

Minutes in Brief	SOUTHERN OREGON EDUCATION SERVICE DISTRICT BOARD OF DIRECTORS ORGANIZATIONAL MEETING WEDNESDAY, JULY 16, 2025	
Call to Order	The annual organizational meeting of the Southern Oregon Education Service District Board of Directors was held in the downstairs conference room of the SOESD administration office in Medford and by video/audio conference on Wednesday, July 16, 2025. Acting Chair Mannenbach called the meeting to order at 6:00 PM.	
Attendance	<p>Board members in attendance:</p> <p>Mary Barton Ariel Bloomer Brian Clark Jessie Hecota Rhonda Lawrence Ana Mannenbach Rebecca Mueller Richie Owens</p>	<p>Board members absent:</p> <p>Bob Moore</p>
	<p>SOESD staff members and guests in attendance:</p> <p>Mark Angle-Hobson, Superintendent Ryan Aydelotte Jessica Bach Tom Bigboy Karla Clark Aaron Cook Stephanie Cossey Erin Green Kylee Harrison Liz Littleton Ryan Swearingen Dawn Watson Jeanetta Woodside</p>	
Oath of Office	Superintendent Angle-Hobson administered the Oath of Office to Brian Clark (Zone 1), Rhonda Lawrence (Zone 2), Ariel Bloomer (Zone 5), Rebecca Mueller (Zone 6), Richard Owens (Zone 7), Mary Barton (Zone 8).	
Election of Chair and Vice Chair	<p>Election of Board Chair and Vice Chair Presiding Chair Mannenbach opened nominations for members to serve as the Board Chair and Vice Chair for the 2025 – 26 and 2026 – 27 fiscal years.</p> <ul style="list-style-type: none"> • <i>Member Mary Barton nominated Member Mannenbach for the position of Chair.</i> <p>Member Mannenbach shared her board experience, including service with Southern Oregon Head Start, several nonprofits, four years on the Eagle Point</p>	

School Board, and was elected to the SOESD board in 2019, serving as Vice Chair last year.

THERE BEING NO FURTHER NOMINATIONS, IT WAS MOVED BY MEMBER BARTON, SECONDED BY MEMBER LAWRENCE TO:

Elect Member Mannenbach as Board Chair.

MOTION CARRIED 8 – 0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecosta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	X	
Member Bob Moore	Absent	–
Member Rebecca Mueller	X	
Member Richie Owens	X	

Presiding Chair Mannenbach opened nominations for members to serve as the Vice-Chair for the 2025 – 26 and 2026 – 27 fiscal years.

- *Member Brian Clark nominated Member Hecosta for the position of Chair.*
Member Hecosta respectfully declined.
- *Member Richard Owens self-nominated for the position of Vice-Chair*

Member Owens gave an overview of his background and civic engagement. Mr. Owens emphasized the importance of having the voice of young people heard.

THERE BEING NO FURTHER NOMINATIONS, IT WAS MOVED BY MEMBER MUELLER, SECONDED BY MEMBER CLARK TO:

Elect Member Owens as Board Vice-Chair.

MOTION CARRIED 8 – 0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecosta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	–
Member Rebecca Mueller	X	
Member Richie Owens	X	

Comments from Representatives of the Association Ryan Aydelotte, representing the Classified Association, thanked administration for including classified staff in the CIO hiring process and the successful code review session. The union looks forward to future code reviews and bargaining sessions with the new superintendent.

Requests to Address Agenda Items There were no requests to address agenda items.

Consent Agenda The consent agenda consisted of the following items:

- A. Approval of Agenda
- B. Approval of Minutes:
 - June 18, 2025 Budget Hearing
 - June 18, 2025 Regular Meeting
- C. Personnel Report

IT WAS MOVED BY MEMBER CLARK, SECONDED BY MEMBER BARTON TO:

Approve all items on the consent agenda.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecosta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

Communications A. Dawn Watson, OSBA Board Vice-President Dawn Watson, OSBA Vice President and Region 5 Representative, introduced herself and explained her role as liaison to local boards. She shared her background as a Phoenix-Talent School Board member since 2013 and OSBA Board Director since 2020. Ms. Watson currently serves as Vice President and Acting President-Elect, and she is expected to become president in September. She emphasized the significance of OSBA's Board Chair Café sessions, highlighting their usefulness for problem-solving and peer support.

Ms. Watson announced an upcoming opening for the Legislative Policy Committee (LPC), with materials to be sent in August. She also mentioned a possible future opening on the OSBA Board of Directors. She encouraged

board members to participate in OSBA caucus meetings, including the Rural Caucus, Color Caucus, and LGBTQIA2S+ Advisory Committee, which are all open and inclusive.

Ms. Watson pointed out OSBA's resources for both new and experienced board members, such as webinars and regional meetings addressing local challenges and policy issues. She invited members to contact her with questions or interest in leadership roles.

B. Superintendents Report

Superintendent Angle-Hobson shared his vision for a human-centered, people-first organization, rooted in relational leadership. Since his appointment, he has held individual meetings with board members, SOESD administrators, component district superintendents, staff, and partner organizations. He has also participated in bargaining prep and coordinated with OSBA on the upcoming board retreat and policy updates.

Site visits included State Street, Franquette, Ramsey, Grants Pass, and Winston. He emphasized the importance of connecting with students, highlighting his visits to Gilbert Creek's Family Fun Day, the Black Youth Summer Institute at SOU, and the Migrant Education Summer Program at White Mountain Middle School, noting that SOESD continues to support migrant programs across seven districts.

Administration

A. Approval of Assistant Superintendent Job Description

Superintendent Angle-Hobson recommended approving the Assistant Superintendent job description, citing SOESD's size, program scope, and staffing needs. The restructure consolidates two director roles into a single Assistant Superintendent position, designed to be cost-neutral and to enhance leadership continuity and program integration.

In response to board questions, Superintendent Angle-Hobson explained that responsibilities at the director level will be redistributed among coordinators, with one program manager promoted to coordinator and receiving adjusted compensation. Most coordinators will stay on the current salary scale.

Member Hecota raised concerns about funding and its potential impact on the future workforce. Superintendent Angle-Hobson acknowledged the uncertainty in federal and state funding but confirmed that the position is financially sustainable and has been reviewed with Acting CFO Woodside. He also clarified that administrative roles do not require posting, and he plans to appoint Director Kylee Harrison to the position.

Vice Chair Owens asked Director Harrison about capacity and well-being. Director Harrison expressed confidence in managing the role, citing her experience and the strength of the team of coordinators. The board

discussed decision-making processes. Superintendent Angle-Hobson confirmed that cabinet-level collaboration will continue under the new structure.

IT WAS MOVED BY MEMBER OWENS, SECONDED BY MEMBER CLARK, TO:
Approve the Assistant Superintendent job description as presented.
MOTION CARRIED 7 -0 -1 with 1 abstention

Board Member	Yes	No	Abstain
Member Mary Barton	X		
Member Ariel Bloomer	X		
Member Brian Clark	X		
Member Jessie Hecota			X
Member Rhonda Lawrence	X		
Member Ana Mannenbach	x		
Member Bob Moore	Absent	-	
Member Rebecca Mueller	X		
Member Richie Owens	X		

B. Approval of Licensed Administrator Salary Scale

Chief Human Resources Officer Ryan Swearingen provided updates to the administrative salary schedule, clarifying that the \$6,500 stipend applies only to licensed positions as per the collective bargaining agreement. The schedule includes 2% increases per step, based on experience, and 9% per column, based on role and responsibility. Two new columns for the Executive Director and Assistant Superintendent were added to align with comparable ESD compensation schedules and allow for future flexibility. The revised schedule reflects consistent calculations and maintains equity across roles.

IT WAS MOVED BY MEMBER MUELLER, SECONDED BY MEMBER OWENS TO:

Approve the licensed administrator salary scale as presented
MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecota	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	X	
Member Bob Moore	Absent	-

Member Rebecca Mueller	X	
Member Richie Owens	X	

C. SOESD Organizational Structure for 2025 – 2026

Superintendent Angle-Hobson presented two organizational charts for the board's review, one reflecting the previous structure and the other incorporating the newly approved Assistant Superintendent role.

Superintendent Angle-Hobson explained the cost-neutral reassignment of responsibilities, including the creation of a Communications and Partnerships Coordinator. Assistant Superintendent Harrison clarified shared autism program duties and emphasized transparency in naming previously unlisted work. Staff feedback has been largely positive, with ongoing in-person meetings to support role transitions. Superintendent Angle-Hobson confirmed that the chart remains flexible and that assigning responsibilities is the superintendent's role.

IT WAS MOVED BY MEMBER MUELLER, SECONDED BY MEMBER OWENS

TO: Approve the new organizational chart as presented for 2025 – 2026.

Motion passed 7-0-1 with one abstention.

Member Hecota abstained, clarifying the decision was not due to disagreement but a desire to observe the structure's future direction, acknowledging its intentional design.

Board Member	Yes	No	Abstain
Member Mary Barton	X		
Member Ariel Bloomer	X		
Member Brian Clark	X		
Member Jessie Hecota			X
Member Rhonda Lawrence	X		
Member Ana Mannenbach	x		
Member Bob Moore	Absent	–	
Member Rebecca Mueller	X		
Member Richie Owens	X		

D. Organizational Items for 2025-2026

1. District Clerk and Deputy Clerk – The superintendent is charged by law to be named as clerk. We recommend that the Acting Chief Financial Officer be named as deputy clerk.
2. Safety Officer – We recommend that the Board appoint the Acting Chief Financial Officer as the safety officer.
3. Budget Officer – The superintendent-clerk should be designated as the district's budget officer.

4. Newspaper of Record – Administration recommends that the Grants Pass Daily Courier be named the newspaper of record.
5. Mileage Reimbursement Rate for Staff and Board – It has been Board practice to pay the IRS-approved rate. We recommend a continuation of this practice.
6. Authorization to Submit Grant and Contract Proposals – It is necessary to respond quickly to grant and contract opportunities. We request that the Board continue to authorize the superintendent and the Acting CFO, in the superintendent's absence, to submit proposals for grants and contracts as well as accept awards during the 2025 - 2026 fiscal year.
7. Authorization to Request Contract Funds – We recommend that the Board continue its practice of authorizing the signatures of the superintendent or Acting CFO to request payments from funding sources.
8. Coordination of Americans with Disabilities Act – We recommend that the Chief Human Resources Officer be named Section 504 / ADA coordinator.
9. Attendance Officer – State law requires ESDs to designate an attendance officer. We recommend appointing the superintendent to serve in this role.
10. Board Attorney – . It is requested that the board authorize the superintendent to seek specialized legal counsel, when deemed necessary, from the Hungerford Law Firm.
11. Auditor – Per existing contract, Administration recommends that Isler Medford LLC serve as the district's auditor for 2025-2026.
12. Title IX Coordinator – We recommend that the Chief Human Resources Officer be designated as the Title IX Coordinator.
13. Authorized Depositories of Funds – We recommend two depositories of funds: First Interstate Bank for general operation, and the State of Oregon Local Government Investment Pool.
14. Local Contract Review – It is recommended that the Southern Oregon ESD Board of Directors act as the district's Local Contract Review Board.
15. Identifying Purchasing Practices – It is recommended that Southern Oregon ESD continue its practice of following the Attorney General's Model Public Contract Rules and ORS 279 pertaining to public contracting.
16. Insurance Agent of Record – SOESD's Insurance Agent of Record is Lloyd Williamson, Protectors Insurance.

**IT WAS MOVED BY MEMBER BARTON, SECONDED BY MEMBER BLOOMER
TO:**

Accept Administration's recommendations as presented for organizational items 1 through 16.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecocta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	X	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

E. Studer Education Presentation - Vice President of Leader Coaching, Dr. Casey Blochowiak

Superintendent Angle-Hobson shared his history with Studer Education and the decision to partner with them for the agency's strategic planning process. Dr. Casey Blochowiak outlined Studer's focus on organizational excellence, highlighting their nine guiding principles and approach to aligning culture with strategy. The partnership will support the agency in revisiting its mission, vision, and values, as well as in developing strategic priorities with executive leadership involvement. In response to a question from Member Hecocta, Dr. Blochowiak noted the flexibility of the planning timeline and objectives.

F. Conditions of Employment: Confidential Employees and Non-Licensed Administration

CHRO Ryan Swearingen presented updates to the vacation policy for confidential and non-licensed administrators, shifting from an accrual model back to a front-loaded approach. This change addresses unintended consequences from the May update, including instances where employees had to take unpaid leave due to insufficient accrued time. Member Bloomer raised concerns about how front-loading could affect employees on medical or FMLA leave. CHRO Swearingen clarified the policy's flexibility and alignment with education laws, noting protections and options for leave stacking. Superintendent Angle-Hobson explained the definition of confidential employees and their role in bargaining and disciplinary processes.

IT WAS MOVED BY MEMBER HECOCTA, SECONDED BY MEMBER OWENS

TO:

Approve the conditions of employment for confidential employees and non-licensed administrators as presented

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecosta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

G. Conditions of Employment: Licensed Administrators

IT WAS MOVED BY MEMBER HECOSTA, SECONDED BY MEMBER OWENS,**TO:** approve the conditions of employment for licensed administrators as presented.**MOTION CARRIED 8 – 0**

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecosta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

H. Contracts for Services with Scholastic

Superintendent Angle-Hobson presented contracts with Scholastic, Play Works, and Laura Miltenberger to support professional learning and technical assistance under the Student Success Act. These services, included in the 2025–26 SOESD Local Service Plan, continue to be in demand across component districts. Administration requested approval to enter into an agreement with Scholastic for the 2025 – 2026 fiscal year, not to exceed \$150,00.00.

IT WAS MOVED BY MEMBER BARTON, SECONDED BY MEMBER OWENS TO:

Approve entering into an agreement with Scholastic at a cost not to exceed \$150,00.00.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecota	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

I. Contract for Services with Playworks

IT WAS MOVED BY MEMBER OWENS, SECONDED BY MEMBER CLARK TO:

Approve entering into an agreement with Playworks at a cost not to exceed \$160,00.00.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecota	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

J. Contract for Services with Laura Miltenberger

IT WAS MOVED BY MEMBER OWENS, SECONDED BY MEMBER CLARK TO:

Approve entering into an agreement with Laura Miltenberger at a cost not to exceed \$145,000.00.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	

Member Brian Clark	X	
Member Jessie Hecocta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	x	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

Business Services

A. 2025 – 2026 SOESD Resolutions 1, 2, 3, and 4

Acting Chief Financial Officer Jeanetta Woodside explained these resolutions are presented annually and provide operational authority in the business areas.

IT WAS MOVED BY MEMBER BARTON, SECONDED BY MEMBER OWENS TO:

Adopt 2025 - 2026 SOESD resolutions 1, 2, 3, and 4.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	
Member Brian Clark	X	
Member Jessie Hecocta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	X	
Member Bob Moore	Absent	-
Member Rebecca Mueller	X	
Member Richie Owens	X	

B. Authorization for Staff to Sign Checks

Administration recommended Mark Angle-Hobson, Jeanetta Woodside, and Liz Littleton be designated as authorized staff to sign checks during fiscal year 2025 – 2026. The ESD continues to use a facsimile signature for its accounts payable and payroll check runs. Superintendent Angle-Hobson's signature will appear on that facsimile.

IT WAS MOVED BY MEMBER MUELLER, SECONDED BY MEMBER BLOOMER

TO:

Approve the recommendations of administration regarding persons authorized to sign checks during the 2025 – 2026 fiscal year.

MOTION CARRIED 8-0

Board Member	Yes	No
Member Mary Barton	X	
Member Ariel Bloomer	X	

Member Brian Clark	X	
Member Jessie Hecocta	X	
Member Rhonda Lawrence	X	
Member Ana Mannenbach	X	
Member Bob Moore	Absent	–
Member Rebecca Mueller	X	
Member Richie Owens	X	

C. Filing Budget Documents

Acting CFO Woodside reported that SOESD's 2025 – 2026 budget document had been filed with each of the assessors and clerks' offices in Jackson, Josephine, and Klamath Counties.

Miscellaneous

- A. OSBA Summer Board Conference, August 8-10, 2025, Salem, Oregon
- B. SOESD Board Retreat, August 18, 2025, Running Y Resort in Klamath Falls
- C. SOESD Back to School Celebration, August 22. 2025, Southern Oregon University
- D. Next Regular Meeting: September 17, 2025, 6:00 PM, SOESD Administration Office
- E. 2025 OSBA Annual Convention, Portland Marriott Downtown Waterfront, November 6-8, 2025

Adjournment

The organizational meeting of the SOESD Board of Directors adjourned at 8:44 PM.