



BETHEL SCHOOL BOARD MEETING

Virtual Meeting hosted from the District Office – 4640 Barger Drive

Monday, December 14, 2020 – 6:00 p.m.

Zoom information will be posted on Bethel School District's website by noon on Monday, December 14, 2020

Join Zoom Meeting:

<https://bethel-k12-or-us.zoom.us/j/98624130391?pwd=bi9GK2RzUkU3VTQyM0piSihLNTJCQT09>

Passcode: December

Or

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

Webinar ID: 986 2413 0391

Passcode: 14103297

AGENDA

1. Call to Order

Greg Nelson, Chair

2. Approval of Minutes

3. New Superintendent Search Discussion

Remie Calalang

4. Superintendent's Report

- A. Annual ELL Report, Tasha Katsuda
- B. OSAA Sports Update, Thomas Armstrong, Willamette High School
- C. Financial Statement, Simon Levear
- D. Review Budget Calendar
- E. Legislative & School Finance Update
- F. Policy and Administrative Rule Update, 1st Reading
 - a. JHCC – Communicable Diseases – *Updated to reflect new language*
 - b. JHCC-AR – Communicable Diseases – *Updated to reflect new language*
 - c. JFCM – Threats of Violence – *Updated to reflect new language*
 - d. LBEA – Resident Student Denial for Virtual Public Charter School Attendance – *Updated to reflect new language*
- G. Metrics Review
- H.

5. Delegations and Visitors

Per ORS 192.670, this Board Meeting will be conducted as a virtual meeting. Public comment will not be taken verbally during the virtual meeting, but will be accepted via email until 4:00 p.m. on Tuesday, December 15, 2020. Please email relevant public comment to jill.busby@bethel.k12.or.us.

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

December 14, 2020, Page 2 of 2

6. Consent Agenda

Personnel Action

Resolution No. 26

7. Action Items

A. Adopt Policies/AR: GBEA, GBA, ACB, ACB-AR, and JFCFA

Resolution No. 27

B. Authorize the Issuance, Sale, and Delivery of General Obligation and Refunding Bonds; Designate an Authorized Representative; and Delegate the Negotiation and Approval of Financial Documents and Related Matters

Resolution No. 28

C. *Yes/No/Abstain* OSBA Resolution 1 – Adopt OSBA 2021-2022 Legislative Priorities and Principles

Resolution No. 29

D. Approve Qualities for Superintendent

Resolution No. 30

E.

8. Information and Discussion

A.

9. Board Activity Update

A.

10. Review of Next Meeting: Monday, January 11, 2021

A. Budget Committee Interviews and Appointments

B. Financial Statement, Simon Levear

C. Legislative & School Finance Update

D. Board Policies Up for Periodic Review

E. Authorize Execution of OSCIM Grant Agreement with ODE

F.

11. Adjournment

MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
OCTOBER 26, 2020

The October 26, 2020 meeting of the Board of Directors was held virtually via Zoom.

ATTENDANCE

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

Absent: Dawnja Johnson

District staff and presenters: Superintendent Parra, Remie Calalang, Pat McGillivray, Tina Gutierrez-Schmich, Georgeann Harty, Simon Levear, Kee Zublin, Tasha Katsuda, Amy Tidwell, Brooke Cottle, and Jill Busby

CALL TO ORDER

Chair Nelson called the October 26, 2020 meeting of the Board of Directors to order at 6:03 p.m.

ACTION ON MINUTES

Chair Nelson presented the Minutes from the October 12, 2020 Board Meeting and asked for additions or corrections. Hearing none, the Board approved the Minutes as submitted.

SUPERINTENDENT'S REPORT

Division 22 Assurances, Tasha Katsuda and Kee Zublin

Curriculum Directors Kee Zublin and Tasha Katsuda reminded the Board of the annual process where the District ensures compliance with Oregon's Division 22 Standards for the previous school year. Mr. Zublin and Ms. Katsuda shared that the State Board of Education adopted a new administrative rule during the unprecedented time of COVID-19 establishing a streamlined set of Division 22 Standards, which are in effect for the 2019-20 school year. The District is in compliance in all areas for the 2019-20 school year and is on-track to meet compliance in all areas during the 2020-21 school year.

Bethel Health Center, Amy Tidwell and Brooke Cottle

Superintendent Parra stated that a resolution will be before the Board during the Action Items portion of the meeting to approve a temporary expansion of Bethel Health Center's Eligibility of Services. Bethel Health Center Director Brooke Cottle and Special Services Director Amy Tidwell updated the Board on current usage of Bethel Health Center (BHC), described how services have changed during the COVID-19 pandemic, including the addition of telehealth care, and answered questions from the Board. Recognizing the need to support entire families during this time, the resolution that will be before the Board for consideration will allow BHC to serve immediate family members of Bethel school-aged and preschool aged children during the 2020-21 school year, if approved.

Legislative & School Finance Update

Superintendent Parra did not present a legislative and school finance update.

Policy and Administrative Rule Update, 1st Reading

Superintendent Parra, Human Resources Director Remie Calalang, and Special Services Director Amy Tidwell reported on the following Board Policies/Administrative Rule:

MINUTES

BETHEL SCHOOL DISTRICT #52

BOARD OF DIRECTORS

OCTOBER 26, 2020

GBL – Personnel Records – *Updated to reflect new language*

GBN/JBA – Sexual Harassment – *New policy (replaces GBN)*

IGBAH-AR – Special Education – Evaluation and Eligibility Procedures – *Updated to reflect new language*

JBA/GBN – Sexual Harassment – *New policy (replaces JBA)*

JHH – Student Suicide Prevention – *New policy*

KBA – Public Records – *Updated to reflect new language*

Metrics Review

Superintendent Parra reviewed Oregon Health Authority's updated School Metrics Data. Lane County does not currently meet the metrics to safely reopen schools for in-person learning.

DELEGATIONS AND VISITORS

The following public comments were submitted for this meeting via email by 4:00pm on Tuesday, October 27, 2020.

Stacie Ray

Non-Bethel Resident

Bethel Teacher Stacie Ray submitted written public comment expressing concern with Comprehensive Distance Learning and the increased and unsustainable workload for staff. Ms. Ray asked the Board to consider the increased strain on staff while planning for the remainder of the school year.

Carley Neuhaus

Bethel Resident, Clear Lake Community

Bethel Teacher Carley Neuhaus submitted written public comment sharing the many roles and responsibilities of teachers and requested the Board to consider all stakeholders' opinions, health, and safety before deciding next steps toward re-opening schools for in-person learning.

Kayla Summers

Non-Bethel Resident

Bethel Teacher Kayla Summers submitted written public comment emphasizing the struggles teachers are currently facing and requested the Board to consider options to reduce the burden on teachers.

Andrea Woods

Bethel Resident, Meadow View Community

Bethel Teacher Andrea Woods submitted written public comment expressing concern for Bethel's elementary teachers and the inequitable amount of prep time they have compared to their middle/high school colleagues, especially during Comprehensive Distance Learning. Ms. Woods proposed an option for elementary teachers she feels would be beneficial.

**MINUTES
 BETHEL SCHOOL DISTRICT #52
 BOARD OF DIRECTORS
 OCTOBER 26, 2020**

CONSENT AGENDA

Resolution No. 18 – Personnel Action

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

#	Name	Type	Description
1.	Hamar, Chelsea	Temporary Hire for 2020-21	Offer Temporary Contract for 1.0 FTE 7 th – 8 th Grade English Language Arts/Social Studies Teacher @Meadow View; Start Date: 10/19/2020.
2.	Jenkins, Carolyn	Resignation	Accept resignation effective October 23, 2020; Position Held: Autism/Behavior Consultant @District Office; 3 years at Bethel.
3.	Stephens, Kyle	Resignation	Accept resignation effective October 23, 2020; Position Held: 7 th – 8 th Grade English Language Arts/Social Studies Teacher @Meadow View; 6 years at Bethel.
4.	Caldera, Vlad	Resignation	Accept resignation effective October 30, 2020; Position Held: Spanish Teacher @Willamette; 2 months at Bethel.
5.	Toro, Hannea	Resignation	Accept resignation effective October 30, 2020; Position Held: 3 rd Grade Teacher @Meadow View; 2 months at Bethel.

Motion Passed, 6-0

Absent: Dawnja Johnson

ACTION ITEMS

Resolution No. 19 – Approve Temporary Expansion of Bethel Health Center’s Eligibility of Services

Motion: Alan Laisure moved, Debi Farr seconded, to approve the Bethel Health Center to expand its services to serve immediate family members of Bethel school-aged and preschool aged children during the 2020-2021 school year.

Motion Passed, 6-0

Absent: Dawnja Johnson

Resolution No. 20 – Approve ODE Student Success Act – Student Investment Account Agreement

Motion: Debi Farr moved, Rich Cunningham seconded, to approve the Oregon Department of Education Student Success Act – Student Investment Account Agreement, State of Oregon Grant No. 13593.

Motion Passed, 6-0

Absent: Dawnja Johnson

INFORMATION AND DISCUSSION

A. OSBA Virtual Annual Convention, November 14

**MINUTES
BETHEL SCHOOL DISTRICT #52
BOARD OF DIRECTORS
OCTOBER 26, 2020**

BOARD ACTIVITY UPDATE

None

REVIEW OF NEXT MEETING: MONDAY, NOVEMBER 9, 2020

- A. Legislative & School Finance Update
- B. Board Policies Up for Periodic Review

EXECUTIVE SESSION PER ORS 192.660(2)(d)

Chair Nelson moved the Board into Executive Session at 6:56 p.m. to discuss labor negotiations.

RETURN TO REGULAR SESSION

Chair Nelson returned the Board to Regular Session at 8:07 p.m.

ADJOURNMENT

There being no further business to bring before the Board, Chair Nelson adjourned the meeting at 8:08 p.m.

Clerk – Chris Parra
jcb

Chair – Greg Nelson

Bethel School District GENERAL FUND
 Revenue and Expenditure Summary/Projection (unaudited)
 Fiscal Year 2020/2021

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

	Prior Months	Current Month	Future Months	Preliminary	2020/2021 ADOPTED BUDGE	Budget Variance
	Actuals	Preliminary Nov 2020	Projected	2020/2021 Totals		
REVENUES						
LOCAL SOURCES:						
Current year's levy* R1111	0	6,077,318	6,690,019	12,767,337	17,123,183	(4,355,846)
Prior years' taxes* R1112 & 1190 & 1200	77,882	44,126	31,169	153,176	51,000	102,176
Tuition from other Districts	0	0	0	0	0	0
Investment earnings R1510	70,169	12,231	272,677	355,077	450,000	(94,923)
Misc. local sources R1910 & R1940 & R1960	92,693	181	49,334	142,207	159,000	(16,793)
Subtotal	240,743	6,133,855	7,043,198	13,417,797	17,783,183	(4,365,386)
INTERMEDIATE SOURCES:						
County School Fund* R2101	0	0	100,000	100,000	100,000	0
Subtotal	0	0	100,000	100,000	100,000	0
STATE SOURCES:						
SSF- Current Year R3101	17,287,760	3,462,302	20,892,420	41,642,482	42,004,029	(361,547)
Common School Fund* R3103	0	0	531,882	531,882	531,882	0
High Cost Disability	0	0	100,000	100,000	100,000	0
Other State Funds	0	0	0	0	0	0
Subtotal	17,287,760	3,462,302	21,524,301	42,274,363	42,635,911	(361,547)
FEDERAL SOURCES:						
Other Federal Grants 4700	0	0	0	0	0	0
Federal Forest Fees* R4801	0	0	215,000	215,000	215,000	0
Subtotal	0	0	215,000	215,000	215,000	0
OTHER RESOURCES:						
Interfund Transfers In R5200	0	0	0	0	0	0
Sale of or Comp for loss of asset	1,814	1,107	0	2,921	0	2,921
Beginning fund balance R5400	11,608,040	0	0	11,608,040	9,618,283	1,989,757
Subtotal	11,609,854	1,107	0	11,610,961	9,618,283	1,992,678
Total, monthly revenues				67,618,121	70,352,377	(2,734,256)
EXPENDITURES						
Salaries- 100	6,088,184	2,714,580	22,634,773	31,437,538	31,966,449	(528,912)
Employee benefits- 200	4,294,306	1,884,184	16,303,623	22,482,113	22,841,954	(359,841)
Purchased services- 300	914,489	309,092	3,916,535	5,140,116	5,748,665	(608,549)
Supplies- 400	486,572	137,191	681,278	1,305,042	1,305,217	(175)
Capital outlay- 500	0	0	18,656	18,656	20,000	(1,344)
Insurance/Dues/Other- 600	505,792	2,447	18,353	526,592	542,460	(15,868)
Interfund Transfers	130,000	0	279,820	409,820	414,506	(4,687)
Contingency	0	0	0	0	7,513,125	
Total, monthly expend.	12,419,343	5,047,495	43,853,039	61,319,876	70,352,376	(1,519,375)
Month-end Fund Balance				6,298,244	0	

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BETHEL SCHOOL DISTRICT
EUGENE, OREGON

2021-2022 - Budget Calendar



DECEMBER 14, 2020	Board Reviews Draft 2021-2022 Budget Calendar
JANUARY 11, 2021	Board Adopts 2021-2022 Budget Calendar
JANUARY 11, 2021	Appoint Budget Committee Members
APRIL 5, 2021	All budget materials due from buildings—300,400,500,600 series
APRIL 5, 2021	Submit notice to <u>Register Guard</u>
APRIL 12, 2021	Publish first notice of Budget Committee Meeting (<i>5 to 30 days prior to meeting</i>)
MAY 10, 2021	Budget Committee 'Orientation', 5:00 p.m. Budget Document/Budget Message presented to the Budget Committee First Budget Committee Meeting , District Office, 6:30 p.m.
MAY 13, 2021	Budget Committee Meeting at District Office, 5:30 p.m. Discussion of budgets for Elementary, K-8, Middle School and High School Programs, Administration, Special Services, All Schools, Other Funds and General Fund Revenue Approval of Budget
MAY 20, 2021	Alternative date for approval of the budget, District Office, 6:30 p.m.
JUNE 14, 2021	Publication of NOTICE OF BUDGET HEARING, FINANCIAL SUMMARY, and FUND SUMMARIES (<i>not more than 25 nor less than 5 days prior</i>)
JUNE 28, 2021	Public Hearing on Budget Enact resolutions adopting the budget, making the appropriations, and declaring the tax levy

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Subject: Communicable Diseases - Students
Policy Number: JHCC Effective Date: 1/2021
Date of Original Policy and Revisions: 1/08, 4/10, 4/14, 12/18
Cancels Policy No.: _____ Dated: _____
Date of Next Review: 1/2024

POLICY

The District shall provide reasonable protection against the risk of exposure to communicable diseases for students.

Reasonable protection from communicable disease is generally attained through immunization, exclusion for other measures as provided by Oregon law, by the local health department, or in the *Communicable Disease Guidance* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA). Services will be provided to students as required by law.

~~A student will not attend school while in a communicable stage of a restrictable disease or w~~When an administrator has reason to suspect that any susceptible student has or has been exposed to any restrictable disease for which the student is required to be excluded in accordance with law and per administrative regulation JHCC-AR – Communicable Diseases – Students. ~~under this policy, the administrator involved shall exclude the student from school and if the disease is a reportable disease, If the disease is a reportable disease, the administrator will report the occurrence to the local health department. The administrator will also take whatever reasonable steps it considers necessary to organize and operate its programs in a way which both furthers the education and protects the health of students and others.~~

~~In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.~~

The District may, for the protection of both the student who has a restrictable disease and the exposed student, provide an educational program in an alternative setting.

The District will include, as a part of its emergency plan, a description of the actions to be taken by District personnel in the case of a declared public health emergency, or other catastrophe that disrupts District operations.

The District shall protect the confidentiality of each student’s health condition and record to the extent possible and consistent with federal and state law. ~~In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.~~

The Superintendent or designee will develop administrative regulations necessary to implement this policy.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

[ORS 431.150 to -431.157](#)

[ORS 433.001 to -433.526](#)

[OAR 333-018](#)

[OAR 333-019-0010](#)
[OAR 333-019-0014](#)
[OAR 437-002-0360](#)
[OAR 437-002-0377](#)
[OAR 581-022-2220](#)

BETHEL SCHOOL DISTRICT #52
BOARD OR EDUCATION POLICY STATEMENT

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2017).
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2017); Family Educational Rights and
Privacy, 34 C.F.R. Part 99 (2017).

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JHCC. COMMUNICABLE DISEASES

Communicable Diseases – Student

In accordance with state law, administrative rule, the local health authority and the *Communicable Disease Guidance*, the procedures established below will be followed.

1. “Restrictable diseases” are defined by rule and include but are not limited to COVID-19¹, chickenpox, diphtheria, hepatitis A, hepatitis E, measles, mumps, pertussis, rubella, Salmonella enterica serotype Typhi infection, scabies, Shiga-toxigenic Escherichia coli (STEC) infection, shigellosis and infectious tuberculosis, and may include a communicable stage of hepatitis B infection if, in the opinion of the local health officer, the person poses an unusually high risk to others (e.g., a child that exhibits uncontrollable biting or spitting). Restrictable disease also includes any other communicable disease identified in an order issued by the Oregon Health Authority or the local public health officer as posing a danger to the public’s health. A disease is considered to be a restrictable disease if it is listed in Oregon Administrative Rule (OAR) 333-019-0010, or it has been designated to be a restrictable disease by the local public health administrator after determining that it poses a danger to the public’s health.
2. “Susceptible” for a child means lacking documentation of immunization required under OAR 333-050-0050.
3. “Reportable disease” means a disease or condition, the reporting of which enables a public health authority to take action to protect or to benefit the public health.

Restrictable Diseases

1. A student of the district will not attend a district school or facility while in a communicable stage of a restrictable disease, including a communicable stage of COVID-19², unless authorized to do so under Oregon law. When an administrator has reason to suspect any child has a restrictable disease, the administrator shall send the student home.
2. An administrator shall exclude a susceptible child from school if the administrator has reason to suspect that the student has been exposed to measles, mumps, rubella, diphtheria, pertussis, hepatitis A, or hepatitis B, unless the local health officer determines that exclusion is not necessary to protect the public’s health. The administrator may request the local health officer to make a determination as allowed by law. If the disease is reportable, the administrator will report the occurrence to the local health department.
3. An administrator shall exclude a student if notification is made by the local public health department that the student has had a substantial exposure to an individual with COVID-19 and exclusion is deemed necessary by same.

¹ Added per OAR 333-019-1000(2).

² “Communicable stage of COVID-19” means having a positive presumptive or confirmed test of COVID-19.

Bethel School District #52
Administrative Rule

4. A student will be excluded in such instances in accordance with Oregon Health Authority communicable disease guidance and until such time as the student or the parent or guardian of the student presents documentation from a physician, a physician assistant licensed under Oregon Revised Statute (ORS) 677.505 - 677.525, a nurse practitioner licensed under ORS 678.375 - 678.390, local health department nurse, or District Nurse stating that the student does not have or is not in a contagious stage of any restrictable diseases.
5. The District may, for the protection of both the student who has a restrictable disease and the exposed student, provide an educational program in an alternative setting. A student may remain in an alternative educational setting until such time as the student presents documentation from a physician, physician assistant, nurse practitioner, local health department nurse, or District nurse states that the student does not have or is not a carrier of any restrictable disease, or until such time as a local public health administrator states that the disease is no longer communicable to others or that adequate precautions have been taken to minimize the risk of transmission. A restrictable disease exclusion for chickenpox, scabies, staphylococcal skin infections, streptococcal infections, diarrhea or vomiting may be removed by a school nurse or health care provider.
6. More stringent exclusion standards for students may be adopted by the local health department.
7. The District's emergency preparedness plan shall address the District's plan with respect to a declared public health emergency at the local or state level.

Reportable Diseases Notification

1. All employees shall comply with all reporting measures adopted by the district and with all rules set forth by the Oregon Health Authority, Public Health Division, and the local health department.
2. An administrator may seek confirmation and assistance from the local health officer to determine the appropriate district response when the administrator is notified that a student or an employee has been exposed to a restrictable disease that is also a reportable disease.
3. An administrator shall determine other persons who may be informed of a student's communicable disease when a legitimate educational interest exists or for health and safety reasons in accordance with law.

Education

1. The administrator or designee shall seek information from a District Nurse or other appropriate health officials regarding the health needs/hazards of all students and the impact on the educational needs of a student diagnosed with a restrictable disease or exposed to a restrictable disease.
2. The administrator or designee shall, utilizing information obtained above, determine an educational program for such a student and implement the program in an appropriate (i.e., regular or alternative) setting.

Bethel School District #52
Administrative Rule

3. The administrator or designee shall review the appropriateness of the educational program and the educational setting of each individual student diagnosed with a restrictable disease.

Equipment and Training

1. The administrator or designee shall, on a case-by-case basis, determine what equipment and/or supplies are necessary in a particular classroom or other setting in order to prevent disease transmission.
2. The administrator or designee shall consult with a District Nurse or other appropriate health officials to provide special training in the methods of protection from disease transmission.
3. All district personnel will be instructed annually to use the proper precautions pertaining to blood and body fluid exposure per the Occupational Safety and Health Administration (OSHA). (See policy EBBAA).

As a general rule, a student with Human T lymphotropic virus, type III or Hepatitis B should be allowed to attend school in a regular classroom and should be considered eligible for all programs, services, and privileges provided by state and federal law and board policy.

By law, no student or employee shall be permitted to be in any school or facility when afflicted with any communicable disease or condition, except in strict conformity with the rules of the Health Division (ORS 433-255). A copy of the Oregon Health Division Guidelines, dated November 1985, has been attached to these rules.

NON-SCREENING POLICY

According to Oregon Health Division Guidelines, (1) available evidence indicates the casual person to person contact that occurs among school students poses no risk to HIV transmission, and (2) no significant risk of Hepatitis B transmission has been documented in the school setting.

Blood tests to screen for these conditions will not be required for school entry nor will the sexual orientation of a student constitute reasonable cause to believe a student is an infected individual.

EVIDENCE OF INFECTION AND RISK OF TRANSMISSION

If the district has a reasonable cause to believe a student is infected with HIV or Hepatitis B and the student might pose a risk of transmission, the district may require the student to submit to an appropriate medical evaluation.

RIGHT TO PRIVACY

District staff should respect the right to privacy of the individual; therefore, knowledge that a student has HIV or Hepatitis B should be confined to those persons with a direct need to know, i.e., principal, the student's teacher, appropriate auxiliary staff such as the nurse, instructional aide, secretary, custodian, and bus driver. Those persons should be provided with appropriate information concerning such precautions as may be necessary and should be aware of confidentiality requirements.

DECISION MAKING

Decisions regarding the type of educational setting for a student with HIV or Hepatitis B should be based on

**Bethel School District #52
Administrative Rule**

~~the behavior, neurological development, and physical condition of the student and the expected interaction with others in that setting.~~

~~A team approach will be used in making decisions about the educational program for the student (see below). A student with HIV or Hepatitis B will be allowed to attend school and participate fully unless the team determines a risk of transmission exists.~~

~~Under the following circumstances, a student with HIV or Hepatitis B may pose a risk of transmission to others: the student lacks toilet training, has open sores that cannot be covered, or demonstrates behavior such as biting.~~

~~A student with HIV may be excused from the classroom for his or her own protection when cases of measles, chicken pox, tuberculosis, herpes simplex, and other contagious diseases are occurring in the school population. This decision should be made by the student's physician and parent in consultation with the school nurse.~~

TEMPORARY REMOVAL

~~A student with HIV or Hepatitis B may be temporarily removed from the classroom if he or she bites, lacks toilet training, or has open sores that cannot be covered until such time as an appropriate decision can be made by the team. Temporary removal must be agreed to by the principal, the Special Services Director and the district's consulting physician. An educational decision shall be made within seven (7) school days.~~

- ~~1. A student removed from the classroom for behavior such as biting or lack of toilet training should be referred for assessment and the development of an appropriate program, if warranted.~~
- ~~2. A student removed from the classroom for open sores or skin eruptions that cannot be covered should be placed on homebound instruction and readmitted only with medical documentation that the risk of transmission no longer exists.~~
- ~~3. Whenever a student is removed from the classroom, the district will follow established procedures for the provision of home instruction. However, home instruction will not be provided for short-term illness as described in (d).~~
- ~~4. The parents/guardians of a student with HIV or Hepatitis B shall be advised that the student may not attend school when he or she is acutely ill and/or has a fever, cough, or diarrhea.~~

THE TEAM

~~The team shall be composed of one or both parents/guardians, the student (if appropriate), the school nurse, Special Services Director, the student's teacher, the principal, the district's consulting physician, and the student's personal physician if he or she has been requested by the parents/guardians to participate and agrees to do so.~~

~~The team has the following responsibilities:~~

- ~~1. To determine whether there is a risk of transmission.~~
- ~~2. If a risk of transmission is found to exist, determine the educational program to be designed for the student.~~
- ~~3. To refer the student and his or her parents for any appropriate community services.~~
- ~~4. To determine if any special arrangements or schedules are required.~~
- ~~5. To determine what information, if any, should be released concerning the situation and to whom information should be released.~~

WHEN A RISK OF TRANSMISSION EXISTS

~~When the team determines that a risk of transmission exists, the district will follow its established procedures for the provision of home instruction.~~

**Bethel School District #52
Administrative Rule**

A home teacher assigned to work with a student with either HIV or Hepatitis B will receive orientation to the disease and training about precautions necessary to reduce the risk of transmission of the disease. This training will be conducted by the Special Services Director or designee.

~~MONTHLY REVIEW~~

~~Each removal of a student with HIV or Hepatitis B from normal school attendance should be reviewed by the Special Services Director and/or school nurse in consultation with the district's consulting physician and the student's personal physician at least once a month to determine whether the condition precipitating the removal has changed. If the condition has changed, the team will review the data and determine whether the student should return to normal school attendance.~~

~~STANDARD CLEAN UP PROCEDURES AFTER AN ACCIDENT OR INJURY~~

~~General precautions and good basic first aid procedures should be used in treating any student who is bleeding.~~

~~Gloves should be worn by the person administering first aid when he or she has an open lesion, cut, or sore. Surfaces contaminated with blood or other body fluids should be cleaned with either bleach or another disinfectant, and persons coming in contact with them should wash their hands afterward. Blood-soaked items should be placed in plastic bags for washing.~~

~~Similar procedures are recommended for dealing with vomitus and fecal or urinary incontinence in any student.~~

~~Hand washing before and after contact with a student should always be routine when physical contact has been made with the student's blood or body fluids, including saliva.~~

~~School nurses will develop and distribute specific first aid procedures to be posted in the health room of each school.~~

~~EDUCATION OF STAFF~~

~~All school staff members, including custodians, bus drivers, and secretaries, should be fully informed of these procedures.~~

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

Subject: Threats of Violence

Policy Number: JFCM Effective Date: 1/2021

Date of Original Policy and Revisions: 11/99, 5/00, 1/08, 6/09, 3/10, 4/14, 3/18

Cancels Policy: _____ Dated: _____

Date of Next Review: 1/2024

POLICY

The district recognizes the need to provide a safe learning environment and to promote healthy relationships. Student threats of harm to self or others or threatening behavior, including threats to severely damage school property, shall not be tolerated in the Bethel School District and 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.

Students shall be instructed of the responsibility to inform a teacher, counselor, or administrator regarding any information or knowledge relevant to conduct prohibited by this policy. -Parent/guardian and others will be encouraged to report such information to the district. Staff shall immediately notify an administrator if the staff member has knowledge of, witnessed, or received information related to a threat of violence. All reports will be investigated promptly.

Students found in violation of this policy shall be subject to discipline up to and including a recommendation for expulsion. The principal shall notify the parent or guardian of any student in violation of this policy and the disciplinary action imposed. ~~Additionally, a referral to law enforcement shall be made if there is probable cause that a crime of menacing, disorderly conduct, or harassment has been committed, or if the for any infraction involving a student brings bringing, possesses, conceals concealing, or threatens to use using a weapon or destructive implement device as prohibited by state and federal law and Board policy.~~

The District shall enforce this policy consistently, fairly and without bias against any student, including a student from a protected class as defined in Oregon Revised Statute 659.850.

In determining appropriate disciplinary action, the building principal shall consider the following:

1. Immediately removing from the classroom setting any student who has threatened the safety of another person or has severely damaged school property.
2. Placing the student in a setting where the behavior will receive immediate attention from a building administrator, counselor, licensed mental health professional, or others.
3. Requiring the student to be evaluated by an appropriately qualified professional before allowing the student to return to the classroom setting with an appropriate plan¹.

The District may enter into contracts with licensed mental health professionals to perform student evaluations. Funds for evaluation, other disciplinary options or other procedures as may be required by law and this policy shall be provided by the District.

¹ A student removed from the classroom setting for an evaluation may not be removed for more than 10 school days unless the Principal is able to show good cause that an evaluation could not be completed in that time period.

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

The building principal shall attempt to notify: ensure notification is provided to the following parties:

1. ~~The parent/guardian of any student in violation of this policy, along with a description of the disciplinary action imposed.~~
- 2.1. The parent ~~or~~ guardian of a student when the student's name appears on a targeted list at school that threatens violence or harm to the students on the list, or when threats of violence or harm to the student are made by another student at school.
2. Any school employee whose name appears on a targeted list at school threatening violence or harm to the district employee at school.

The Principal shall attempt to ~~Notification notify~~ to the above persons shall be attempted by telephone or in person promptly and within 12 hours of discovery of a targeted list or learning of a threat. ~~A~~ Regardless, the Principal shall issue a written follow-up notification shall be sent within 24 hours after the discovery of a targeted list or learning of a threat.

Other Notification:

1. The ~~building principal~~ Principal will also notify the ~~central-District office~~ Office upon discovery of a targeted list or upon learning of a threat of violence that would require notification of parents or employees.
2. The Principal will provide necessary information regarding threats of violence to law enforcement, child protective services and health care professionals in connection with a health and safety emergency if knowledge of the information is necessary to protect the health and safety of the student or other individuals.
3. The Principal may provide information to other school officials, including teachers within the District or other Districts who have a legitimate educational interest in the students(s) consistent with state and federal education records laws and District policies.

The District or person participating in good faith in making the notification required by ORS 339.327 is immune from any liability, civil or criminal, that might otherwise be incurred or imposed with respect to the making or content of the notification.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

[ORS 161.015](#)
[ORS 166.107,](#)
[ORS 166.210-166.370,](#)
[ORS 339.115,](#)
[ORS 339.240,](#)
[ORS 339.250,](#)

~~ORS 339.260,~~
[ORS 339.327,](#)

House Bill 3444
[OAR 581-021-0050 to -0075,](#)
[OAR 581-053-0010\(5\),](#)
~~OAR 581-053-0015(7)(k),~~ OAR 581-053-0230(9)(k)
~~OAR 581-053-0545(4)(e),(w),~~ OAR 581-053-0330(1)(r)
~~OAR 581-053-0550(5)(v)~~ OAR 581-053-0430(17)
OAR 581-053-0531(16)
OAR 581-153-0630

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

~~ORS 809.060,~~
~~ORS 809.260~~

Gun-Free School Zones Act of 1990, 18 U.S.C. §§ 921(a)(25)-(26), 922(q) (~~2006~~2018).

Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §§ 1400 - ~~1427~~ 1419 (~~2006~~2018).

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (~~2006~~2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (~~2008~~2019).

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

Subject: **Resident Student Denial for Virtual Public Charter School Attendance**

Policy Number: LBEA Effective Date: 1/2021

Date of Original Policy and Revisions: 6/20

Cancels Policy No.: _____ Dated: _____

Date of Next Review: 1/2024

POLICY

The District will annually, by October 1, calculate the percentage of the number of students residing in the District, who are enrolled in a virtual public charter school not sponsored by the District. When the established percentage is more than three percent, the District will not approve additional students enrollment to a virtual public charter school, subject to the requirements in Oregon Administrative Rule (OAR) 581-026-0305 (2).

The District may send a notice of approval or disapproval to a parent¹ of a student who has sent a notice to the District of intent to enroll the student in a virtual public charter school not sponsored by the District (See OAR 581-026-0305 (3)). The District may respond with an approval or disapproval to a parent within 14 days of receipt of the notice from the parent; however, if a parent does not receive a notice of approval or disapproval from the District within 14 days of sending the notice of intent to enroll to the District, the student shall be deemed approved for enrollment by the District.

The District is only required to use data that is reasonably available to the District, including but not limited to the following for such calculation:

1. The number of students residing in the District enrolled in the schools within the District;
2. The number of students residing in the District enrolled in public charter schools located in the District;
3. The number of students residing in the District enrolled in virtual public charter schools;
4. The number of home-schooled students who reside in the District and who have registered with the educational-Educational service-Service districtDistrict; and
5. The number of students who reside in the District enrolled in private schools located within the school district.

A parent may appeal a decision of a District to not approve a student enrollment to a virtual public charter school to the State Board of Education under OAR 581-026-0310.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Legal Reference(s):

ORS 332.107

ORS 338.125

OR 581-026-0305

OR 581-026-0310

OR 581-022-1940(1)(b)

¹“Parent” means parent, legal guardian or person in “parental relationship” as defined in Oregon Revised Statute (ORS) 339.133.



December 14, 2020

RESOLUTION NO. 20-21: 26

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.	DeBlois, Jenn	Infant Care Leave	Approve intermittent Infant Care Leave beginning 1/4/2021 through 6/14/2021; Position: 3 rd Grade Teacher @Prairie Mountain.
2.	Hart, Tes	Temporary Hire for 2020-21	Offer Temporary Contract for 1.0 FTE 3 rd Grade Teacher @Meadow View; Replaces: Hannea Toro; Start Date: 12/7/2020.
3.	Perini, Elizabeth	Temporary Hire for 2020-21	Offer Temporary Contract for 1.0 FTE Autism/Life Skills Consultant @District Office; Replaces: Carolyn Jenkins; Start Date: 1/11/2021.

Recommended by: Remie Calalang, Human Resources Director

ATTEST _____
 Clerk – Chris Parra

 Chair – Greg Nelson

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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

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December 14, 2020

RESOLUTION NO. 20-21: 27

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

- GBEA:** Workplace Harassment
- GBA:** Equal Employment Opportunity
- ACB:** All Students Belong
- ACB-AR:** Bias Incident Complaint Procedure
- JFCFA:** Racial Harassment

ATTEST _____
 Clerk – Chris Parra

 Chair – Greg Nelson

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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

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

Subject: Workplace Harassment

Policy Number: GBEA Effective Date: 12/2020

Date of Original Policy and Revisions: 12/20

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

Date of Next Review: 12/2023

POLICY

Workplace harassment is prohibited and shall not be tolerated. This includes workplace harassment that occurs between District employees or between a District employee and the District in the workplace or at a work-related event that is off District premises and coordinated by or through the District, or between a District and a District employee off District premises. Elected school board members, volunteers and interns are subject to this policy.

Any District employee who believes they have been a victim of workplace harassment may file a report with the District employee designated in the administrative regulation GBEA-AR - Workplace Harassment Reporting and Procedure, may file a report through the Bureau of Labor and Industries' (BOLI) complaint resolution process or under any other available law. The reporting of such information is voluntary. The District employee making the report is advised to document any incidents of workplace harassment.

“Workplace harassment” means conduct that constitutes discrimination prohibited by Oregon Revised Statute (ORS) 659A.030 (discrimination in employment based on race, color, religion, sex, sexual orientation, national origin, marital status, age, or expunged juvenile record), including conduct that constitutes sexual assault¹ or that constitutes conduct prohibited by ORS 659A.082 (discrimination against person in uniformed service) or 659A.112 (discrimination in employment based on disability).

The District, upon receipt of a report from a District employee who believes they are a victim of workplace harassment, shall provide information about legal resources and counseling and support services, including any available employee assistance services. The District employee receiving the report, whether a supervisor of the employer or the District employee designated to receive reports, is advised to document any incidents of workplace harassment, and shall provide a copy of this policy and accompanying administrative regulation to the victim upon their disclosure about alleged workplace harassment.

All incidents of behavior that may violate this policy shall be promptly investigated.

Any person who reports workplace harassment has the right to be protected from retaliation. The District may not require or coerce a District employee to enter into a nondisclosure² or nondisparagement³ agreement.

The District may not enter into an agreement with an employee or prospective employee, as a condition of employment, continued employment, promotion, compensation, or the receipt of benefits, that contains a nondisclosure provision, a nondisparagement provision or any other provision that has the purpose or effect of preventing the employee from disclosing or discussing workplace harassment that occurred between District

¹ “Sexual assault” means unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat or intimidation.

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

³ A “nondisparagement” agreement or provision prevents either party from making disparaging statements about the other party.

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

employees or between a District employee and the District, in the workplace or at a work-related event that is off District premises and coordinated by or through the District, or between a District employee and employer off District premises.

The District may enter into a settlement agreement, separation or severance agreement that includes one or more of the following provisions only when a District employee claiming to be aggrieved by workplace harassment requests to enter into the agreement: 1) a nondisclosure or nondisparagement provision; 2) a provision that prevents disclosure of factual information relating to the claim of workplace harassment; or 3) a no-rehire provision that prohibits the employee from seeking reemployment with the District as a term or condition of the agreement. The agreement must provide the District employee at least seven days after signing the agreement to revoke it.

If the District determines in good faith that an employee has engaged in workplace harassment, the District may enter into a settlement, separation or severance agreement that includes one or more of the provisions described in the previous paragraph.

It is the intent of the Board that appropriate corrective action will be taken by the District to stop workplace harassment, prevent its recurrence and address negative consequences. Staff members in violation of this policy shall be subject to discipline, up to and including dismissal and/or additional workplace harassment awareness training, as appropriate. Other individuals (e.g., board members, witnesses, and volunteers) whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or the Board.

The District shall make this policy available to all District employees and shall be made a part of District orientation materials provided and copied to new District employees at the time of hire.

The superintendent will establish a process of reporting incidents of workplace harassment and the prompt investigation.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 659A.001](#)
[ORS 659A.003](#)
[ORS 659A.006](#)
[ORS 659A.029](#)
[ORS 659A.030](#)

[ORS 659A.082](#)
[ORS 659A.112](#)
[ORS 659A.820](#)
[ORS 659A.875](#)
[ORS 659A.885](#)

[OAR 584-020-0040](#)
[OAR 584-020-0041](#)
Senate Bill 479 (2019)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2012).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2019).
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).

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

Subject: Equal Employment Opportunity

Policy Number: GBA Effective Date: 12/2020

Date of Original Policy and Revisions: 3/87, 5/91, 1/95, 11/95, 1/00, 2/06, 12/08, 10/11, 3/15, 2/17

Cancels Policy No.: GAAA Dated: 3/87

Date of Next Review: 12/2023

POLICY

The District supports the belief that personnel diversity will improve and strengthen society and our schools. The Board of Directors supports equal employment opportunity, and equal treatment shall be practiced by the District. The Superintendent or designee shall develop specific recruiting, interviewing and evaluation procedures as are necessary to implement this policy.

Equal employment opportunity and treatment shall be practiced by the District regardless of actual or perceived race, color, religion, sex, sexual orientation¹, national origin, marital status, pregnancy, childbirth or a related medication condition², age, veterans' status³, service in uniformed service, an individual's juvenile record that has been expunged, ethnicity, cultural background, genetic information, socioeconomic status, source of income, familial status, physical characteristic, or linguistic characteristics of a national origin group, and disability⁴ if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The Superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 (ADA), and Section 504 of the Rehabilitation Act. The Superintendent will also designate a Title IX coordinator to comply with the requirements of Title IX of the Education Amendments of 1972. The Title IX coordinator will investigate complaints communicated to the District alleging noncompliance with Title IX. The name, address and telephone number of the Title IX coordinator will be provided to all students and employees.

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 behavior differs from that traditionally associated within the individual's sex at birth.

² This unlawful employment practice related to pregnancy, childbirth or a related medical condition as described in House Bill 2341 (2019) (added to ORS 659A) applies to employers who employ six or more persons.

³ The District grants a preference in hiring and promotion to veterans and disabled veterans. A veteran is eligible to use the preference any time when applying for a position at any time after discharge or release from service in the Armed Forces of the United States.

⁴ This unlawful employment practice related to disability as described in ORS 659A.112 applies to employers who employ six or more persons (ORS 659A.106).

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

[ORS 174.100](#)
[ORS 326.051](#)
[ORS 332.505](#)
[ORS 342.934](#)
[ORS 408.225](#)
[ORS 408.230](#)
[ORS 408.235](#)
[ORS 652.210 - 652.220](#)
[ORS 659.850](#)
[ORS 659.870](#)
[ORS 659A.003](#)

[ORS 659A.006](#)
[ORS 659A.009](#)
[ORS 659A.029](#)
[ORS 659A.030](#)
[ORS 659A.040](#)
[ORS 659A.082](#)
[ORS 659A.109](#)
[ORS 659A.112](#)
[ORS 659A.233](#)
[ORS 659A.236](#)
[ORS 659A.309](#)

[ORS 659A.321](#)
[ORS 659A.409](#)
[ORS 659A.820](#)
[OAR 581-021-0045](#)
[OAR 581-022-2405](#)
[OAR 839-003-0000](#)
[OAR 839-006-0435](#)
[OAR 839-006-0440](#)
[OAR 839-006-0450](#)
[OAR 839-006-0455](#)
[OAR 839-006-0460](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et. seq. (2012).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2018); 29 C.F.R Part 1626 (2019).
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2012).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2018).
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2012); 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 (2019).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 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. §§ 12101-12133 (2012).
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 (2012).
Chevron USA Inc. v. Echazabal, 536 U.S. 736 (2002).

See Policy: [AC](#) - Nondiscrimination

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

Subject: All Students Belong

Policy Number: ACB Effective Date: 12/2020

Date of Original Policy and Revisions: 12/20

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

Date of Next Review: 12/2023

POLICY

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

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

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

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

“Symbol of hate” means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including, the noose, swastika, or confederate flag¹, and whose display:

1. Is reasonably likely to cause a substantial disruption of or material interference with school activities; or
2. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.

The district prohibits the use or display of any symbols of hate on school grounds or in any district- or school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly, except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, the district will use non-disciplinary remedial action whenever appropriate.

The district prohibits retaliation against an individual 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.

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

¹ While commonly referred to as the “confederate flag,” the official name of the prohibited flag is the Battle Flag of the Armies of Northern Virginia.

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

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

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

Legal Reference(s):

[ORS 659.850](#)
[ORS 659.852](#)

[OAR 581-002-0005](#)
[OAR 581-022-2312](#)

[OAR 581-022-2370](#)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).
Dariano v. Morgan Hill Unified Sch. Dist., 767 F.3d 764 (9th Cir. 2014).
State v. Robertson, 293 Or. 402 (1982).
Bethel School District Office of Civil Rights Case 10001185, July 2001
Bethel School District Policy JFCFA – Racial Harassment
Bethel School District Policy AC - Nondiscrimination

Bethel School District #52
Administrative Rule

ACB. Bias Incident Complaint Procedure
Adopted: 12/2020

The term “bias incident” is defined in policy. Persons impacted by a bias incident shall be defined broadly to include individuals at whom an incident was directed as well as students in the larger school community likely to be impacted by the incident.¹

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

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

- Educational components that address the history and impact of hate;
- Procedural components to ensure the safety, healing, and agency of those impacted by hate;
- Accountability and transformation for people who cause harm; and
- Transformation of the conditions that perpetuated the harm.

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

The administrator or designee will make a decision and determine responsibility within 10 days of receiving the complaint.

All persons impacted will be provided with information relating to the investigation and the outcome of the investigation. At a minimum, the information provided must include:

- That an investigation has been initiated;
- When the investigation has been completed;
- The findings of the investigation and the final determination based on those findings; and
- Actions taken with the person or persons who committed the harassing behavior to remedy the behavior and prevent reoccurrence when the actions relate directly to a person impacted by the event.

If any of the above information cannot be shared, a citation to the law prohibiting release and an explanation of how that law applies to the current situation will be provided.²

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

² Refer to policies GBL - Personnel Records, JOA - Directory Information and JOB - Personally Identifiable Information and District legal counsel for guidance in these situations. Possible laws include, but are not limited to, Title 34 C.F.R. § 99.31 and ORS 342.850.

Bethel School District #52
Administrative Rule

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

The superintendent or designee shall acknowledge receipt of the appeal and may meet with all parties involved. The superintendent or designee will review the merits of the complaint and the administrator or designee's decision. The superintendent or designee will respond in writing to the complainant within 10 school days.

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

Step 4: If the complainant or respondent is not satisfied with the decision of the superintendent or designee, a written appeal may be filed with the Board within five school days of receipt of the superintendent or designee's response to Step 3. The Board may decide to hear or deny the request for appeal at a Board meeting. The Board may use an executive session if the subject matter qualifies under Oregon law. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative at a Board meeting. The Board's decision will be final and will address each allegation in the complaint and contain reasons for the Board's decision. A copy of the Board's final decision shall be sent to the complainant in writing within 10 days of this meeting.

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

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

The complainant, if a person who resides in the District, or a parent or guardian of a student who attends school in the District, is not satisfied after exhausting local complaint procedures, the District fails to render a written decision within 30 days of submission of the complaint at any step or fails to resolve the complaint within 90 days of the initial filing of the complaint, may appeal³ the District's final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) 581-002-0001 – 581-002-0023.

Complaints may also be filed directly with the U.S. Department of Education Office for Civil Rights.⁴

District administration will develop and implement instructional materials to ensure that all school employees and staff are made aware of this procedure and related practices. The materials will include reporting procedures, educational processes, and possible consequences.

³ An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

⁴ Complaints must meet criteria as established by law. For more information, visit <http://www.ed.gov/about/offices/list/ocr/complaintintro.html>

Bethel School District #52
Administrative Rule

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

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BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: **Racial Harassment**

Policy Number: **JFCFA** Effective Date: **12/2020**

Date of Original Policy and Revisions: **4/01, 6/01, 12/06, 2/08, 4/10, 10/11, 10/16**

Cancels Policy: _____ Dated: _____

Date of Next Review: **12/2023**

POLICY

Racial harassment will not be tolerated in the Bethel School District, on 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 racial harassment that interfere with or disrupt the educational process are prohibited.

This policy gives notice to all employees, students, and patrons that all racial harassment allegations shall be investigated and dealt with quickly and effectively.

“Racial Harassment” means unwanted behavior of a nonverbal, verbal, written, graphic, sexual or physical nature related to actual or perceived race, color, national origin, ethnicity, cultural background, physical characteristics, or linguistic characteristics of a national origin group.

The following examples of racial harassment include, but are not limited to conduct that:

- interferes with an individual’s work or school performance;
- creates an intimidating, hostile, or offensive school or work environment; or,
- includes racial slurs regardless of intent, gestures, insignias, acronyms (e.g. KKK), name-calling or symbols (e.g. swastikas, confederate flags) that make an individual feel threatened or uncomfortable (see policy ACB –All Students Belong).

Student Responsibility

Students are expected to follow the standards for student behavior outlined in School Board policy, the District’s Student Rights and Responsibilities Handbook, and school handbooks. Students who violate this racial harassment policy are liable for discipline, suspension, or expulsion following the rules established in the Student Rights and Responsibilities Handbook. In addition, violators of this policy will be provided with appropriate education regarding racial harassment.

Students are expected to hold themselves, their peers, and other students to the standards established by this policy. Students are expected to bring violations to the attention of a teacher, counselor, building administrator, or other staff member.

District Staff Responsibility

Teachers, other staff members, and volunteers who observe students, staff, volunteers, or other adults engaging in racial harassment must take action to stop the behavior and report such acts to an administrator. A building administrator will investigate as soon as possible and take appropriate action. An employee who permits racial harassment to continue or does not respond to a racial harassment complaint may be subject to disciplinary action.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

School Responsibilities

1. All racial harassment allegations, or incidents that may suggest that racial harassment has occurred, will be treated as a racial harassment allegation.
2. A building administrator will conduct a thorough, sensitive and timely investigation of all racial harassment allegations as soon as possible and take appropriate action. Disciplinary actions and educational opportunities will be implemented contingent upon the outcome of the conclusions of the investigation. Retaliatory behavior of any kind against any complainant or any participant in the complaint process will not be tolerated.
3. The school will notify parents/guardians of the victim(s) and perpetrator(s) regarding the outcome of the investigation.
4. Necessary support structures will be available and implemented for victims of racial harassment.
5. Each racial harassment allegation will be documented and information will be forwarded to the District Title VI coordinator in a timely fashion.

District Responsibilities

The District will:

1. provide an educational program that teaches students to be respectful of others in a diverse society and to understand the impact of racial harassment on students, staff, and community;
2. ensure sensitive and full investigations of each and all racial harassment allegations;
3. ensure appropriate documentation of all reported incidences;
4. conduct an annual review of racial harassment violations and make recommendations for improvement;
5. ensure appropriate education and discipline for racial harassment violations are available for perpetrators;
6. ensure support structures are provided for victims of racial harassment; and,
7. publicize this Policy in the Bethel “Student Rights and Responsibilities Handbook”, school handbooks, and employee manuals and make it available on the Bethel School District website.

Training

The District shall provide for the training and orientation of staff, students, volunteers and District representatives on the contents of this policy. Training will be mandatory. Through this training, staff will learn to create positive learning and social environments throughout the District; and prevent, recognize, discourage, and deal with racial harassment.

Reporting Harassment / Investigation / Complaints (See [Administrative Rule KL: Complaint Procedure](#))

A student or his or her guardian who believes the student is the object of racial harassment shall, at the earliest opportunity, report the incident to a staff member on duty at the time, or to the student’s teacher, or to a building administrator. This report may be made anonymously. The incident shall be investigated by a building administrator and discipline enforced, as necessary, at the building level. Anyone reporting racial harassment shall be free from retaliation.

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Complaints against a building administrator shall be filed with the superintendent. Complaints against the superintendent shall be filed with the Board chair.

Direct complaints related to educational programs and services may be made to the U.S. Department of Education, Office for Civil Rights.

Anyone reporting racial harassment shall be free from retaliation. Retaliation is defined as harassment, which includes intimidation, bullying, hazing, menacing or cyberbullying, toward a person in response to a previously reported racial harassment incident. Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry, is prohibited. Such retaliation shall be considered a serious violation of board policy independent of whether a complaint is substantiated. If the complaint is found to be without merit or cannot be substantiated, all parties shall be so notified. Individuals determined to be guilty of racial harassment shall have the right to appeal the determination to the superintendent and the board of directors. Reports may be submitted anonymously.

Any person found to knowingly make false accusations of racial harassment shall be subject to discipline procedures following the rules established in the Student Rights and Responsibilities Handbook.

REPORTS

None.

ATTACHMENTS

None.

REFERENCES / COMMENTS

Title VI of Civil Rights Act of 1964

[Administrative Rule KL - Complaint Procedure](#)

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

Bethel District Policy ACB – All Students Belong

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DECEMBER 14, 2020

RESOLUTION NO. 20-21: 28

A RESOLUTION OF LANE COUNTY SCHOOL DISTRICT 52, LANE COUNTY, OREGON AUTHORIZING THE ISSUANCE, SALE AND DELIVERY OF GENERAL OBLIGATION AND REFUNDING BONDS; DESIGNATING AN AUTHORIZED REPRESENTATIVE; DELEGATING THE NEGOTIATION AND APPROVAL OF FINANCIAL DOCUMENTS AND RELATED MATTERS.

THE BOARD OF DIRECTORS (THE “BOARD”) OF LANE COUNTY SCHOOL DISTRICT 52, LANE COUNTY, OREGON (THE “DISTRICT”) HEREBY RESOLVES:

SECTION 1. FINDINGS

The Board finds:

a. The District is authorized pursuant to the Oregon Constitution and Oregon Revised Statutes Chapters 287A and 328 to issue general obligation bonds to finance capital costs; and

b. On August 10, 2020, the District adopted a resolution authorizing submission to the voters of the District at a measure election on November 3, 2020, the question of contracting a general obligation bonded indebtedness in an amount not to exceed \$99.3 million to finance capital costs as set forth in the notice of bond election and pay bond issuance costs; and

c. The election was duly and legally held on November 3, 2020 and the elections officer of the county in which the District office is located delivered the abstract of votes indicating that the issuance of the general obligation bonds was approved no later than twenty (20) days after the date of the election; and

d. The Board hereby determines the results of the election as required by ORS 255.295 no later than forty-five (45) days after the date of the election; and

e. The District previously issued its General Obligation and Refunding Bonds, Series 2013 and General Obligation Bonds, Series 2013B (Tax-Exempt Current Interest Bonds) (collectively, the “Refundable Bonds”) for projects which were authorized by approving vote of the electors of the District; and

f. The District is authorized pursuant to the Oregon Constitution and Oregon Revised Statutes Chapter 287A to issue refunding bonds for the refunding of all or a portion of its outstanding Refundable Bonds; and

g. The District has determined that it is in the best interest of the taxpayers of the District to refund all or a portion of the Refundable Bonds. The Authorized Representative shall select the portion of such Refundable Bonds to be refunded in accordance with Section 11 hereof; and

h. The District adopts this resolution to provide the terms under which the general obligation bonds will be sold and issued and to authorize refunding of all or a portion of the Refundable Bonds.

SECTION 2. NEW MONEY BONDS AUTHORIZED

The District hereby authorizes the issuance of general obligation bonds in an aggregate principal amount not to exceed \$99.3 million (the “New Money Bonds”) to finance the projects set forth in the ballot title for the New Money Bonds.

The New Money Bonds may be issued in one or more series and shall mature over a period not exceeding thirty-one (31) years from their date of issue. The remaining terms of the New Money Bonds shall be established as provided in Section 11 hereof.

SECTION 3. REFUNDING BONDS AUTHORIZED

The District hereby authorizes the issuance of general obligation refunding bonds (the “Refunding Bonds”) and together with the New Money Bonds, the “Bonds”) in an aggregate principal amount sufficient to refund all or a portion of the Refundable Bonds and to pay the costs related to the refunding and the issuance of the Refunding Bonds.

Piper Sandler & Co. is hereby authorized, on behalf of the District to submit an advance refunding plan and any amendments to such plan to the Oregon State Treasurer for review and approval to the extent required by law and the District hereby ratifies and confirms all actions taken prior to and after adoption of this resolution in connection with such submission.

SECTION 4. DESIGNATION OF AUTHORIZED REPRESENTATIVES

The Board designates the Chair, Superintendent, Director of Business Services (each an “Authorized Representative”) or a designee of an Authorized Representative to act on behalf of the District as specified in Section 11 hereof.

SECTION 5. SECURITY

Pursuant to ORS 287A.315, the District hereby pledges its full faith and credit and taxing power to pay the Bonds. The District hereby covenants for the benefit of the Owners to levy annually, as necessary, a direct ad valorem tax upon all of the taxable property within the District which is sufficient, after taking into consideration discounts taken and delinquencies that may occur in the payment of such taxes and other legally available amounts, to pay all Bond principal and interest when due. This tax shall be in addition to all other taxes of the District, and this tax shall not be limited in rate, amount or otherwise, by Sections 11 or 11b of Article XI of the Oregon Constitution.

SECTION 6. FORM OF BONDS

The Bonds shall be issued in substantially the form as approved by the Authorized Representative. The Bonds may be printed or typewritten, and may be issued as one or more temporary Bonds which shall be exchangeable for definitive Bonds when definitive Bonds are available.

SECTION 7. EXECUTION OF BONDS

The Bonds shall be executed on behalf of the District with the manual or facsimile signature of an Authorized Representative of the District.

SECTION 8. REDEMPTION

The Bonds may be subject to optional redemption or mandatory redemption prior to maturity as determined under Section 11 hereof.

SECTION 9. TAX-EXEMPT STATUS

If any portion of the Bonds are issued as Tax-Exempt Bonds, the District covenants to use the portion of those proceeds of the Bonds, and the facilities financed with the Bonds, and to otherwise comply with the provisions of the Internal Revenue Code of 1986, as amended (the “Code”), so that interest paid on the Bonds will not be includable in gross income of the Bondowners for federal income tax purposes. The District specifically covenants:

- a. to comply with the “arbitrage” provisions of Section 148 of the Code, and to pay any rebates to the United States on the gross proceeds of the Bonds; and
- b. to operate the facilities financed with the proceeds of the Bonds so that the Bonds are not “private activity bonds” under Section 141 of the Code; and
- c. comply with all reporting requirements.

The Authorized Representative may enter into covenants on behalf of the District to protect the tax-exempt status of the Bonds.

SECTION 10. DESIGNATION AS A “QUALIFIED TAX-EXEMPT OBLIGATION”

The Authorized Representative, upon the advice of Bond Counsel, may designate any series of the Bonds as a “qualified tax-exempt obligation” pursuant to Section 265(b)(3)(B) of the Code.

SECTION 11. DELEGATION FOR ESTABLISHMENT OF TERMS AND SALE OF THE BONDS

The Authorized Representative is hereby authorized, on behalf of the District without further action of the Board (and such actions of the Authorized Representative, if taken prior to the adoption of this resolution, are hereby affirmed and authorized), to:

- a. establish the principal and interest payment dates, principal amounts, interest rates, denominations, redemption provisions and all other terms of the Bonds;
- b. negotiate the terms of and execute a bond purchase agreement with the underwriter or purchaser of the Bonds, if necessary;
- c. determine if the Bonds shall be placed with a bank or other financial institution or publicly offered;
- d. enter into covenants regarding the use of the proceeds of the Bonds and the projects financed or refinanced with the proceeds of the Bonds;

- e. appoint a registrar and paying agent for the Bonds, if necessary;
 - f. select the maturities of the Refundable Bonds to be refunded and cause notice of call, defeasance, and redemption to be given as required by law;
 - g. appoint an escrow agent and execute and deliver any documents necessary to refund all or a portion of the Refundable Bonds including submission of an advance refunding plan to the State;
 - h. subscribe for and obtain eligible securities to be deposited in an escrow fund for the Refundable Bonds;
 - i. appoint a certified public accounting firm to act as verification agent to produce a report demonstrating the ability of the escrow agent to meet all future debt service and related costs relative to the Refundable Bonds, if necessary;
 - j. take such actions as are necessary to qualify the Bonds for the book-entry only system of The Depository Trust Company if required;
 - k. approve of and authorize the distribution of the preliminary and final official statements for the Bonds, if required;
 - l. obtain one or more ratings on the Bonds if determined by the Authorized Representative to be in the best interest of the District, and expend Bond proceeds to pay the costs of obtaining such rating;
 - m. apply to participate in the Oregon School Bond Guaranty Program, if available and deemed appropriate, execute any documents in connection with such program and expend Bond proceeds to pay any guaranty premium;
 - n. apply, if available and deemed appropriate, and expend Bond proceeds to pay any insurance premium;
 - o. approve, execute and deliver a Continuing Disclosure Certificate pursuant to SEC Rule 15c2-12, as amended (17 CFR Part 240, § 240.15c2-12), if required;
 - p. approve, execute and deliver the Bond closing documents and certificates;
 - q. determine if the Bonds shall be issued as federally tax-exempt or taxable obligations;
 - r. make any clarifying changes or additional covenants not inconsistent with this Resolution;
- and
- s. execute and deliver a certificate specifying the action taken by the Authorized Representative pursuant to this Section 11 and any other certificates, documents or agreements that the Authorized Representative determines are desirable to issue, sell and deliver the Bonds in accordance with this Resolution.

SECTION 12. DEFAULT AND REMEDIES.

The occurrence of one or more of the following shall constitute an Event of Default under this Resolution and the Bonds:

a. Failure by the District to pay Bond principal, interest or premium when due (whether at maturity, or upon redemption after a Bond has been properly called for redemption);

b. Failure by the District to observe and perform any covenant, condition or agreement on its part to be observed or performed for the benefit of Owners of Bonds, for a period of sixty (60) days after written notice to the District by the Owners of fifty-one (51%) percent or more of the principal amount of Bonds then Outstanding specifying such failure and requesting that it be remedied; provided however, that if the failure stated in the notice cannot be corrected within such sixty (60) day period, it shall not constitute an Event of Default so long as corrective action is instituted by the District within the sixty (60) day period and diligently pursued, and the default is corrected as promptly as practicable after the written notice referred to in this paragraph; or,

c. The District is adjudged insolvent by a court of competent jurisdiction, admits in writing its inability to pay its debts generally as they become due, files a petition in bankruptcy, or consents to the appointment of a receiver for the payments.

The Owners of fifty-one (51%) percent or more of the principal amount of Bonds then Outstanding may waive any Event of Default and its consequences, except an Event of Default as described in (a) of this Section.

Upon the occurrence and continuance of any Event of Default hereunder the Owners of fifty-one (51%) percent or more of the principal amount of Bonds then Outstanding may take whatever action may appear necessary or desirable to enforce or to protect any of the rights of the Owners of Bonds, either at law or in equity or in bankruptcy or otherwise, whether for the specific enforcement of any covenant or agreement contained in this Resolution or the Bonds or in aid of the exercise of any power granted in this Resolution or in the Bonds or for the enforcement of any other legal or equitable right vested in the Owners of Bonds by the Resolution or the Bonds or by law. However, the Bonds shall not be subject to acceleration.

No remedy in this Resolution conferred upon or reserved to Owners of Bonds is intended to be exclusive and every such remedy shall be cumulative and shall be in addition to every other remedy given under this Resolution or now or hereafter existing at law or in equity. No delay or omission to exercise any right or power accruing upon any default shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. To entitle the Owners of Bonds to exercise any remedy reserved to them, it shall not be necessary to give any notice other than such notice as may be required by this Resolution or by law.

SECTION 13. DEFEASANCE

The District may defease the Bonds by setting aside, with a duly appointed escrow agent, in a special escrow account irrevocably pledged to the payment of the Bonds to be defeased, cash or direct obligations of the United States in an amount which, in the opinion of an independent certified public accountant, is sufficient without reinvestment to pay all principal and interest on the defeased Bonds until their maturity date or any earlier redemption date. Bonds which have been defeased pursuant to this Section shall be deemed paid and no longer outstanding, and shall cease to be entitled to any lien, benefit or security under this Resolution except the right to receive payment from such special escrow account.

SECTION 14. ESTABLISHMENT OF FUNDS AND ACCOUNTS

The following funds and accounts shall be created into which the proceeds of the Bonds shall be deposited, which funds and accounts shall be continually maintained, except as otherwise provided, so long as the Bonds remain unpaid.

a. Debt Service Account. The District shall maintain the debt service account in the District's debt service fund for the payment of principal, premium, if any, and interest on the Bonds as they become due. All accrued interest, if any, and all taxes levied and other moneys available for the payment of the Bonds shall be deposited to the debt service account.

b. Project Fund. The District shall maintain the project fund for the purpose of accounting for and paying all costs of the projects and the costs related to the preparation, authorization, issuance, and sale of the Bonds. Any interest earnings on moneys invested from the project fund shall be retained in the project fund. The District's share of any liquidated damages or other moneys paid by defaulting contractors or their sureties will be deposited into the project fund to assure the completion of the projects.

Upon completion of the projects and upon payment in full of all costs related thereto, any balance remaining in the project fund shall be deposited to the Debt Service Account for payment of debt service.

SECTION 15. PROFESSIONALS

The District hereby affirms Hawkins Delafield & Wood LLP as bond counsel for the issuance of the Bonds, Piper Sandler & Co., as underwriter or placement agent, and D.A. Davidson & Co. as municipal advisor.

SECTION 16. RESOLUTION TO CONSTITUTE CONTRACT

In consideration of the purchase and acceptance of any or all of the Bonds by those who shall own the Bonds from time to time (the "Owners"), the provisions of this Resolution shall be part of the contract of the District with the Owners and shall be deemed to be and shall constitute a contract between the District and the Owners. The covenants, pledges, representations and warranties contained in this Resolution or in the closing documents executed in connection with the Bonds, including without limitation the District's covenants and pledges contained in Section 5 hereof, and the other covenants and agreements herein set forth to be performed by or on behalf of the District shall be contracts for the equal benefit, protection and security of the Owners, all of which shall be of equal rank without preference, priority or distinction of any of such Bonds over any other thereof, except as expressly provided in or pursuant to this Resolution.

ADOPTED by the Board of Directors of the Bethel School District 52, Lane County, Oregon this 14th day of December, 2020.

**BETHEL SCHOOL DISTRICT 52
LANE COUNTY, OREGON**

ATTEST _____
Clerk - Chris Parra, Superintendent

Chair – Greg Nelson

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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

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December 14, 2020

RESOLUTION NO. 20-21: 29

Relevant Data:

Between November 17, 2020 and December 18, 2020, School Boards across the state may take official action on Oregon School Boards Association Resolution 1:

Resolution:

Adopts the OSBA 2021-2022 Legislative Priorities and Principles as recommended by the Legislative Policy Committee.

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

It is further recommended that the Board direct the Superintendent or designee to submit this vote to OSBA no later than 5:00 p.m. on December 18, 2020.

ATTEST _____

Clerk – Chris Parra

Chair – Greg Nelson

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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

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December 14, 2020

RESOLUTION NO. 20-21: 30

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County, hereby approves the qualities of the Superintendent as outlined in the job description.

ATTEST _____
Clerk – Chris Parra

Chair – Greg Nelson

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

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