATOR	0.00	97,397.00	(97,397.00)	N/A	40,396.56	N/A
881	EDUCATIONAL INSTRUCTION	0.00	0.00	0.00	N/A	0.00	N/A
882	EARLY LEARNING HUB	0.00	388,607.37	(388,607.37)	N/A	982,901.79	N/A
887	TNF STUDENT SUMMITS	0.00	1,467.50	(1,467.50)	N/A	8,039.00	N/A
888	CTE - EQUIPMENT REIMBURSEMENT	0.00	0.00	0.00	N/A	141,975.08	N/A
889	ADV REGIONAL STEM HUB	0.00	0.00	0.00	N/A	0.00	N/A
900	MATHWASY - RPD	0.00	16,244.19	(16,244.19)	N/A	16,209.81	N/A
901	SOESD PROGRAM SUPPORT	0.00	69,375.11	(69,375.11)	N/A	1,483,558.14	N/A
904	RETIRE/SABATICAL	0.00	87,579.05	(87,579.05)	N/A	1,511,710.54	N/A
905	FMLA	0.00	0.00	0.00	N/A	63,123.97	N/A
906	HB4030	0.00	366,100.98	(366,100.98)	N/A	290,832.83	N/A
910	SUMMER SP-ED SERVICES	0.00	35,512.47	(35,512.47)	N/A	0.00	N/A
912	SPECIAL PROJECTS	0.00	0.00	0.00	N/A	353.98	N/A
913	WRITING ASSESSMENT	0.00	0.00	0.00	N/A	4,436.05	N/A
915	REGIONAL-LOCAL CONTRACTS	0.00	277,593.08	(277,593.08)	N/A	1,109.20	N/A
916	STATE REGIONAL	0.00	922,854.84	(922,854.84)	N/A	726,053.30	N/A

SUBTOTAL-290	27,126,671.00	6,965,116.35	20,161,554.65	25.7%	9,371,599.29	34.5%
--------------	---------------	--------------	---------------	-------	--------------	-------

	BUDGET or AWARD EST	EXPENDED	BALANCE	SPT	REVENUE	% RECD
--	---------------------------	----------	---------	-----	---------	-----------

SUBTOTAL-290	27,126,671.00	6,965,116.35	20,161,554.65	25.7%	9,371,599.29	34.5%
--------------	---------------	--------------	---------------	-------	--------------	-------

918	K PARTNERSHIP INNOVATION	0.00	173,299.18	(173,299.18)	N/A	56,510.35	N/A
920	R & B DONATIONS (Rice & Beans)	0.00	0.00	0.00	N/A	192.63	N/A
921	MEYER MEMORIAL	0.00	10,967.72	(10,967.72)	N/A	10,854.92	N/A
924	SOU TECHNOLOGY	0.00	0.00	0.00	N/A	1,946.35	N/A
926	AUTISM - PARENT PARTNER	0.00	1,857.26	(1,857.26)	N/A	16,434.83	N/A

929	ADV REGIONAL PROMISE	0.00	0.00	0.00	N/A	0.00	N/A
930	ADV KPI	0.00	0.00	0.00	N/A	0.00	N/A
931	BRAILLIST PRODUCTION	0.00	0.00	0.00	N/A	9,515.32	N/A
932	KLAMATH TECH	0.00	0.00	0.00	N/A	1,749.66	N/A
935	STAFF CONTRACTS	0.00	84,314.64	(84,314.64)	N/A	81,390.12	N/A
938	GARDEN PROJECT GRANT	0.00	0.00	0.00	N/A	24.50	N/A
940	CESD - SOBAASS	0.00	93,016.00	(93,016.00)	N/A	93,016.00	N/A
941	READING GRANT	0.00	0.00	0.00	N/A	2,324.09	N/A
942	FOLLETTE CONTRACT	0.00	2,729.09	(2,729.09)	N/A	26,606.81	N/A
943	YTP PROGRAM	0.00	38,019.72	(38,019.72)	N/A	13,114.47	N/A
945	ESD WORKSHOP	0.00	0.00	0.00	N/A	18,549.95	N/A
946	AURAL IMPRESSION	0.00	0.00	0.00	N/A	154,436.08	N/A
947	CURRICULUM WORKSHOP	0.00	1,560.00	(1,560.00)	N/A	6,324.89	N/A
948	WEB PD	0.00	0.00	0.00	N/A	2,608.79	N/A
949	BVIS FUNDING	0.00	0.00	0.00	N/A	17,510.60	N/A
951	EMPLOYEE PAID MEDICAL	0.00	0.00	0.00	N/A	0.00	N/A
952	INSURANCE RESERVE	0.00	0.00	0.00	N/A	23,693.04	N/A
953	FINGERPRINTING	0.00	0.00	0.00	N/A	33,643.57	N/A
955	INFRASTRUCTURE-SOESD	0.00	64,724.11	(64,724.11)	N/A	1,342,173.02	N/A
957	OR PROJECT	0.00	14,256.69	(14,256.69)	N/A	312,010.73	N/A
960	COOP PURCHASING	0.00	399,769.61	(399,769.61)	N/A	559,661.82	N/A
961	COOP PURCHASING SUPPORT	0.00	35,192.31	(35,192.31)	N/A	1,132.02	N/A
964	EMPLOYEE SERVICES	0.00	478.23	(478.23)	N/A	1,001.50	N/A
965	MIG PROGRAM SUPPORT	0.00	0.00	0.00	N/A	2,345.17	N/A
966	PDHH DONATIONS	0.00	0.00	0.00	N/A	2,810.00	N/A
967	BRAIN BOWL	0.00	0.00	0.00	N/A	6,010.10	N/A
972	PVI DONATIONS	0.00	0.00	0.00	N/A	3,888.17	N/A
974	SHARED READING PROGRAM	0.00	0.00	0.00	N/A	117.22	N/A
976	TELECONFERENCING	0.00	0.00	0.00	N/A	7,118.48	N/A
978	SCHOOL IMPROVEMENT WORKSHOPS	0.00	500.81	(500.81)	N/A	123,212.96	N/A
982	READING RED	0.00	0.00	0.00	N/A	813.96	N/A

SUBTOTAL-290	27,126,671.00	7,885,801.72	19,240,869.28	29.1%	12,304,341.41	45.4%
--------------	---------------	--------------	---------------	-------	---------------	-------

	BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
290 SP.REV.-OTHER						

SUBTOTAL-290	27,126,671.00	7,885,801.72	19,240,869.28	29.1%	12,304,341.41	45.4%
--------------	---------------	--------------	---------------	-------	---------------	-------

983	OREGON ONLINE	0.00	0.00	0.00	N/A	38,573.67	N/A
989	ADV CTE REVITALIZATION	0.00	0.00	0.00	N/A	0.00	N/A
990	MEDICAID ADMN CLAIMING	0.00	186,021.24	(186,021.24)	N/A	117,144.90	N/A
991	MAC DISTRICTS	0.00	10,589.65	(10,589.65)	N/A	10,457.87	N/A
996	OREGON COMMUNITY FOUNDATION	0.00	85,968.02	(85,968.02)	N/A	177,412.59	N/A

998	COMPUTER REPLACEMENT	0.00	0.00	0.00	N/A	0.00	N/A
999	INDIRECT COST POOL	0.00	570,812.65	(570,812.65)	N/A	2,361,467.54	N/A
TOTAL (290)		27,126,671.00	8,739,193.28	18,387,477.72	32.2%	15,009,397.98	55.3%
January 31, 2022		26,153,050.00	7,487,775.50	18,665,274.50	28.6%	13,605,750.77	52.0%
					%		%
400	CAPITAL PROJECTS FUND	BUDGET	EXPENDE	BALANCE	SPT	REVENUE	RECD
000	CAPITAL PROJECTS FUND	0.00	0.00	0.00	N/A	0.00	N/A
410	PHOENIX FACILITY	9,000,000.00	642,247.46	8,357,752.54	7.1%	4,813,955.31	53.5%
TOTAL (400)		9,000,000.00	642,247.46	8,357,752.54	7.1%	4,813,955.31	53.5%
January 31, 2022		1,675,000.00	71,620.90	1,603,379.10	4.3%	4,000,000.00	238.8%
					%		%
600	INTERNAL SERVICE	BUDGET	EXPENDE	BALANCE	SPT	REVENUE	RECD
000	INTERNAL SERV BUDGET	0.00	0.00	0.00	N/A	0.00	N/A
651	SUBSTITUTE SERVICES	4,083,130.00	1,376,937.46	2,706,192.54	33.7%	999,629.11	24.5%
655	WORKER'S COMP/MEDICAL	1,092,169.00	669,937.78	422,231.22	61.3%	1,668,095.03	152.7%
662	SB1049 - PERS	230,000.00	605.04	229,394.96	0.3%	177,738.41	77.3%
675	INTERNAL IT SUPPORT	259,875.00	0.00	259,875.00	0.0%	0.00	0.0%
694	PL OREGON	80,360.00	0.00	80,360.00	0.0%	0.00	0.0%
695	D P B	75,000.00	0.00	75,000.00	0.0%	0.00	0.0%
696	UNEMPLOYMENT ACCT	245,203.00	21,560.79	223,642.21	8.8%	579,838.37	236.5%
697	COPIES / FAX USAGE	146,546.00	31,248.69	115,297.31	21.3%	146,140.29	99.7%
TOTAL (600)		6,212,283.00	2,100,289.76	4,111,993.24	33.8%	3,571,441.21	57.5%
January 31, 2022		7,753,592.00	1,627,218.20	6,126,373.80	21.0%	3,176,129.32	41.0%
					%		%
RECAP BY FUND		BUDGET or AWARD EST	EXPENDE	BALANCE	SPT	REVENUE	RECD
100	GENERAL FUND	27,333,519.00	13,254,024.59	14,079,494.41	48.5%	22,650,509.28	82.9%
210	SP REV - FEDERAL	14,586,303.00	5,713,085.11	8,121,313.32	39.2%	4,675,422.67	32.1%
290	SP REV - OTHER	27,126,671.00	8,739,193.28	18,387,477.72	32.2%	15,009,397.98	55.3%
400	CAPITAL PROJECTS FUND	9,000,000.00	642,247.46	8,357,752.54	7.1%	4,813,955.31	53.5%
600	INTERNAL SERVICE	6,212,283.00	2,100,289.76	4,111,993.24	33.8%	3,571,441.21	57.5%
TOTAL ALL FUNDS		84,258,776.00	30,448,840.20	53,058,031.23	36.1%	50,720,726.45	60.2%
December 31, 2021		71,874,714.00	26,467,537.91	45,407,176.09	36.8%	45,738,209.61	63.6%
FUND BAL - 1/31/2023		<u>20,271,886.25</u>					
FUND BAL - 1/31/2022		<u>19,270,671.70</u>					

SOESD Superintendent's Meeting Schedule
February, March, and April 2023

February 2023

- 1 SOESD Education Association Labor-Management Meeting
Superintendent Brent Barry, Phoenix-Talent Schools
Program Planning with Peter Buckley, Southern Oregon Success (SORS) Program Manager
Program Planning with Agnes Lee-Wolfe, Special Education Coordinator
Meeting with Jan Wright, Southern Oregon Historical Society, and Dan Weaver, CFO, regarding Oregon Public Broadcasting Interview
- 2 OAESD Governance Council Meeting
Vance Durrington, Director of SOU's Division of Education, Health, and Leadership
Board of Directors Meeting, Phoenix-Talent Schools
- 3 OASE Legislative Updates/ COSA Policy and Advocacy Team
Rogue Workforce Partnership Quarterly Workforce Board Meeting
Phoenix Reconstruction Project: PACE Insurance Review
Phoenix Reconstruction Project: Core Team Meeting – Interiors Review
- 6 Cabinet's Visit with School Improvement Team
Inservice 2023 Planning Committee Meeting
- 7 Cabinet Meeting
Program Planning with Coree Kelly, Chief Information Officer
Behavior Support Model Planning with Allison Hinson, Douglas ESD's Director of Behavioral Health Services, and Kylee Harrison, SOESD Program Manager for Student Behavioral Health and Wellness; Dan Weaver, CFO; Susan Peck, Special Education Director
OAESD/ODE Program Cabinet Meeting
- 8 Dorothy Provencio, Family Solutions Executive Director, Susan Peck, SOESD Special Education Director; Diane Dunas, SOESD Special Education Coordinator; Kylee Harrison, SOESD Program Manager for Student Behavioral Health and Wellness; And Daniel Weaver, SOESD Chief Financial Officer
Dave Valenzuela, Superintendent Three Rivers School District; Stephanie Allen-Hart, Special Education Director, Three Rivers School District; Susan Peck, SOESD Special Education Director; Daniel Weaver, SOESD CFO; and Kylee Harrison, SOESD Program Manager for Student Behavioral Health and Wellness; Diane Dunas, SOESD Special Education Coordinator regarding Family Solutions contracted services
Cabinet's Visit to Howard STEPS Care Classroom
Medford 2040 Community Vision Implementation Committee
- 9 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Brian Robin, CTE Coordinator, and Mark Angle-Hobson, School Improvement Services Director
Dorothy Provencio, Family Solutions Executive Director; Karin Hilger, Family Solutions Quality Assurance Manager; Melodee Baldrige, Family Solutions Clinical Director; Susan Peck, SOESD Special Education Director; Diane Dunas, SOESD Special Education Coordinator; Kylee Harrison, SOESD Program Manager for Student Behavioral Health and Wellness; And Daniel Weaver, SOESD Chief Financial Officer
Phoenix-Talent Schools Service Review with Dale Balme, Special Education Coordinator, and Susan Peck, Special Education Director
Program Planning with Peter Buckley, Southern Oregon Success (SORS) Program Manager
- 10 COSA Legislative Updates

- Jenell Ives, ODE State CTE Director and Post-Secondary Director
 Brian Robin, CTE Coordinator
- 13 Program Planning with Susan Peck, Special Education Director
 Diversity, Equity, and Inclusion Planning with Charlie Bauer, Migrant Ed / ELL / Indian Ed Coordinator
 and Patty Michiels, Chief Human Resources Officer
 Superintendent Analia Nicholson, Douglas ESD
- 14 Cabinet Meeting
 Program Planning with Peter Buckley, Southern Oregon Success (SORS) Program Manager
 CIS Cost Modeling with CIO Coree Kelly and CFO Daniel Weaver
- 15 Special Education Management Team
 SOESD Board of Directors Meeting
- 16 Program Planning with Daniel Weaver, Chief Financial Officer
 Program Planning with Patty Michiels, Chief Human Resources Officer
 Program Planning with Mark Angle-Hobson, School Improvement Services Director
 Oregon Public Broadcasting / Historical Society: Time Capsule Opening / Interview
 Meeting with Jackson County Superintendents and Jackson County Public Health
 Inservice 2023 Planning Committee
- 17 OASE Legislative Updates/ COSA Policy and Advocacy Team
 Phoenix Campus Poor Farm Time Capsule Opening with Oregon Public Broadcasting
- 21 Conference Call with Southern Oregon Legislators and K12 Superintendents
 Cabinet Meeting
 Program Planning with Coree Kelly, Chief Information Officer
 Phoenix Campus Reconstruction Project: Core Team Interiors Review
- 22 Phoenix Campus Reconstruction Project: Core Team Final Interiors Presentation
 OAESD ERP Project Planning Update
 Administrative Team Meeting
- 23 Program Planning with Daniel Weaver, Chief Financial Officer
 Program Planning with Patty Michiels, Chief Human Resources Officer
 Program Planning with Mark Angle-Hobson, School Improvement Services Director
- 24 OASE Legislative Updates/COSA Policy and Advocacy Team
- 27 Program Planning with Susan Peck, Special Education Director
 Southern Oregon Superintendents Meeting
- 28 Cabinet Meeting
 Program Planning with Coree Kelly, Chief Information Officer

March 2023

- 1 SOESD Education Association Labor-Management Meeting
 Dorothy Provencio, Family Solutions Executive Director; Karin Hilger, Family Solutions Quality
 Assurance Manager; Melodee Baldrige, Family Solutions Clinical Director; Susan Peck,
 SOESD Special Education Director; Diane Dunas, SOESD Special Education Coordinator;
 Kylee Harrison, SOESD Program Manager for Student Behavioral Health and Wellness;
 and Daniel Weaver, SOESD Chief Financial Officer
- 2 OAESD Superintendents Council Meeting
 Meeting with Jackson County Superintendents and Jackson County Public Health
- 3 OASE Legislative Updates/COSA Policy and Advocacy Team
- 6 Program Planning with Susan Peck, Special Education Director
- 7 Conference Call with Southern Oregon Legislators and K12 Superintendents
 Cabinet Meeting
 Program Planning with Coree Kelly, Chief Information Officer
- 8 Cabinet's Visit with Youth Transition Program (YTP) Staff

- 9 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
- 10 OASE Legislative Updates/COSA Policy and Advocacy Team
- 13 Program Planning with Susan Peck, Special Education Director
Diversity, Equity, and Inclusion Planning with Charlie Bauer, Migrant Ed/ELL/Indian Education/
SOBAASS Coordinator, and Patty Michiels, Chief Human Resources Officer
- 14 Cabinet Meeting
Program Planning with Peter Buckley, Southern Oregon Success (SORS) Program Manager
COSA Meeting with Oregon Superintendents and ODE Deputy Superintendent Colt Gill
- 15 Special Education Management Team Meeting
Cabinet Visits with Staff and Students (TBD)
SOESD Board of Directors Work Session
SOESD Board of Directors Regular Meeting
- 16 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
Meeting with Jackson County Superintendents and Jackson County Public Health
- 17 OASE Legislative Updates/COSA Policy and Advocacy Team
Cabinet’s Visit to Gilbert Creek Early Childhood Services
- 20 Program Planning with Susan Peck, Special Education Director
Southern Oregon Superintendents Meeting
- 21 Conference Call with Southern Oregon Legislators and K12 Superintendents
Cabinet Meeting
Program Planning with Coree Kelly, Chief Information Officer
Southern Oregon Early Learning Services (SOELS) Governance Council Meeting
- 22 Administrative Team Meeting
- 23 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
- 24 OASE Legislative Updates/COSA Policy and Advocacy Team
- 27 Cabinet’s Visit with School Improvement Team
- 28 Program Planning with Coree Kelly, Chief Information Officer
- 30-31 SOESD Offices Closed for Spring Break

April 2023

- 3 Program Planning with Susan Peck, Special Education Director
- 4 Conference Call with Southern Oregon Legislators and K12 Superintendents
Cabinet Meeting
Program Planning with Coree Kelly, Chief Information Officer
- 5 SOESD Education Association Labor-Management Meeting
- 6 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
- 7 OASE Legislative Updates/COSA Policy and Advocacy Team
- 10 Program Planning with Susan Peck, Special Education Director
Diversity, Equity, and Inclusion Planning with Charlie Bauer, Migrant Ed/ELL/Indian Education/
SOBAASS Coordinator, and Patty Michiels, Chief Human Resources Officer
- 11 Cabinet Meeting
Program Planning with Peter Buckley, Southern Oregon Success (SORS) Program Manager

- COSA Meeting with Oregon Superintendents and ODE Deputy Superintendent Colt Gill
- 12 Cabinet Visits with Staff and Students (TBD)
- 13 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
Meeting with Jackson County Superintendents and Jackson County Public Health
- 14 OASE Legislative Updates/COSA Policy and Advocacy Team
Cabinet's Visit with Gilbert Creek ECS Staff
- 17 Program Planning with Susan Peck, Special Education Director
Southern Oregon Superintendents Meeting
- 18 Conference Call with Southern Oregon Legislators and K12 Superintendents
Cabinet Meeting
Program Planning with Coree Kelly, Chief Information Officer
- 19 Special Education Management Team Meeting
SOESD Board of Directors Work Session
SOESD Board of Directors Regular Meeting
- 20 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
Southern Oregon Early Learning Services Hub Partner Recognition Dinner
- 21 OASE Legislative Updates/COSA Policy and Advocacy Team
OASE Executive Committee
- 24 Cabinet's Visit with Southern Oregon Early Learning Services (SOELS) Staff
- 25 Cabinet Meeting
Program Planning with Coree Kelly, Chief Information Officer
OAESD/ODE Program Cabinet Meeting
- 26 Administrative Team Meeting
- 27 Program Planning with Daniel Weaver, Chief Financial Officer
Program Planning with Patty Michiels, Chief Human Resources Officer
Program Planning with Mark Angle-Hobson, School Improvement Services Director
Meeting with Jackson County Superintendents and Jackson County Public Health
Careers in Gear
- 28 OASE Legislative Updates/COSA Policy and Advocacy Team
Rogue Workforce Partnership Quarterly Workforce Board Meeting

MEMORANDUM OF UNDERSTANDING AND SETTLEMENT AGREEMENT

This Memorandum of Understanding and Settlement Agreement (“MOU” or “Agreement”) is by and between the Southern Oregon Education Service District (“the District”) and the Oregon School Employees Association, Chapter 104 (“the Association”).

Recitals

1. On or about December 2, 2021, the Association filed an unfair labor practice complaint (“the complaint”) against the District with Oregon’s Employment Relations Board in Case No. UP-059-21.
2. The parties agreed to hold the complaint in abeyance while they engaged in successor contract negotiations. The complaint is still pending.
3. In lieu of litigating the complaint, the parties agree to settle the complaint on the following terms.

Agreement

4. **Routine Document.** The parties agree that the attached *Routine for Sign Language Interpreters with DHH Students* (hereinafter “Routine Document”) sets forth the protocol for the circumstances under which a sign language interpreter (“SLI”) employed by the District can be asked to perform certain tasks related to toileting and tube feeding. The parties agree that changes to the Routine Document shall be subject to bargaining, upon proper notice of proposed changes by the District and proper demand made by the Association.
5. **Communication of Routine Document to District Employees.** Within five (5) business days after execution of this Agreement by the parties, the District shall email a copy of the attached Routine Document to the following individuals employed by the District and copy the Association’s field representative on that email:
 - a. All SLI’s employed by the District
 - b. All District employees who have supervisory authority over the SLI’s.
 - c. All District DHH staff.
6. **Communication of Routine Document to Component School Districts.** The parties recognize that SLI’s may work in classrooms and related programs located in other school districts (“component school districts”). The District does not have supervisory authority over employees in component school districts and cannot enforce the attached Routine Document on employees of component school districts. However, in an effort to educate component school districts about the role of SLI’s in tasks related to toileting and tube feeding, the District agrees to the following:
 - a. Within five (5) business days after execution of this Agreement by the parties, the District shall email a copy of the attached Routine Document to all component school districts in which a SLI performs services. A copy of this communication shall be sent to the Association’s field representative. In this communication, the District shall request that the component school districts share the attached Routine Document with any component school district employees who work with a SLI employed by the District.

- b. If a SLI is asked by an employee of a component school district to perform tasks related to toileting and tube feeding, the SLI may refer to the attached Routine Protocol in their performance (or clarification of their role in performing) such tasks, consistent with the Routine Protocol.
 - c. A SLI who performs services in a component school district that refuses to follow the Routine Document may contact their supervisor for assistance. If contacted, the supervisor will assist the SLI by informing the component school district of the SLI’s role in performing tasks related to toileting and tube feeding, as set forth in the Routine Document.
7. **Bodily Fluid Stipend:** Any employee within the classified job categories of EI/EAs and Sign Language Interpreters who engages in an activity involving exposure to a student’s bodily fluid(s) (an “Exposure”) two (2) of more times in a single month shall be entitled to a stipend of \$150 (one-hundred-fifty-dollars) for that month. To receive the stipend, the SLI must document the exposures in writing, including the date of the exposure and a short description of the exposure. Documentation of the exposures must be submitted to the supervisor.
 8. **Commitment to Fill Vacant Educational Assistant Positions.** The parties recognize that SLI’s are more likely to perform tasks related to toileting and tube feeding when there is not an Educational Assistant available to perform those tasks. Within five (5) business days from execution of this Agreement, the District agrees to review all DHH classrooms and determine if any of them have a vacant Educational Assistant position. In any DHH classroom or program with a vacant Educational Assistant position, the District will ensure that there is an active job announcement/posting for the position and shall maintain the job announcement/posting until the position is filled.
 9. **Withdrawal of Unfair Labor Practice Complaint.** Within five (5) business days after this Agreement is signed by all parties, the Association shall withdraw the complaint with prejudice.
 10. **Dispute Resolution.** Any disputes regarding the interpretation or application of this Agreement shall be resolved pursuant to the grievance procedure in the collective bargaining agreement between the parties.
 11. **Effective Date.** This MOU and settlement agreement shall become effective upon ratification by the Association’s membership (if required) and signature of the parties.

FOR THE DISTRICT:

FOR THE ASSOCIATION:

SOESD Board Chair Date

OSEA Chapter 104 President Date

SOESD Superintendent Date

OSEA Field Representative Date