

SWEET HOME SCHOOL DISTRICT #55
Sweet Home, Oregon

SCHOOL BOARD MEETING AGENDA

To view live board meeting please visit the Sweet Home District website: sweethome.k12.or.us and click YouTube link

District Office Conference Room

September 8, 2025, 6:30 p.m.

- | | | |
|--|-------------------------|-----------------|
| 1. Call the meeting to order/pledge | M. Adams | Action |
| 2. Board Election #8-At Large | | |
| 3. Swear in new board member ORS332.005 BBBB | M. Adams | Action |
| 4. Elect Board Officers for 2025-2026 ORS 322.040, 332.005(2) BC/BCA
Vice Chair _____
Secretary _____ | | |
| 5. Public Comment | | |
| 6. Agenda approval/changes | M. Adams | Action |
| 7. Student & Personnel Reports/Comments
A. Certified & Classified Representatives
B. Superintendent's Report
1. Enrollment Update | Presidents
T. Martin | Information |
| 8. Consent Agenda
A. Approve minutes from the August 11, 2025 School Board Meeting
B. Accept resignation from Harrison Neal, Science teacher at the High School Effective September 12, 2025
C. Approve COOP for Dance/Drill team between Sweet Home/Central Linn
D. Approve Temporary hire of Serena Compton, 3rd grade teacher at Hawthorne for the 2025-2026 school year. | M. Adams | ALL Action |
| 9. Information/Discussion
A. Budget Update
B. Audit Letter and Board Questionnaire
C. Open Budget Positions: 1 – Holley, 2 – Liberty, 3 - Foster, 4 – Cascadia, 6 – Crawfordsville, 7 – At Large, 8 – At Large
D. Update on Ethics Violation
E. Board Policy Discussion - INDB
F. December board meeting update- Change 12/8/25 to 12/15/25 | K. Strong | ALL Information |
| 10. Action Items
A. 2024-2025 Integrated Programs Annual Report | M. Adams | Action |
| 11. Board Comments | | Information |
| 12. Late Items | | |
| 13. Future Agenda Items
A. Next Board Officers Meeting, Monday, October 6, 2025 at 3:30 p.m. Superintendent's Office
B. Next Board Meeting Monday, October 13, 2025 at 6:30 p.m. in DO Boardroom | M. Adams | ALL |
| 14. Adjournment | M. Adams | Action |

CANDIDATE INFORMATION SHEET FOR POSITION # 8, At-Large
BOARD VACANCY

Please fill out and return to the Superintendent's Office, 1920 Long Street, Sweet Home, OR 97386-2395.

Name: Bechtel Matthew S

Last

First

Initial

Business Address: _____

Phone: _____

Home Address: 108 Holley Rd, Sweet Home

Phone: 458-239-0141

Occupation: _____

Number of years you have been a resident in Sweet Home School District: _____

Do you meet the following qualifications? (Please answer yes or no)

1. Do you live in the District?

Yes

2. Are you an officer, agent, or employee of the District?

No

3. Are you a citizen of the United States?

Yes

4. Are you a registered voter?

Yes

Do you have children in the Sweet Home School District?

No

If so, what are their names and what schools do they attend?

For what reasons do you desire to be a member of the School Board?

I believe the experience I have gained from working with multiple committees in Sweet Home has given me a deep connection to the community. This connection is required to regain the trust of the people, amidst the controversy.

Have you worked on any school committees? No

If so, which committees?

Other Community and Business Activities: Park and Tree Committee, Budget Committee,

Elks Lodge Officer, Food Pantry Director, Mrs. Claus Board Advisor, Beautification Committee Volunteer

What special qualifications do you have that will help you to be a Board member?

While serving in the US Army, I learned a great acronym for leadership (LDRSHIP). These are the values I have dedicated my life to: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. I follow a logical path and a level-head when I make decisions on issues. If I do not understand an issue, I research all sides and view points, and ask questions. I do not make hasty or emotional decisions, and strive for equity for all parties involved. I really enjoy collaborating, and communicating with multiple groups to accomplish complicated projects. As a community leader, we must be transparent with our intentions, and held accountable for our actions.

CANDIDATE INFORMATION SHEET FOR POSITION # 8, at large
BOARD VACANCY

Please fill out and return to the Superintendent's Office, 1920 Long Street, Sweet Home, OR 97386-2395.

Name: Cummings Mundy B
Last First Initial

Business Address: _____ Phone: _____

Home Address: 545 Viewpoint Lane Phone: 503-559-1208

Occupation: _____

Number of years you have been a resident in Sweet Home School District: 18

Do you meet the following qualifications? (Please answer yes or no)

1. Do you live in the District? Yes
2. Are you an officer, agent, or employee of the District? No
3. Are you a citizen of the United States? Yes
4. Are you a registered voter? Yes

Do you have children in the Sweet Home School District? Yes

If so, what are their names and what schools do they attend?

Ryder Cummings - SHHS

For what reasons do you desire to be a member of the School Board?

The opportunity to serve the community by creating strong, supportive schools that serve every student

Have you worked on any school committees? _____

If so, which committees?

Other Community and Business Activities: Sweet Home Swim Club board.
USA swim official

What special qualifications do you have that will help you to be a Board member?

For the last 17 years I have served our community working in the county assessors office, building trust through fairness and transparency. I have served on the swim club board and volunteering as a swim official has given me the joy of working directly with families & supporting kids as they grow. I want to bring the same spirit of service to the board.

Signature Mundy Cummings

CANDIDATE INFORMATION SHEET FOR POSITION # 8, AT LARGE
BOARD VACANCY

Please fill out and return to the Superintendent's Office, 1920 Long Street, Sweet Home, OR 97386-2395.

Name: Hjaasen Chris E.
Last First Initial

Business Address: _____ Phone: _____

Home Address: 28457 Pleasant Valley Phone: 503-203-9198

Occupation: _____

Number of years you have been a resident in Sweet Home School District: _____

Do you meet the following qualifications? (Please answer yes or no)

1. Do you live in the District? yes
2. Are you an officer, agent, or employee of the District? No
3. Are you a citizen of the United States? yes
4. Are you a registered voter? yes

Do you have children in the Sweet Home School District? No

If so, what are their names and what schools do they attend?

For what reasons do you desire to be a member of the School Board?

To continue to participate in the education community in Sweet Home.

Have you worked on any school committees? A wide variety while

If so, which committees? employed, including Site Council, Gear Up, Calendar, Curriculum and PBIS committees.

Other Community and Business Activities: Active in Holley Church community activities, Run a small farm selling eggs & flowers.

What special qualifications do you have that will help you to be a Board member?

14 years as the parent of school-aged children
26 years as a teacher in 4 districts
4 years as an administrator in Sweet Home

Chris Hjaasen

SWEET HOME SCHOOL DISTRICT NO. 55
Sweet Home, Oregon

CANDIDATE INFORMATION SHEET FOR POSITION # 8, At Large
BOARD VACANCY

Please fill out and return to the Superintendent's Office, 1920 Long Street, Sweet Home, OR 97386-2395.

Name: Redick Jason A
Last First Initial

Business Address: 9650 NE Steelhead Run Dr. Albany OR 97321 Phone: 503-383-5557

Home Address: 28760 Liberty Rd. Sweet Home, OR 97386 Phone: 541-401-8601

Occupation:

Number of years you have been a resident in Sweet Home School District: 36

Do you meet the following qualifications? (Please answer yes or no)

- | | |
|--|------------|
| 1. Do you live in the District? | <u>Yes</u> |
| 2. Are you an officer, agent, or employee of the District? | <u>No</u> |
| 3. Are you a citizen of the United States? | <u>Yes</u> |
| 4. Are you a registered voter? | <u>Yes</u> |

Do you have children in the Sweet Home School District?

No

If so, what are their names and what schools do they attend?

_____	_____
_____	_____
_____	_____

For what reasons do you desire to be a member of the School Board?

I want to help bring accountability back to the board and help to restore the trust of the employees and the community. I want to help to stabilize the board. I have no plans to continue past the appointed term.

Have you worked on any school committees? Yes

If so, which committees?

As a board member: Budget Committee, Long term planning committee, Hiring committee's

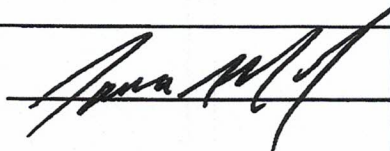
Other Community and Business Activities: _____

What special qualifications do you have that will help you to be a Board member?

I have a 20 year history as a board member, most of that time spent as either Board Chair or Board Vice Chair.

I have helped to negotiate contracts with both the certified and classified unions as well as contracts for multiple superintendents and administrators.

Signature



Sweet Home School District 55

Code: BBBB
Adopted: 6/08/98
Revised/Readopted: 4/11/22
Orig. Code: BBBB

Board Member Oath of Office

Any elected or appointed Board member must qualify by taking an oath of office before assuming the duties of office.

The oath of office will be in the following form:

Oath of Office

Hold up your right hand and repeat after me: I, _____, do solemnly swear (or affirm) that I will support the Constitution of the United States, the Constitution of the state of Oregon and the laws thereof, and the policies of the Sweet Home School District. During my term, I will faithfully and impartially discharge the responsibilities of the Office of School Board Member to the best of my ability.

END OF POLICY

Legal Reference(s):

[ORS 332.005](#)

Board Vice Chairman Mike Adams called the **regular meeting** of the board of Directors of Sweet Home School District No. 55 to order at 6:30 p.m. on Monday, August 11, 2025.

Board Members in Attendance

Mike Adams, Dale Keene, Dustin Nichol, Mary Speck, Jenna Northern, Amanda Carter, Rachel Maynard
Absent: Floyd Neuschwander, Erin Barstad

Staff Members in Attendance

Superintendent: Terry Martin; Administrators/Supervisors: Kevin Strong, Josh Darwood, Brian Brands, Darel Bidwell, Luke Augsburger, Aaron Huff, Ralph Brown, Mark Looney, Josh Dargis, Todd Barrett Certified: Steve Thorpe, Aly Ellis; Classified: Michelle Bidwell, Velma Canfield; Board Recording Secretary: Julie Emmert

Other Attendance: Scott Swanson, New Era, members of the community and staff

1. Called the meeting to order/pledge**2. Swore in Amanda Carter to Position #2 Liberty**

Before public comment Board Vice-Chair reminded those attending the meeting of board comment guidelines and gave them the opportunity to sign up to speak. Only one public comment was given. ANYONE is welcome to speak.

3. Public Comments: *Jason Redick -Comment: Attempt to terminate the superintendents' contract for no cause:*

- *No cause termination clauses and why it was put in the superintendent's contract and the purpose. This was put into the contract originally because at the time that this contract was originally negotiated, if a board was to remove a superintendent, the contract was to be paid out in full. That would result in up to three years of wages and benefits being paid for work not performed. After this contract was negotiated the Oregon legislature passed a law that stated that districts would only be liable for one year of that contract if this clause existed in the contract. This clause was not intended to be used because a few members of the board decided that they wanted to remove the superintendent and insert their friend into the position. It was intended to protect the district from the liability of a large expenditure, if necessary.*
- *Violations of board policy BD/BDA and ORS 192.630. This policy and law states that any business of the board is to be conducted in public sessions only, except for a few legal exemptions. There have been conversations and text messages between board members that constitute an illegal serial board meeting. Board members can't discuss, outside of a public meeting, any business of the board. This violation occurred through the board chair contacting multiple board members in order to gain support for his termination of the superintendent's contract. These violations can result in fines of up to \$1000 per occurrence, given directly to the individual board members. You will see on your agenda that complaints have been filed regarding this violation and if the board is not willing to address those complaints and correct the situation those complaints will be appealed to the Oregon Government Ethics Commission.*
- *As a part of this process, Board Chair Floyd Neuschwander has also violated policy BBFA and ORS 244.040 in that he has a potential or actual conflict of interest regarding the removal of the superintendent and appointment of his preferred candidate to the position. This attempt to remove the superintendent from his position is in retaliation for employment actions taken regarding Floyd's wife who is an employee of the district. Jason*

stated that he personally had to stop Floyd from trying to verbally attack the superintendent in public meetings for this situation.

- The job of the board chair is to run the public meetings and keep these situations from happening. They are to ensure that violations of the law and board policies regarding meetings do not happen and to make sure that all voices of the board members are heard before decisions are made. Floyd has used his position as board chair to do the opposite. He has used his position to push a personal agenda and attempt to keep debate and the decision process out of the view of the public. He has violated not only board policy but state law, and in the process dragged other board members into these violations opening up those board members to personal liability and possible fines. One board member who was involved in this situation has already resigned. There are others who should consider the same course of action.
- Questions regarding the resignation of Erin Barstad. As a part of the agenda packet there is a copy of her letter of resignation. It is dated July 28, 2005. Based on Erin's own account it was submitted to Floyd on that date. The same form is stamped as received on August 7, 2025. The agenda for this meeting was then revised on August 7th to accept her resignation and declare the vacancy. If the board chair had received the letter of resignation, why did he sit on it through the board officers meeting, which took place on August 4th, when the agenda for this meeting was set? Why was it not part of the original agenda that was set and approved by all of the board officers? I can speculate about why this happened, but I can't come up with one single justifiable reason for him to hold this resignation until it became public knowledge and his hand was forced.
- Jason believes strongly that if you complain about something you should also offer solutions. So here are a few solutions he shared.
- Floyd has abused his position as board chair and dragged this board into controversy that is not only extremely disruptive to the operation of the district but also has the potential to cost hundreds of thousands of dollars that should be used to educate the students of the district not for his personal vendetta. He has violated the superintendent's contract by not giving the agreed upon 10 day notice spelled out in the contract before calling a meeting to discuss the no cause termination of that contract. He has broken the public trust and created unnecessary anger at the board for his own benefit. He has violated board policy and state law in the process. This board should take action to remove him from his position as board chair and censure him to minimize his ability to create legal problems for the board.
- There are at least three remaining board members who have been involved in supporting Floyd in his actions. They have participated in illegal serial meetings and have allowed this problem to destroy the confidence that the community, the employees, and the leadership of the district has in this board. They have been deceitful in their dealings with other board members and the community. Those three should make their position clear to the community and be open and honest moving forward. They should also consider resigning from their position as the public has lost trust in them as board members and they can no longer be trusted to be open and objective with decisions in the future. Recall petitions are in the works and if those involved can't make the right decision for the community and the students the decision will be made for them.
- Finally, there needs to be a commitment by this board and every board member to uphold your oath of office and conduct all business in public. The illegal serial board meetings can't continue. Problems like this and a dysfunctional board will work their way down into the classroom and affect the quality of education for the most important constituents of the district, the students.

You as board members have a choice to make. You can turn this around and begin to build the trust of the community back. I will be here to make sure that happens regardless of the actions that I must take.

- *Thank you for your time and your dedication to the students of Sweet Home. Let's correct this situation and get back to the proper procedures of this board and move forward with the focus on giving each child, every chance to achieve their potential.*

4. Agenda Approval/Changes

Vice Chairman Adams called for changes and/or approval of the agenda

Motion No. 25-44: Board Member Dale Keene moved to approve the agenda as presented. Board Member Jenna Northern seconded the motion. The motion passed 6-yes, 1-no

****Mary Speck asked to add a board policy to the agenda but it was declined and will be discussed at the next officers meeting.**

Dustin Nichol- yes
Amanda Carter yes
Jenna Northern-yes
Mike Adams-yes
Dale Keene-yes
Mary Speck-no
Rachel Maynard -yes

5. Student & Personnel Reports/Comments

- A. Certified & Classified Representatives: Velma Canfield spoke on behalf of Superintendent Martin, shocked at the board's behavior. With enrollment down it is irresponsible of the board to even consider buying out his contract; Steve Thorpe- Let's move forward with a house that is divided. Thanked the board for their service and time. First and Last start up with the Kindergarten and Seniors. Lots of orientations happening throughout the district so invited board members to join. What's happening from High School. If board members are not getting this let us know. Negotiations are coming up this year and look forward to working with the board.
- B. Superintendent's Report
 1. Directors and Administrators returned.
 2. New Teacher Orientation Monday, August 18, 2025 - board is welcome to attend lunch at 11:30 to meet and greet the new teachers.
 3. District Wide Inservice Monday, August 25, 2025 - board is welcome to attend at 7:30am for muffins and coffee and then the Welcome to all staff at 8:00am in the HS Auditorium.
 4. Strategic Plan Progress- Next meeting September 9, 2025 -3:00-6:00pm.
 5. Cell Phones- shared information on the new policy that will need to be in place by January 1, 2026. Discussion was made on this topic. There is a draft policy in the works and should be out by the next meeting.

6. Consent Agenda

- A. Approved minutes from the July 14, 2025 School Board Meeting
- B. Approved Out-of-State field trip for the High School FFA trip to Indianapolis October 25, 2025 - November 2, 2025
- C. DECLARED VACANCY: Accepted resignation from Erin Barstad, Board Member position #8 At Large effective July 28, 2025

Motion No. 25-45: Board Member Mary Speck moved to approve the consent agenda as presented. Board Member Dale Keene seconded the motion. The motion passed unanimously.

8A

Post vacant board position #8- At Large on Tuesday, August 12, 2025

7. Information/Discussion

- A. Budget Update - Kevin Strong - YTD spending was shared. This is compared to the adopted budget & YTD spending last year by object code. Higher liability costs have made it higher this year. We belong to a pool and things that happen to other school districts affect us. Professional behavior from staff to students claims are made at other districts can cost our district.
- B. OGEC Complaints:

Vice Chair Mike Adams has been sent some written complaints alleging an illegal meeting of the school board. Technically, they are ""grievances" not "complaints. A grievance is filed with the governing body in accordance with ORS 192.705 and OAR 199-050-070. A complaint is filed with OGEC after the grievance procedure in accordance with ORS 192.685 and OAR 199-05- 075.

Mary Speck asked where these were filed and Vice Chair Adams explained that they were filed with the district and we have 21 days to respond. If the district does not respond the complaint goes directly to OGEC.

Decisions that need to be made:

Who will draft a response to each complaint with the 21 days

- 1. Deny Facts/Deny Violation
- 2. Admit Facts/Deny Violation
- 3. Admit Facts/Admit Violation

To summarize the complaints, it is:

- 1. On Monday, August 4th - 4 separate complaints, each against 4 different named board members.
- 2. On Tuesday, August 5th - One complaint against 5 named board members
- 3. On Thursday, August 7th - One complaint against one board member by name and others who have participated in an illegal meeting.
- 4. On Sunday, August 9th- One complaint against two named board members and other unnamed, plus an employee and spouse for facilitating an illegal meeting, and other possible ethical violations in ORS Chapter 244.
- 5. On Monday, August 11th - One complaint against one named board member and other unnamed, plus an employee and spouse for facilitating an illegal meeting, and other possible ethical violations in ORS Chapter 244.

Basically, all complaints name 5 different board members. On August 5th, Vice Chair Adams called and spoke with someone at OGEC. He spoke with a couple of attorneys over the weekend at the OSBA conference (PACE attorney and OSBA attorney) to clarify certain points on how to proceed. I do not believe that our school board Policy BBAA allows me to contact our attorney of record without approval of a majority vote of the board. He has not communicated with any of 5 persons who are named in the complaints. This is news to them. If I had called and told them of a complaint, they would have asked how we are going to handle it in the meeting. In short, I did not want to risk the allegation of yet another inadvertent public meeting. Better to avoid the appearance of impropriety. As an attorney, he is going to do an attorney-like-thing. Nothing he says in this meeting is legal advice, He is just acting as the chair to explain the process as I understand it. If anyone wants legal advice, consult an attorney. This last legislative session, the Oregon Legislature passed a Bill that granted authority to the Oregon Government Ethics Commission (OGEC) to investigate violations of the Oregon Public Meetings Law. See ORS 244.350. He pulled some information directly

off the slides presented by two OSBA attorneys at the OSBA conference held during this last weekend.

"Convening" [a meeting] in ORS 192.610(1) is defined as: 1. Gathering in a physical location; 2. Using electronic, video or telephonic technology to be able to communicate contemporaneously among participants; 3. Using serial electronic written communication among participants.

Serial Meetings Prohibited These prohibitions apply to any one of a combination of the following methods of communication:

1. In-person;
2. Telephone calls;
3. Videos, video teleconferencing, or electronic video applications;
4. Written communications, including electronic written communications, such as emails, texts, and other electronic applications;
5. Use of one or more intermediaries to convey information among members; and
6. Any other means of conveying information.

If OGEC finds that the school board violated public meetings law, it can impose civil penalties not to exceed \$1,000, per violation.

The civil penalty is a personal liability of each board member, and can't be paid by the school district, per ORS 244.040.

A complaint alleging violations of the Public Meetings Law that is filed under ORS 192.685 will be construed as a complaint against all members of the governing body and cases will be opened for each member of the governing body. OAR 199-050-0075(2).

Within 21 days of receipt of a complaint, the school board is required to send a written response to each person making a complaint and OGEC. It needs to acknowledge receipt of the complaints. The law does not specify who will respond on behalf of the board.

The board needs decide (1) who will draft the written response to each complaint on behalf of the school board, within 21 days of receipt; and (2) we as a board have 21 days to reply with one of the following three options:

1. Deny Facts/Deny Violation: Deny the facts. Provide the public bodies version of the events, and deny a violation occurred.
2. Admit Facts/Deny Violation: Admit the facts. Explain why the facts are not a violation of the Public Meetings Law.
3. Admit Facts/Admit Violation: Admit the facts. Admit the violation and explain how the public body will fix the violation (ie attend remedial additional training).

Vice Chair has been advised by OGEC and OSBA attorneys that subject matter of the complaints are not confidential or privileged (except for personally identifiable information (PII), which would be redacted in a public records request, is name, address, phone and email, together). As a result, it appears that the board has a number of options to assist in making this decision:

1. Hire an investigator (either an internal employee; or external investigator, which I recommend if we go this route - we don't want to put an employee in this situation). That person would substantiate or unsubstantiate that the violation occurred and rely on his/her decision, but again timeline is limited by 21 days to respond.
2. The Board could vote to have me identify the 5 people implicated in the complaints;
3. The Board could vote to have me summarize the complaints now in the hearing; or
4. The Board could vote to have me read the complaints; or read without any names.

The state law does not specify who should respond on behalf of the public body to the complaints.

This is another issue we should decide tonight. Before we take any action, I need to ask the board to disclose any:

1. Conflicts of interest - may/shall, potential and actual, financial benefit or avoidance of finance detriment.
2. Ex Parte Contact - discussions outside the public meeting; and
3. Bias - do you feel like you can be objective in a decision? As the OGEC requested the response to identify which board members voted which way, I will ask Julie to do a "roll-call" vote when we get there. I am open for a motion and a second. It would then be appropriate to discuss how to proceed.

8. Action Item

A. OGEC Complaint Decision (s)

Motion No. 25-46: Board Member Mary Massey moved to take no action tonight and be able to review accusations. After discuss there was no second; motion dies

Motion No. 25-47: Board Member Rachel Maynard moved to read the comments. Board Member Mary Speck seconded the motion. The motion fails 4-3.

Dustin Nichol, no
Amanda Carter, no
Jenna Northern, no
Mike Adams, no
Dale Keene, yes
Mary Speck, yes
Rachel Maynard, yes

Dustin Nichol spoke - commented on the process of terminating the Superintendent. This was upsetting to him because he had met the Superintendent once and now he is choosing his future. So spent 72 hours getting ready and so he called 62 people, admin, classified, certified, community members. He asked all these people who; support him, think he is doing a good job; ok or could he do better, get rid of him today 32 doing a good job, 24 voted that they did not always agree with Superintendent Martin but they do not support the way this was handled. 97% percent of the people want to keep Superintendent Martin. He was called regarding voting and getting rid of the superintendent. He then started looking at ORS's. He got texts to vote for Floyd, and heard there was a movement to remove the superintendent. He called the State and got versed on ORS 192.630 - board not to discuss board matters in all communications.

Motion No. 25-48: Board Member Dustin Nichol moved to remove Floyd Neuschwander as Board Chair - no confidence in the board chair and that he be removed. Board Member Jenna Northern seconded the motion. The motion passed 5 yes 2 no.

Mary Speck voiced that she is disappointed because Floyd Neuschwander is not here to speak on his behalf. Dustin Nichol responded that Mr. Martin was gone as well when they were trying to get rid of him. Mary Speck thought we should vote no until Floyd Neuschwander could be present. Jenna Northern shared that Terry Martin had a good evaluation and the next month we try to get rid of him.

Dustin Nichol- yes
Amanda Carter yes
Jenna Northern-yes

Mike Adams-yes
 Dale Keene-yes
 Mary Speck-no
 Rachel Maynard -no

Motion No. 25-49: Board Member Dustin Nichol made a motion to limit Floyd Neuschwander's position as a school board member and that he should not be able to participate in his evaluation or discipline matters until the ethics violation is final. No second, Motion died

Mary Speck shared that she feels like this is a lynching.

Rachel Maynard asked why we evaluate the Superintendents in March instead of the end of the year. It was shared that it is law. We evaluate each March. She feels she was thrown under the bus with this whole thing. She would like to see past evaluations.

Motion No. 25-50: Board Member Dale Keene moved to reconsider looking at the complaints and distribute them to the board. Board Member Dustin Nichol seconded the motion. The motion passed 6-yes, 1-no

Dustin Nichol - yes
 Amanda Carter- no
 Jenna Northern- yes
 Mike Adams- yes
 Dale Keene- yes
 Mary Speck- yes
 Rachel Maynard- yes

Mary Speck read a personal letter. Gave Board Member time to read the Public complaint forms.

Motion No. 25-51: Board Member Dale Keene moved to remove Mary Speck as Secretary. Board Member Jenna Northern seconded the motion. The motion passed 5-yes, 2-no

Dustin Nichol - yes
 Amanda Carter- yes
 Jenna Northern- yes
 Mike Adams- yes
 Dale Keene- yes
 Mary Speck- no
 Rachel Maynard- no

Mary Speck again referred to this process as a Lynching. Vice Chair Mike Adams stated that that was not the case and that is not good humor and inappropriate.

Break 7:54 pm

Return to regular session at 8:03 pm

Motion No. 25-52: Board Member Dustin Nichol moved to Admit Facts/Admit Violation. No second motion died.

Motion No. 25-53: Board Member Dale Keene moved to have Mike Admans to respond to each complaint. Board Member Jenna Northern seconded the motion. The motion passed 6- yes 1- no

Dustin Nichol - yes
 Amanda Carter- yes

Jenna Northern yes
 Mike Adams yes
 Dale Keene yes
 Mary Speck- no
 Rachel Maynard- yes

Motion No. 25-54: Board Member Mary Speck moved to go for Deny Facts/Deny Violations.
 No second motion, motion dies.

Superintendent Martin shared that no matter what the complaints will go to OGEC by the people filing them.

Motion No. 25-55: Board Member Dustin Nichol moved to vote on choices one, two or three. Board Member Mary Speck seconded the motion. The motion passed 6 for choice 3 1 for choice 1.

Deny Facts/Deny Violation
 Admit Facts/Deny Violation
 Admit Facts/Admit Violation

Dustin Nichol, 3
 Amanda Carter, 3
 Jenna Northern, 3
 Mike Adams, 3
 Dale Keene, 3
 Mary Speck, 1
 Rachel Maynard, 3

Rachel Maynard declared a conflict of interest

9. Board Comments: Mary apologized for her comment regarding a lynching, Thanked the community for their support.

Motion No. 25-56: Board Member Dustin Nichol moved to appoint Mike Adams as board chair. Board Member Jenna Northern seconded the motion. The motion passed 6 yes, 1 no.

Dustin Nichol - yes
 Amanda Carter, yes
 Jenna Northern, yes
 Mike Adams, yes
 Dale Keene, yes
 Mary Speck ,no
 Rachel Maynard, yes

Motion No. 25-57: - Board Member Dale Keene moved that we state in our letter to OGCE that we removed and replaced board chair and removed secretary who were listed in the complaint and made the decision to receive remedial training from OSBA on public meetings and defer to OGCE for their decision. Jenna Northern second the motion. The motion passed unanimously.

Dustin Nichol, yes
 Amanda Carter, yes
 Jenna Northern, yes
 Mike Adams, yes
 Dale Keene, yes
 Mary Speck, yes

Motion No. 25-58: - Dale Keene moved that we decide on the open officers board positions at the next board meeting. Board Member Jenna Northern seconded the motion. The motion passed unanimously.

Moved to executive session at 8:22 pm

10. Executive Session

- A. ORS 192.660 (2)(e) Negotiate Real Property Transactions

Return to regular session at 9:01 pm

11. Late Items – NONE

12. Future Agenda Items

- A. New Teacher Luncheon, August 18, 2025 - 11:30 in the boardroom
- B. Inservice - August 25, 2025 , 7:30 HS Cafeteria - 8:00 HS Auditorium
- C. Next Board Officers Meeting, TUESDAY, September 2, 2025 at 3:30 p.m. Superintendent's Office
- D. First Day of School, Tuesday, September 2, 2025
- E. Next Board Meeting September 9, 2025 at 6:30 p.m. in DO Boardroom

13. Adjournment

The meeting adjourned at 9:05 p.m.

Signature, Board Chairman

Julie Emmert, Board Recording Secretary (This meeting was also recorded and saved supt/board/audio)

Harrison Neal
771 Cherry Blossom Ln
Lebanon, OR, 97355
harrison.a.neal@gmail.com
303-921-6649

August 18, 2025

Ralph Brown and Julie Emmert
Sweet Home High School
1641 Long Street
Sweet Home, OR, 97386

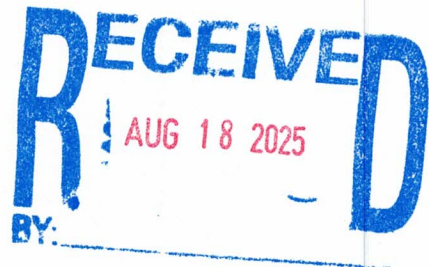
I am writing to formally resign from my position as a teacher at Sweet Home High School. My last available date to fill my current position is **September 12, 2025**. I have accepted a faculty position at Western Oregon University, and this opportunity marks an exciting new chapter in my professional journey.

Making the decision to leave Sweet Home High School has not been easy. Over the years, I have greatly valued the opportunity to work with such a dedicated team of educators and to support the growth and development of our students. I am proud of what we've accomplished together and deeply grateful for the support and collaboration I have experienced within this community.

Please know that I am committed to making this transition as smooth as possible. I will ensure that all responsibilities are completed and any necessary handover materials are prepared before my departure.

Thank you again for the opportunity to be a part of Sweet Home High School. I carry with me a deep respect for the work done here and will always appreciate the time I've spent at Sweet Home.

Sincerely,
Harrison Neal



Coop Information - Sweet Home / Central Linn**Activity:**

Dance/Drill

Duration:

1 years

School Years:

2025-26 through 2025-26

Reason:

This is the reason for creating this cooperative sponsorship.

There is no dance program at Central Linn this year.

Practice Location:

Sweet Home High School

This is where practices will be held.

Contest Location:

Sweet Home High School

This is where home contests will be held.

RECOMMENDATION TO HIRE

CANDIDATE NAME: Serena ComptonPOSITION: 3rd Grade Teacher - Hawthorne Elem.

TEMP

JOB #: 21-2526DATE: 8/28/25BUILDING: HawthorneADMINISTRATOR: M. Looney

Does this candidate hold a current Oregon License?

yes

☒

no

☐

Does this candidate hold an Out-of-State License?

yes

☐

no

☐

Is this candidate in the process of obtaining an Oregon License?

yes

☒

no

☐restricted
Substitute
Teaching

Type of Endorsement:

Basic Teaching

Have three reference checks been completed?

yes

☒

no

☐

Effective Date:

8/28/25

Other Information:

Office use only:

Superintendent review date: 9/2/2025Board approval date:

YTD GENERAL FUND SPENDING COMPARED TO ADOPTED BUDGET & YTD SPENDING LAST YEAR

BY OBJECT CODE

8/31/2025

OBJECT	DESCRIPTION	2025-26	YTD		Year-to-Year	Spending
		Adopted	as of 8/31/24	as of 8/31/25	Increase/	as a % of
		Budget			<Decrease>	budget
0111/0123	Licensed Salaries	7,659,031	0	0	0	0.0%
0112/0124	Classified Salaries	5,909,997	437,155	475,889	38,734	8.1%
0113/0114	Administrators/Managers	2,043,201	256,276	269,090	12,814	13.2%
0121	Substitutes - Licensed	465,000	0	0	0	0.0%
0122	Substitutes - Classified	433,000	76,636	69,808	(6,828)	16.1%
0132	Overtime	45,000	3,643	3,558	(85)	7.9%
0134/0135	Extra Duty	472,980	2,500	3,628	1,128	0.8%
0210/0213	Public Employees Retirement Sys.	5,038,563	166,035	209,932	43,897	4.2%
0220	Social Security	1,302,811	58,341	64,275	5,934	4.9%
0231	Worker's Compensation	158,435	10,604	11,593	989	7.3%
0232	Unemployment Compensation	255,453	1,520	1,675	155	0.7%
0233	Oregon Paid Leave	102,181	4,728	5,209	481	5.1%
0240	Contractual Employee Benefits	3,264,500	81,576	93,505	11,929	2.9%
0241	Tuition Reimbursement - Admin.	10,000	0	0	0	0.0%
0242	Tuition Reimbursement - Certified	20,000	0	0	0	0.0%
0243	Conference/Wrkshp Reimb. - Cert.	10,000	0	0	0	0.0%
0244	Conf./Wrkshp Reimb. - Classif.	2,500	0	0	0	0.0%
0245	District Paid Deferred Comp	17,700	1,560	1,560	0	8.8%
0249	Personal Choice Enroll Fee	2,000	170	170	0	8.5%
0312/0319	Instructional Services	285,000	0	0	0	0.0%
0321	Cleaning Services	20,000	1,952	1,601	(351)	8.0%
0322	Repairs and Maintenance Services	73,110	7,870	194	(7,676)	0.3%
0324	Rentals	8,000	0	0	0	0.0%
0325	Electricity	408,500	54,598	60,804	6,206	14.9%
0326	Fuel (Heating)	310,000	2,721	3,951	1,230	1.3%
0327	Water and Sewage	259,500	34,074	31,657	(2,417)	12.2%
0328	Garbage	104,000	16,813	17,038	225	16.4%
033X	Other Transportation	127,850	0	0	0	0.0%
0340	Travel	50,090	8,050	8,354	304	16.7%
0351/9	Telephone/Data Communications	177,500	20,305	20,901	596	11.8%
0353	Postage	25,000	1,068	1,000	(68)	4.0%
0354	Advertising/Public Notices	3,500	0	0	0	0.0%
0355	Printing and Binding	43,175	0	0	0	0.0%
0360	Charter School Payments	1,600,000	302,106	326,661	24,555	20.4%
0374	Other Tuition	165,000	0	22,900	22,900	13.9%
0381	Audit Services	41,000	0	0	0	0.0%
0382/0384	Legal & Negotiation Services	22,500	0	1,102	1,102	4.9%
0388/0389	Other Non-instructional Prof/Tech	755,000	159,501	125,125	(34,376)	16.6%
0410	Supplies and Materials (incl. bus fuel)	458,646	60,417	61,641	1,224	13.4%
0412/413	Supplies Tires & Vehicle Parts	85,000	2,483	5,258	2,775	6.2%
0414	Supplies Custodial	157,500	30,063	36,791	6,728	23.4%
0415	Supplies Maintenance	497,500	60,579	56,923	(3,656)	11.4%
0416	Supplies Grounds	42,000	6,274	870	(5,404)	2.1%
0417	Supplies Maintenance Vehicles	15,000	1,768	51	(1,717)	0.3%
0420	Textbooks	1,970	4,905	0	(4,905)	0.0%
0430	Library Books	17,900	0	817	817	4.6%
0440	Periodicals	2,405	0	159	159	6.6%
0460	Non-consumable Items	217,210	0	0	0	0.0%
0470	Computer Software	105,791	8,197	0	(8,197)	0.0%
0480	Computer Hardware	195,795	54,939	72,914	17,975	37.2%
052x/054x	Equipment Acquisition	80,000	0	0	0	0.0%
0640	Dues and Fees	118,080	34,628	24,775	(9,853)	21.0%
0651/5	Liability Insurance & Settlements	172,000	140,623	172,812	32,189	100.5%
0653	Property Insurance Premiums	422,000	338,443	382,423	43,980	90.6%
0711	Transfer to Josai	7,500	0	0	0	0.0%
0712	Transfer to Long Term Maint.	750,000	0	0	0	0.0%
0713	Transfer to PERS Reserve Fund	100,000	0	0	0	0.0%
0715	Transfer to Curriculum/Tech. Fund	250,000	0	0	0	0.0%
		35,387,374	2,453,121	2,646,614	193,493	7.5%

2025-2026 Spending by Function

Function	Budget	Actual	% of Budget
1000 Instruction	18,783,808	403,766	2.1%
2000 Support	14,996,875	2,147,137	14.3%
3000 Community	499,191	95,711	19.2%
5200 Transfers	1,107,500	0	0.0%
	35,387,374	2,646,614	7.5%

9A



MEMORANDUM

9B

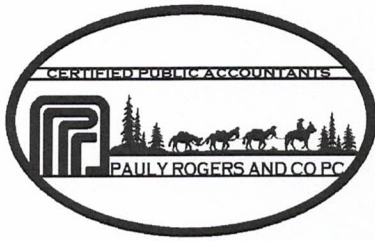
To: Board of Directors
From: Kevin Strong
Subject: Audit Letter and Board Questionnaire
Date: August 25, 2025

Included in your board packet is a letter from our district auditor and a questionnaire for board members. The auditor asks each board member to complete this questionnaire as part of the annual audit process.

Please take a few minutes to review the letter, fill out the questionnaire, and return it to Brian Thompson with Pauly Rogers at BrianT@rascpas.com. If you prefer, you can also leave your response with the business office and we will send it to the auditor.

Your responses help the auditor complete their work and support the district's financial oversight.

Thank you for your help with this step of the audit process.



PAULY, ROGERS, AND Co., P.C.
12700 SW 72nd Ave. ♦ Tigard, OR 97223
(503) 620-2632
www.paulyrogersandcocpas.com

July 1, 2025

To the Board of Directors,
Sweet Home School District
Linn County, Oregon

9B

We are engaged to audit the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Sweet Home School District for the year ended June 30, 2025. Professional standards require that we provide you with the following information related to our audit.

Since a two-way dialogue can provide valuable information for the audit process, we have included with this letter a questionnaire for you to complete. We also encourage you to contact us with any questions you may have about the audit process, anything in this letter, or other areas of concern.

Our Responsibility under U.S. Generally Accepted Auditing Standards

As stated in our engagement letter, our responsibility, as described by professional standards, is to express opinions about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles. Our audit of the financial statements does not relieve you or management of your responsibilities.

We have been engaged to report on the supplementary information, which accompanies the financial statements but is not RSI. Our responsibility for this supplementary information, as described by professional standards, is to evaluate the presentation of the supplementary information in relation to the financial statements as a whole and to report on whether the supplementary information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement. As part of our audit we will consider the internal control of the entity. Such considerations will be solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control. We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

Planned Scope, Timing of the Audit, Significant Risks and Other

An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; therefore, our audit will involve judgment about the number of transactions to be examined and the areas to be tested.

Our audit will include obtaining an understanding of the entity and its environment, including internal control sufficient to assess the risks of material misstatement of the financial statements and to design the nature, timing and extent of further audit procedures. Material misstatements may result from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the entity or to acts by management or employees acting on behalf of the entity. We will generally communicate our significant findings at the conclusion of the audit. However, some matters could be communicated sooner, particularly if significant difficulties are encountered during the audit where assistance is needed to overcome the difficulties or if the difficulties may lead to a modified opinion. We will also communicate any internal control related matters that are required to be communicated under professional standards.

Group audit information, if applicable.....

We have identified the following significant risk(s) of material misstatement as part of our audit planning:

- Risk of management override of controls – during the audit, we review for any signs of management override of controls in all of our testing. There are specific tests in the general audit programs that address the risk of management override of controls.
- Segregation of duties – we noted lack of segregation of duties in some areas of the finance office. Management is responsible for the design and implementation of internal compensating controls to address the risk of lack of segregation of duties.

Roy Rogers is the engagement partner and is responsible for supervising the engagement and signing the report or authorizing another individual to sign it.

Management Representations

Professional standards require that we obtain certain representations from management before we issue our audit report. We will provide you with a copy of the signed management representation letter near the end of the audit process, if you request them.

Additional Requirements

The standards require that the auditors document the adequacy of two-way communication with the governing body. In the wake of well-publicized audit failures and emerging best practices in corporate governance, expectations have increased for auditors to communicate openly and candidly with those charged with governance regarding significant findings and issues related to the audit. We will communicate significant findings from the audit in writing when we believe that oral communication would not be adequate. Additional communications will come from us after we have issued our audit reports.

Request for information from Governing Body

In connection with an audit of your financial statements, please furnish answers to the questions on the enclosed "Governing Body Questionnaire" form, and return the questionnaire directly us, Pauly Rogers and Co., P.C., 12700 S.W. 72nd Avenue, Tigard, Oregon, 97223, or send the completed questionnaire to the email address below. The questionnaire is designed to obtain information in conjunction with the audit of Sweet Home School District for the year ended June 30, 2025 in accordance with Professional Standards. **If we do not receive a response from you, we will assume that you have no issues to report to us. Also, if you submitted a questionnaire to us and other items come to your attention please feel free to send us another questionnaire back before we finish our audit.**

Thank you for your involvement and for completing the questionnaire. We believe audit standards will continue to expand and create additional requirements in years to come.

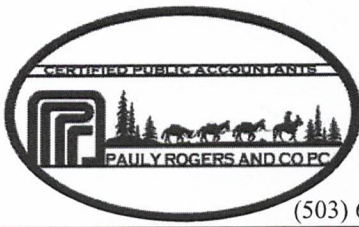
9B

Sweet Home School District

This information is intended solely for the use of the governing body and management and is not intended to be, and should not be, used by anyone other than these specified parties.

Brian Thompson
Pauly, Rogers and Co., P.C.
12700 SW 72nd Ave.
Tigard, Oregon 97223
BrianT@rascpas.com

9B



SWEET HOME SCHOOL DISTRICT
GOVERNING BODY QUESTIONNAIRE
FISCAL YEAR ENDING 06/30/2025

(503) 620-2632

9B

1. Do you know of or suspect any fraud in your organization? *If so, please describe your knowledge and concerns.*

2. Have you received any communications from employees, former employees, volunteers, grantors, contributors, regulators, or others alleging fraud or misconduct?

3. How do you communicate to the staff that fraudulent and unethical behavior will not be tolerated?

4. Are you aware of any pending or threatened litigation?

5. Do you regularly receive financial/operating reports from staff?

a. How often?

b. Do you review these reports?

c. What information do you find most useful in these reports?

d. What monitoring do you do to assure yourself that information given to you by your staff does not make things look better or worse than they really are?

6. Is there anything else we need to know to properly plan this audit? Is there any area you are concerned about where you would like us to focus?

The following questions relate to Related Parties. *If the answer to any question below is "yes," please explain in the space provided.* **9B**

Related parties include members of the governing body, administrative officials; immediate families of administrative officials, and members of the governing body; and affiliated governmental units not included in the financial statements, such as a metropolitan water and sewer system.

7. Have you or any related party of yours had any material interest, direct or indirect, in any of the following transactions or pending transactions since the beginning of the year under audit to which the entity was, or is to be, a party?

	<u>Yes</u>	<u>No</u>
Sale, purchase, exchange, or leasing of property?	<input type="checkbox"/>	<input type="checkbox"/>
Receiving or furnishings of goods, services, or facilities?	<input type="checkbox"/>	<input type="checkbox"/>
Transfer of receipt of income or assets?	<input type="checkbox"/>	<input type="checkbox"/>
Maintenance of bank balances as compensating balances for the benefit of another?	<input type="checkbox"/>	<input type="checkbox"/>
Other transactions?	<input type="checkbox"/>	<input type="checkbox"/>

8. Have you or any related party of yours been indebted to or had a receivable from the entity at any time since the beginning of the year under audit? Please exclude amounts due for ordinary travel and expense advances.

<u>Yes</u>	<u>No</u>
<input type="checkbox"/>	<input type="checkbox"/>

Name

Date

Sweet Home School District 55

Code: INDB
Adopted: 1/13/14
Revised/Readopted: 11/14/22
Orig. Code(s): INDB

Flag Displays and Salutes

9E

A United States (U.S.) flag and an Oregon State flag shall be displayed on or near each school building under the control of the Board or used by the district, during school hours, except in unsuitable weather and at any other time the Board deems proper.

A National League of Families' POW/MIA flag of appropriate size shall be displayed on or near each school building when required by state law¹ and in the same manner as a U.S. and Oregon State flag.

~~The district shall obtain and display a U.S. flag of an appropriate size for each classroom.~~ The district shall display a U.S. flag of appropriate size in each classroom. Flags must be manufactured in the United States and be properly displayed in accordance with the Federal Flag Code: No other flags will be displayed except the ones mentioned in this policy.

Students shall receive instruction in respect for the national flag and be provided an opportunity to salute the U.S. flag ~~at least once each week~~ every day during the school year by reciting The Pledge of Allegiance.

A flag salute may be implemented at assemblies, before or after school, at lunch, special events, home room class, athletic contests or at other times deemed appropriate by the principal. The Board encourages district schools to give students opportunities to raise and lower the outdoor flags, and to recite the Pledge of Allegiance over the loud speaker. Individual staff members and students who do not participate in the salute must maintain a respectful silence during the salute.

END OF POLICY

Legal Reference(s):

¹ The National League of Families' POW/MIA flag must only be displayed on or near buildings that have existing flagpoles or other infrastructure installed to properly display the U.S., Oregon State, and National League of Families' POW/MIA flags simultaneously. However, all district buildings on or near where it is customary and suitable to display the U.S. flag that are newly constructed on or after January 1, 2018 shall include sufficient infrastructure to properly display the U.S. flag, Oregon State flag, and National League of Families' POW/MIA flag simultaneously.

10A Sweet Home School District

2024-25 Integrated Programs Annual Report

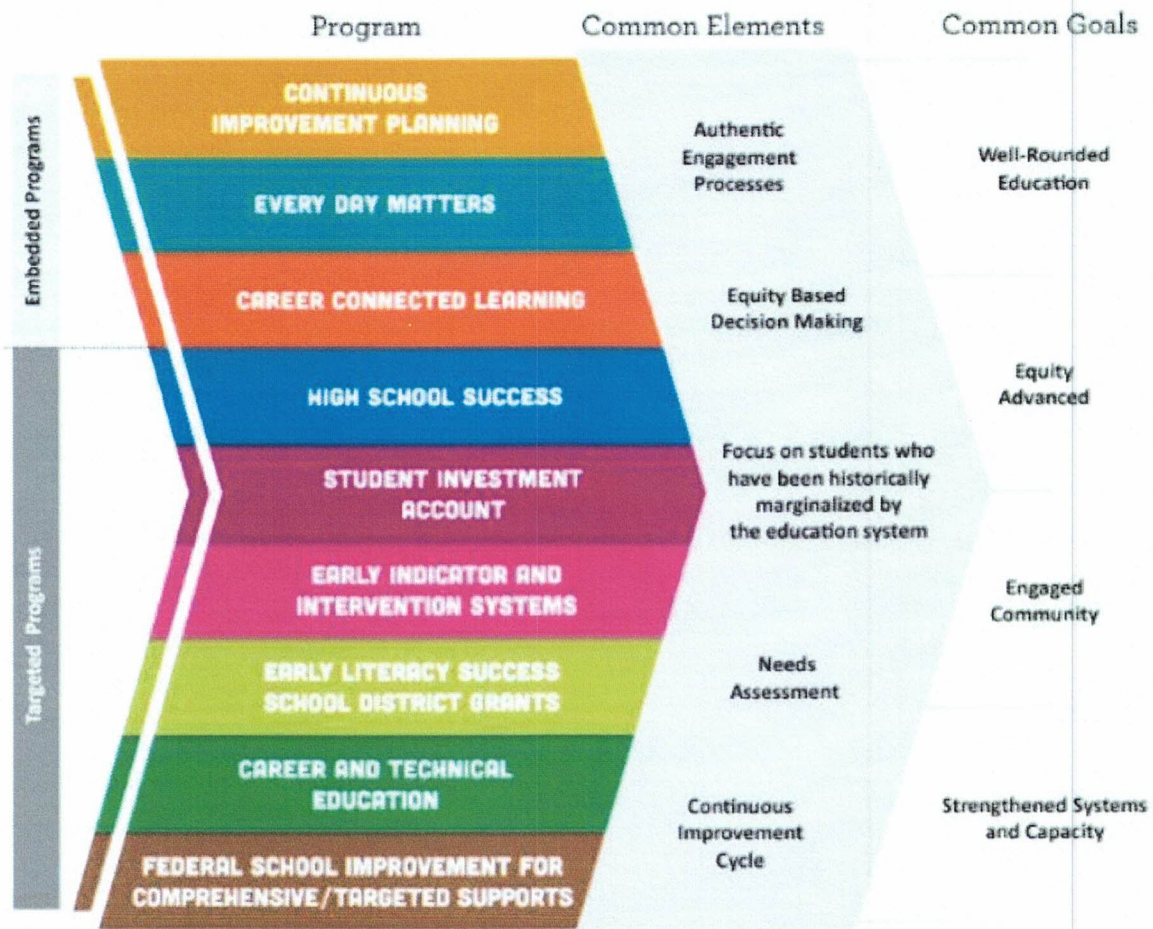


One example of how the Sweet Home School District has utilized Student Investment Account funds is eliminating pay to participate fees for field trips and extracurricular activities. The District has also added extracurricular programs for students including Unified Sports to help support greater inclusion.

(photo credit: Robyn Lindsey)

Overview

ODE's Integrated Guidance encompasses six ODE programs, which are High School Success, Student Investment Account, Continuous Improvement Planning, Career Technical Education, Every Day Matters, and Early Indicators and Interventions Systems. The programs have five common elements, which are authentic engagement processes, equity-based decision making, focus on students who have been historically marginalized by the education system, comprehensive needs assessment, and continuous improvement cycle. They also have four common goals of well-rounded education, equity advanced, engaged community, and strengthened systems and capacity.



Our plan aligns investments, activities, and specific strategies from the District's strategic plan.

Sweet Home School District Strategic Plan 2018 -2025



OUTSTANDING ACHIEVEMENT

Offer an academically challenging experience, celebrating individual excellence.

We will:

- Increase success for all students by closing the achievement gap, ensuring students are college and career-ready.
- Provide instruction that reflects best practices and standards alignment.
- Expand electives, alternative education options, and co-curricular programming to ensure all students' needs are met.
- Provide staff with professional development that contributes to increased instructional effectiveness.



THRIVING CITIZEN

Champion success, unlocking each student's full potential.

We will:

- Identify the individual strengths of each student so they can develop talents for lifetime learning.
- Promote confidence, commitment, responsibility, resiliency, and teamwork through student participation in clubs, sports, and before/after school activities.
- Cultivate the attributes of character, citizenry, healthy lifestyles, fitness, and work habits.
- Be responsive to the unique needs of every student by providing comprehensive services and support.

Vision

A district where each child feels valued, inspired and has a sense of belonging

Mission

Give each child, every chance to achieve their potential.



THRIVING COMMUNITY

Promote seamless partnerships where students, staff, and community members feel connected.

We will:

- Foster volunteer and service opportunities between schools, students, and the community.
- Connect students with local businesses to learn about emerging career options and expand student work experiences.
- Ensure effective communication between the school district, schools, and families.
- Cultivate positive environments and relationships that contribute to organizational and community wellness.

SAFE, WELCOMING FACILITIES AND SERVICES

Provide a learning atmosphere that prepares students for an ever-changing world.

We will:

- Establish a long-term plan that supports the continuous improvement of our facilities.
- Improve district safety and security by strengthening safety plans, increasing staff training, and providing comprehensive oversight.
- Offer welcoming and inspiring facilities.
- Modernize learning environments and increase access to updated technology.



Operational Foundations:

Align and manage our resources thoughtfully and responsibly to best serve our students, staff, and community.

As a Result

- ✓ All Sweet Home elementary schools will achieve a state academic growth rating of 4 or 5 in English Language Arts and Math.
- ✓ Sweet Home Junior High will achieve a state academic growth rating of 4 or 5 in English Language Arts and Math.
- ✓ Sweet Home High School will increase their graduation rate by 5% and attendance rate by 1% each year.
- ✓ We will begin monitoring Thriving Citizen and Thriving Community measurements.

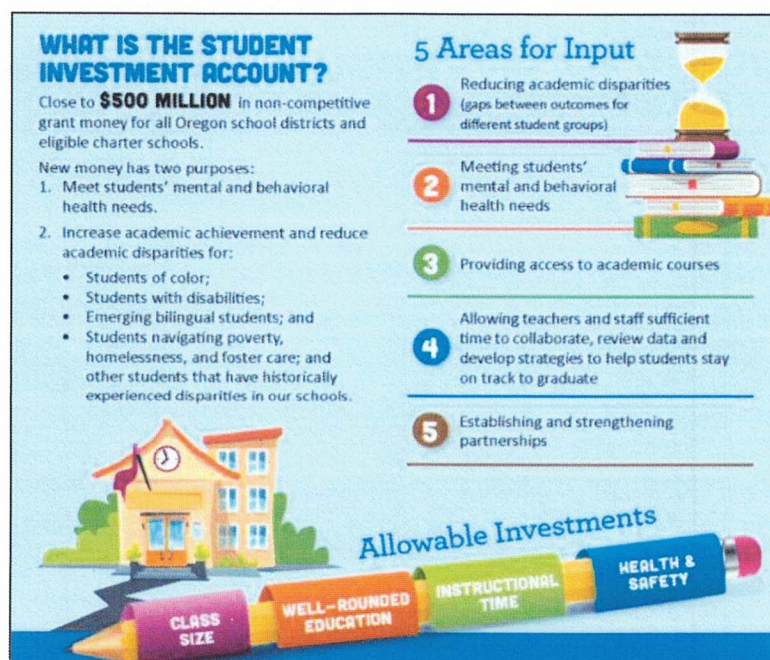
The Student Investment Account, High School Success and the Early Indicator and Intervention System (EIS) represent the Sweet Home School District's largest investments within the integrated programs.

Student Investment Act

The Oregon Legislature passed the Student Success Act in 2019 including the Student Investment Account for K-12 students. The Student Investment Account is a grant available to all Oregon school districts and eligible charter schools established for two purposes: (1) meeting students' mental or behavioral health needs and (2) improving academic outcomes and reducing academic disparities for students of color, students who are tribal citizens, students with disabilities, emerging bilingual students, and students navigating homelessness, and foster care.

The Student Investment Account grants give districts wide latitude in determining through the engagement process how best to use the allocated funds to improve outcomes for students as long as the use falls within one of four allowable categories:

1. increased instructional time,
2. improving student health and safety,
3. reducing class size, and
4. well-rounded education.



High School Success

Oregon voters passed Measure 98 – the High School Graduation and College and Career Readiness Act -- on November 8, 2016. The measure is intended to provide direct High School Success funds to school districts to increase high school graduation rates and identifies three specific focus areas:

- Establish or expand career and technical education programs in high schools
- Establish or expand college-level educational opportunities for students in high schools
- Establish or expand dropout-prevention strategies in high schools.

These three strategies are deemed evidence-based and collectively support the needs of students related to engagement, personalization, achievement, and college and career readiness. Collectively and systematically implemented, these strategies can significantly impact a student's high school experience and "next steps" opportunities.



Early Indicator and Intervention System

The Student Success Act, House Bill 3427, created a grant program to assist school districts with implementing early indicator and intervention systems (EIS). The goal of the EIS grant program is to align school, district, and community systems to help students stay on track to graduate from high school.

The following spending report shows how Sweet Home utilized Integrated Program grants during the 2024-2025 school year. The report also includes questions from the Oregon Department of Education and our school district's answers.

Spending Report

Sweet Home School District
2024-2025 Student Investment Account
Spending Report

Teaching positions to help reduce elem. class size	\$931,330.44
Teaching positions to help reduce secondary class size	\$265,884.10
Special Education support	\$109,624.65
Guidance and Counseling support	\$662,006.13
Classified staffing to support schools	\$131,755.11
Waive pay to play and pay to participate fees	\$141,207.47
TOTAL	\$2,241,807.90

Sweet Home School District
2024-2025 High School Success
Spending Report

HS School Counselor - Certified	\$51,118.50
HS Essential Skills/Graduation Coach - Certified	\$66,222.97
HS Success Support - Classified	\$25,106.41
HS Forestry Teacher - Certified	\$44,512.25
HS Media Arts Specialist - Classified	\$31,948.72
HS CTE Assistant - Classified	\$12,878.90
Extra Duty - 9th and 10th Grade Success Coach	\$7,068.00
Extra Duty - Tutoring/Winter-Summer School/Clubs/Success Teams	\$27,122.17
Extra Duty - Grant Coordinator - summer support	\$7,964.90
Substitute Expense - CTE Related Events	\$4,439.63
Substitute Expense - Grade Level Success Team Mtgs.	\$11,150.40
Alternative Education Program - supplies	\$1,663.25
9th Grade Welcome shirts/student supplies	\$3,638.43
Student Success Center - supplies	\$2,466.54
Student Centered Drop-out Prevention Activities	\$7,344.59
Supplies and equipment - CTE Programs	\$130,797.12
Supplies and equipment - HS college classes	\$4,592.85
Fees for first aid certification/food handler certification/other student focused CTE skills	\$3,915.90
College tuition expense/Advanced Placement testing	\$9,261.47
Supplies and equipment to support attendance and positive school culture	\$82,407.43
PD - Effective PLCs/grade level Success Teams	\$6,356.15
Partnership with MIKE/Medical Student mentoring	\$404.05
Travel - CTE Events	\$1,664.42
Travel - College visits	\$343.73
Supplies and equipment to support 8th grade attendance and positive school culture at the JH	\$14,967.44
HS School Counselor - Certified	\$34,860.44
HS Essential Skills/Graduation Coach - Certified	\$13,641.12
HS Success Support - Classified	\$26,483.84
HS Forestry Teacher - Certified	\$15,131.67
HS Media Arts Specialist - Classified	\$12,487.48
HS CTE Assistant - Classified	\$1,981.43
Extra Duty - 9th and 10th Grade Success Coach	\$2,267.02
Extra Duty - Tutoring/Winter-Summer School/Clubs/Success Teams	\$7,587.33
Extra Duty - Grant Coordinator - summer support	\$565.05
Total	\$674,361.60

Sweet Home School District
2024-2025 EHS
Spending Report

Student Centered Drop-out Prevention Activities	\$6,419.37
Total	\$6,419.37

Oregon Department of Education Questions

- 1. As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?***

Discuss at least one Outcome where you have seen progress in implementation.

We have seen meaningful progress in the implementation of Professional Learning Communities (PLCs) across the district, supported by a strong focus on data-driven collaboration. At the high school level, PLCs have worked closely with both the 9th and 10th Grade Success Teams and the Care Team to monitor and analyze aggregate data on grades, attendance, behavior, mental health, and student involvement. These efforts have helped us provide timely supports and interventions to improve student outcomes. In addition, the expansion of Career and Technical Education (CTE) programs and College Now opportunities has resulted in greater student engagement, as reflected in a positive trajectory of course enrollments.

At the K–8 level, early release Wednesdays have been dedicated to PLC work with an emphasis on academic, behavioral, and RTI data. This structured time has strengthened our capacity to respond to student needs. To further enhance PLC effectiveness, we have partnered with Solution Tree to provide targeted training and support. We are also equipping teachers with tools and strategies to use data more effectively, ensuring instruction is responsive to student performance and growth.

Together, these initiatives demonstrate clear progress toward our plan outcomes, particularly in building collaborative structures that improve instruction and increase student engagement.

We are especially pleased with our 9th grade and 10th grade on track growth.



Sweet Home High School continues to show growth in the percentage of students on track to graduate. Research has shown that 9th grade success is a strong predictor of high school graduation.

2. Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?

Discuss at least one Outcome where you have seen challenges or barriers to implementation.

One of the primary challenges we are experiencing in the implementation of our plan relates to staffing capacity and experience. A significant number of our teachers are new to the profession, and many are still developing the skills necessary to implement evidence-based instructional practices with consistency. Several of these staff members are serving under temporary licensure while simultaneously completing coursework required for full certification.

While these individuals bring enthusiasm and a commitment to students, the dual demands of teaching and completing licensure requirements can limit the time and energy available for professional growth and collaboration. This has created challenges in fully realizing some of our intended outcomes, particularly those connected to consistent instructional practices and the effective use of data in Professional Learning Communities (PLCs).

Additional support in the form of targeted professional development, mentoring, and access to high-quality training would help strengthen the capacity of our staff. With more sustained and structured support, we believe these challenges can be mitigated and our progress toward plan outcomes accelerated.

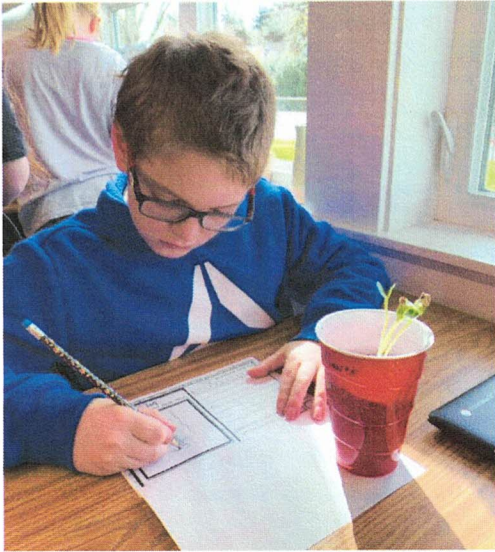
3. Review actual metric rates compared to previously created LPGT and LOM and share reflection on progress. Describe how activities are supporting progress towards targets and if any shifts in strategy implementation are planned for the future based upon that current progress. Include specific metrics and target types in your reflection.

Our most recent data reflect some encouraging progress toward our Longitudinal Performance Growth Targets (LPGT) and Local Optional Metrics (LOM). Both our four- and five-year cohort completion rates, as well as our 9th grade on-track rates, are performing above baseline targets and align with the stretch projections established for the 2024–25 school year. This represents meaningful progress in ensuring that students remain on a trajectory toward graduation and postsecondary readiness.

Key activities contributing to this success include the consistent use of data to guide implementation of credit recovery and academic support programs. These efforts have taken multiple forms, including after-school homework help, designated academic intervention periods during the school day, and expanded opportunities for credit recovery through winter and summer school sessions. Collectively, these interventions provide students with multiple pathways to stay on track and meet graduation requirements.

In addition to academic supports, our district has increased the number of advisory-based SEL lessons that emphasize the school's core values. This intentional focus on school climate and culture has fostered stronger relationships, improved student engagement, and contributed to a more positive learning environment that supports student success.

Our attendance metrics are not at our desired level, so we are strengthening PBIS initiatives and empowering attendance teams to support continued improvement. Our test scores also have room for improvement so we are taking intentional steps to support student growth. One example is our expanded elementary summer school program, designed to provide targeted instruction and to help close achievement gaps.



Fourth graders at Foster Elementary explored how tiny seeds grow into thriving plants, using a variety of flower and vegetable seeds. With opportunities supported by the Student Investment Account, students studied plant life cycles while also building math and writing skills by measuring growth and journaling their observations.