



Eddyville Charter School
Board of Directors
P.O. Box 68
Eddyville, OR 97343
Phone: 541.875.2942
Fax: 541.875.4050

October 21, 2020 6:00pm
Board Packet - Regular Session
AGENDA

- 1) Board Meeting Called to Order**
- 2) Executive Session Called to Order 192.660 (2)(a)(b)**
- 3) Past Meeting Minutes: August 19, 2020** Pg. 2-3
- 4) Agenda Adjustments**
- 5) Informational Items**
 - a) Financial Packet - August Rhonda Allen Pg. 4-11
 - b) Financial Packet - September Rhonda Allen Pg. 12- 23
- 6) Interested Party Comments**

During this time the audience will have the opportunity to speak to the board. Anyone wishing to address the board is asked to complete a request via sign in upon entering the board meeting. The chairman reserves the right to limit time allocated to each presenter. It is requested that those addressing the board state their name for the record.
- 7) Communication**
 - a) Administration Report- Stacy Knudson Pg. 24
 - b) Athletic Director Report- Mike Ulstad Pg. 25
- 8) Action Items**
 - a) Payment of the Bills- August
 - b) Payment of the Bills- September
 - c) New Hires/ Contract Renewals
 - i) Janet Elmore 0.5 Instructional Assistant
 - ii) Rebekah Borden 1.0 Instructional Assistant
 - iii) Marie Roberts 1.0 FTE IA with 0.43 Teaching Registry
 - iv) Policies (First readings online)
 - (1) GCBDAAG/GBDAA Pg. 26
 - (2) GCBDAAG/GCBDAAG-AR1 Pg. 17-28
 - (3) GCBDAAG/GCBDAAG-AR2 Pg. 29
 - d) Lincoln County Master Gardener proposal Pg. 30-31
 - e) Soccer Co-op with Newport
- 9) New Business**
 - a) Policy First Reading
 - i) ACB: All Students Belong Pg. 32-33
 - ii) ACB-AR: Bias Incident Complaint Procedure Pg. 34-35
 - b) Letters on All Students Belong Legislation
 - i) For Staff Pg. 36-37
 - ii) For Community Pg. 38-39
 - iii) For Board Pg. 40-41

Next Meeting: November 18, 2020 at 6:00pm



Eddyville Charter School
Board of Directors
P.O. Box 68
Eddyville, OR 97343
Phone: 541.875.2942

August 19, 2020 6:00pm
Board Meeting- Regular Session
AGENDA

Board Members in Attendance: Larry Cook, Ryan Gassner, John Lancaster, Rebecca Phillips-Sutton, Lisa Rorie, Stephanie Mekemson

Administration in Attendance: Stacy Knudson

Board Members Absent: Abe Silvonen

ESD Financial Manager: Rhoda Allen (absent)

Minutes prepared by: Board Clerk: Dani Ulstad

1) **Meeting Called to Order** at 6:00pm by Ryan Gassner

2) **Past Meeting Minutes: July 15, 2020**

- a) Lisa Rorie moved to approve the passing of the July meeting minutes. John Lancaster seconded the motion. All voting members of the School Board voted unanimously in favor of the motion.

3) **Agenda Adjustments**

- a) Addition of New Business A: Staff Member Childcare Options
- b) Lisa Rorie moved to approve the agenda adjustments. John Lancaster seconded the motion. All voting members of the School Board voted unanimously in favor of the motion.

4) **Informational Items**

- a) Financial Packet- Rhoda Allen
 - i) 19-20 audit has been completed
 - ii) Estimated ending fund balance will be more finalized towards the end of September when we know expenditures.

5) **Interested Party Comments- NONE**

6) **Communication**

- a) Administration Report- Stacy Knudson (In Packet)
 - i) Updated operational blueprint: Comprehensive Distance learning model until county measures can be met:
 - (1) County positivity rate of 5% or lower for three weeks
 - (2) County cases <30 per 100,000 for K-3, <10 per 100,000 for K-12 for three weeks
 - ii) Cohorts of <10 for special circumstances can attend for specific groups for two hours at a time. Things like SPED, Reading and math help, CTE programs, etc. can come in for these cohort groups. A plan will be made and put in place early in the school year.
 - iii) State minute requirements: both synchronous and asynchronous instruction

- (1) K-3: 140 minutes
- (2) 4-8: 150 minutes
- (3) 9-11: 170 minutes

- b) Athletic Director Report- Mike Ulstad (In Packet)
- c) Updated Calendar

7) Action Items

- a) Payment of the Bills- July
 - i) Lisa Rorie moved to approve the payment of the bills for July. Rebecca Phillips-Sutton seconded the motion. All voting members of the School Board voted unanimously in favor of the motion.
- b) Chromebook Quotes
 - i) Per ESSR grant- we will be boosting chromebook inventory for online learning
 - ii) Lisa Rorie moved to approve CTL's quote for chromebooks. Rebecca Phillips-Sutton seconded the motion. All voting members of the School Board voted unanimously in favor of the motion.
- c) TOSA Stipend Update
 - i) Dean of Students salary at 0.75 FTE but is still doing full TOSA stipend responsibilities- instead of cutting stipend to .75 as well, school is moving to keep the full stipend amount.
 - ii) Lisa Rorie moved to approve the full stipend for the Dean of Students of 10,000. Rebecca Phillips-Sutton seconded the motion. All voting members of the School Board voted unanimously in favor of the motion.

8) New Business

- a) Staff Member Childcare Options
 - i) Staff members with children comprehensive distance learning need options; proposing that the students can sit in their parents classroom or in cohorts of <10 since childcare is not an option
 - ii) Board discussed liability issues and decided that as long as it is "legal," allow staff members children to attend school with their teacher-parents.

Meeting Adjourned at 6:40 by Ryan Gassner.

September 16, 2020

TO: Eddyville Charter School Board of Directors
FROM: Rhonda Allen, LBL-ESD Assistant Business Manager
RE: August 31, 2020 Financial Statements

Board Members,

Attached you will find the 2020-2021 financial statements through August 31, 2020 which presents actual revenue and expenditures through August 31, 2020 and projected revenue and expenditures through June 30, 2021. The estimated FY20/21 ending fund balance is \$222,480 with \$100,000 of that balance reserved in Contingency.

You will notice on the Other Funds statement, page 3, that there are several funds in the negative. The CTE Revitalization Grant will have a variance of zero once the reimbursement request of \$62,957.29 is received from ODE. I'm working with Lincoln County on how to submit for reimbursement for ESSER expenditures. Request for reimbursement for the BLM Grant is being processed. The Carl Perkins Grant which was in question last board meeting has been updated with the correct numbers.

We are anxiously awaiting the next revenue forecast that is scheduled to be released on September 23, 2020. While the legislature made the decision to fully fund the State School Fund for the remainder of the 2019-2021 biennium, we are beginning to plan for the next biennium. At this time, all indicators are pointing to a decrease in funding for the next biennium. The September and November revenue forecast will be essential to the development of the budgets for the 2021-2022 fiscal year.

Please let me know if you have any questions or concerns regarding these statements.

Eddyville Charter School
General Fund: Statement of Revenue Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 8/31/2020

Source	2020-2021 Budget	Actual YTD Rev. 8/31/2020	Projected through 6/30/2021	Total Estimated 2020-2021	(Over)/Under Budget	Total Actual 6/30/2020	2019-2020 Budget
SSF Funding							
3101 State School Support Funds	2,598,618	625,824	2,021,552	2,647,376	(48,758)	2,492,102	2,446,204
3101 SSF- May Adjustment			-	-	-	-	
Total SSF Funding	2,598,618	625,824	2,021,552	2,647,376	(48,758)	2,492,102	2,446,204
Non State School Support Formula Sources							
Local Sources							
1510 Interest on Investments/Bank	2,250	162	3,231	3,394	(1,144)	2,112	1,400
1710 Admissions	4,120	-	3,680	3,680	440	2,680	3,000
1740 Fees	8,460	-	8,460	8,460	-	10,880	3,500
1920 Donations from Private Sources		-	-	-	-	-	2,000
1960 Recovery of Prior Year Exp.		-	-	-	-	-	500
1990 Miscellaneous Local Revenue	20,000	150	19,850	20,000	-	44,963	10,000
Total Non Formula Local Sources	34,830	312	35,222	35,534	(704)	60,634	20,400
Other Sources		-				-	
5400 Beginning Fund Balance	400,000	-	370,400	370,400	29,600	600,599	600,599
Total Other Sources	400,000	-	370,400	370,400	29,600	600,599	600,599
Total Non SSF Revenue	434,830	312	405,622	405,934	28,896	661,233	620,999
Total Resources	\$ 3,033,448	\$ 626,136	2,427,173	\$ 3,053,310	\$ (19,862)	\$ 3,153,335	\$ 3,067,203
		Less Estimated Requirements		\$ (2,830,829)			
		Estimated Ending Fund Balance		\$ 222,480			

****The BFB is an unaudited number**

Eddyville Charter School
General Fund: Statement of Expenditures Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 8/31/2020

Function	Adopted 2020-2021 Budget	Actual YTD Exp. 8/31/2020	Projected through 6/30/2021	Total Estimated 2020-2021	(Over)/ Under Budget	% Committed	Total Actuals 6/30/2020
Instruction			-				
1111 Elementary, K-6	702,167	8,994	595,905	604,899	97,268	86.15%	644,867
1113 Elementary Extracurricular	1,715	-	1,715	1,715	-	-	1,182
1121 Middle/Junior High Programs	321,399	1,461	320,311	321,772	(373)	100.12%	336,479
1122 Middle/Junior High School Extracurricular	17,140	-	15,036	15,036	2,104	87.72%	20,845
1131 High School Programs	461,387	12,525	449,730	462,255	(868)	100.19%	437,247
1132 High School Extracurricular	85,341	4,076	81,265	85,341	-	100.00%	69,464
Total Instruction	1,589,149	27,056	1,463,962	1,491,018	98,131		1,510,085
Support Services							
2122 Counseling Services	1,000	0.00	1,000	1,000	-	-	66,320
2130 Health Services	98,331	153	98,178	98,331	-	100.00%	81,041
2210 Improvement of Instruction Services	2,000	1,800	1,200	3,000	(1,000)	150.00%	-
2230 Assessment & Testing	3,000	-	3,000	3,000	-	-	-
2240 Staff Development	6,000	-	6,000	6,000	-	-	553
2310 Board of Education	72,932	43,029	15,951	58,980	13,952	80.87%	54,801
2321 Office of the Superintendent Services	94,820	15,591	79,229	94,820	-	100.00%	88,257
2411 Office of the Principal Services	220,836	16,089	222,624	238,713	(17,877)	108.10%	244,159
2520 Fiscal Services	48,770	48,362	1,195	49,557	(787)	101.61%	49,079
2541 Repair & Maintenance Services	-	317	-	317	-	-	-
2542 Maintenance	431,262	54,850	327,411	382,262	49,000	88.64%	412,486
2552 Transportation	229,575	-	229,575	229,575	-	100.00%	168,708
2640 Staff Accounting Services	77,356	13,231	65,460	78,691	(1,335)	101.73%	77,513
2660 Technology	58,417	17,973	77,592	95,566	(37,149)	163.59%	29,916
Total Support Services	1,344,299	211,395	1,128,416	1,339,812	4,804		1,272,833
Other Requirements							
5200 Transfers of Funds	-	-	-	-	-	-	-
6000 Contingency	100,000	-	-	-	100,000	0.00%	-
Total Other Requirements	100,000	-	-	-	100,000		-
Total Requirements	\$ 3,033,448	\$ 238,451	\$ 2,592,378	\$ 2,830,829	\$ 202,936		\$ 2,782,918

Eddyville Charter School
Other Funds: Statement of Revenue Expenditures Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 8/31/2020

Fund	Description	Beginning Fund Balance as of 7/1/2020	YTD Revenue	YTD Expenditures	Balance as of 8/31/2020
206	Siletz Tribal Charities	1,178.00	0.00	1,178.00	0.00
210	BLM Grant	0.00	0.00	0.00	0.00
211	Aspire Grant	83.48	0.00	0.00	83.48
212	BLM Grant L16AC00309	-1,724.08	0.00	2,650.45	-4,374.53
213	STCCF - Inpending Reading	54.14	0.00	0.00	54.14
220	ESSER	0.00	0.00	4,998.03	-4,998.03
228	Carl Perkins Grant	-2,236.48	2,236.48	0.00	0.00
229	CTE Revitalization	-50,318.63	0.00	12,638.66	-62,957.29
230	Saw Shop Grant	0.00	0.00	0.00	0.00
272	Emergency Preparedness	162.91	0.00	0.00	162.91
273	MidWay Foundation	1,218.00	0.00	0.00	1,218.00
274	Outdoor School	0.00	0.00	0.00	0.00
277	STCCF/Medical Responder Class	0.00	0.00	0.00	0.00
278	Oregon State Credit Union Mini Grants	385.81	0.00	0.00	385.81
281	STCCF/Basketball Uniforms & Storage	0.00	0.00	0.00	0.00
282	Three Rivers Foundation	1,780.11	0.00	1,780.11	0.00
283	STCCF/Science & Body Systems	0.00	0.00	0.00	0.00
284	Clemens Fondation- Weight Room	0.00	0.00	0.00	0.00
285	Or Association Woodturns Grant	0.00	0.00	0.00	0.00
286	Selco CU Creater Learning Grant	-17.94	0.00	-17.94	0.00
287	Take It To The Court Grant	10,000.00	0.00	0.00	10,000.00
288	STCCF Health Center	0.00	4,500.00	0.00	4,500.00
298	High School Success	-53.20	53.20	0.00	0.00
299	Student Body Funds	40,520.42	2,140.46	1,496.11	41,164.77
400	Capital Project Funds	353,217.58	0.00	14,867.50	338,350.08
Totals		354,250.12	8,930.14	39,590.92	323,589.34

Eddyville Charter School
YTD Appropriations
For the Fiscal Year 2020-2021
As of 8/31/2020

Fund	Appropriations	Resolutions	YTD	Encumbrances	Totals	(Over)/Under Budget
General Fund, 100						
1000 Instruction	\$ 1,589,149		\$ 26,816	\$ 1,326,543	\$ 1,353,360	\$ 235,789
2000 Support Services	\$ 1,344,299		\$ 211,395	\$ 685,310	\$ 896,706	\$ 447,593
6000 Contingency	\$ 100,000		\$ -	\$ -	\$ -	\$ 100,000
Sub Totals	\$ 3,033,448	\$ -	\$ 238,212	\$ 2,011,854	\$ 2,250,065	\$ 783,383
Special Funds, 200						
1000 Instruction	\$ 143,895		\$ 6,431	\$ 20,898	\$ 27,329	\$ 116,565
2000 Support Services	\$ 274,723		\$ 17,034	\$ 23,479	\$ 40,513	\$ 234,209
4000 Building Acquisition	\$ 75,000		\$ -	\$ -	\$ -	\$ 75,000
5200 Transfers	\$ -		\$ -	\$ -	\$ -	\$ -
Sub Totals	\$ 493,617	\$ -	\$ 23,465	\$ 44,377	\$ 67,842	\$ 425,775
Student Body Funds, 299						
1000 Instruction	\$ 84,393		\$ 1,496	\$ 863	\$ 2,359	\$ 82,034
Sub Totals	\$ 84,393	\$ -	\$ 1,496	\$ 863	\$ 2,359	\$ 82,034
Capital Projects, 400						
2000 Support Services	\$ -		\$ -	\$ -	\$ -	\$ -
4000 Facility Construction	\$ 353,218		\$ 14,868	\$ 3,753	\$ 18,621	\$ 334,598
Sub Totals	\$ 353,218	\$ -	\$ 14,868	\$ 3,753	\$ 18,621	\$ 334,598
Totals	\$ 3,964,676	\$ -	\$ 278,041	\$ 2,060,846	\$ 2,338,887	\$ 1,625,789

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Checking 618680-8000

From Date: 08/01/2020

To Date: 08/31/2020

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
783	08/06/2020	AMAZON.COM	\$1,242.14	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
784	08/06/2020	Best Pots	\$286.32	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
785	08/06/2020	Copeland Lumber Co	\$109.19	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
786	08/06/2020	CULLIGAN WATER SYSTEMS	\$1,518.00	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
787	08/06/2020	Family ID	\$995.00	1010	Printed	Expense	<input type="checkbox"/>		
788	08/06/2020	INDUSTRIAL WELDING SUPPLY	\$5.00	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
789	08/06/2020	OREGON CAREER INFORMATION SYSTEM	\$492.00	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
790	08/06/2020	PIONEER TELEPHONE CO	\$1,268.44	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
791	08/06/2020	WOOZ Flooring	\$14,867.50	1010	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
792	08/06/2020	CULLIGAN WATER SYSTEMS	\$548.75	1251	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
793	08/06/2020	EDDYVILLE POST OFFICE	\$636.00	1013	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
796	08/11/2020	Hagen Construction LLC	\$15,000.00	1253	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
797	08/20/2020	ALADDIN CARPET CLEANING	\$130.00	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
798	08/20/2020	AMAZON.COM	\$4,489.10	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
799	08/20/2020	Best Pots	\$59.08	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
800	08/20/2020	BSN Sports	\$1,178.00	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
801	08/20/2020	CONSUMERS POWER INC	\$1,049.45	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
802	08/20/2020	DAHL DISPOSAL SERVICE	\$887.00	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
803	08/20/2020	GROTH GATES HEATING	\$131.25	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
804	08/20/2020	HOME DEPOT	\$277.22	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
805	08/20/2020	Mainline Pump & Irrigation LLC	\$2,650.45	1014	Printed	Expense	<input type="checkbox"/>		
806	08/20/2020	MARY'S PEAK TRUE VALUE	\$6.58	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
807	08/20/2020	NORTHWEST TEXTBOOKS DEPOSITORY	\$13,018.54	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Checking 618680-8000

From Date: 08/01/2020

To Date: 08/31/2020

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
808	08/20/2020	OSAA	\$2,340.00	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
809	08/20/2020	Platt Electric	\$125.40	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
810	08/20/2020	PowerSchool	\$493.38	1014	Printed	Expense	<input type="checkbox"/>		
811	08/20/2020	STAPLES ADVANTAGE	\$365.45	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
812	08/20/2020	WAXIE SANITARY SUPPLY	\$585.92	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
813	08/20/2020	Willamette Saw Services INC	\$111.90	1014	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
814	08/25/2020	AFA COMPANY	\$491.41	1016	Printed	Payroll Ded	<input type="checkbox"/>		
815	08/25/2020	AMERICAN FIDELITY ASSURANCE CO - TSA'S	\$125.00	1016	Printed	Payroll Ded	<input checked="" type="checkbox"/>	08/31/2020	

Total Amount: \$65,483.47

End of Report

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Student Body Checking
618680-8001

From Date: 08/01/2020

To Date: 08/31/2020

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
95	08/20/2020	BSN Sports	\$1,440.06	1015	Printed	Expense	<input checked="" type="checkbox"/>	08/31/2020	
Total Amount:			\$1,440.06						
End of Report									



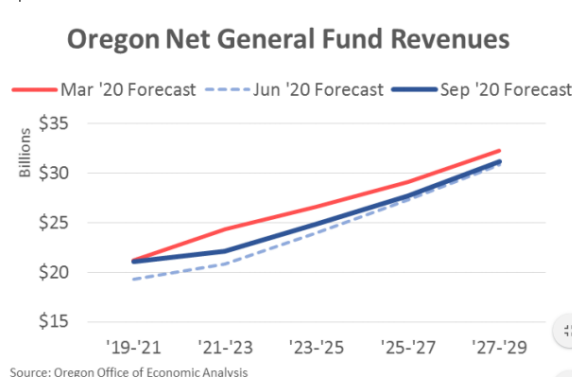
October 19, 2020

TO: Eddyville Charter School Board of Directors
FROM: Rhonda Allen, LBL-ESD Assistant Business Manager
RE: September 30, 2020 Financial Statements

Board Members,

Attached you will find the 2020-2021 financial statements through September 30, 2020 which presents actual revenue and expenditures through September 30, 2020 and projected revenue and expenditures through June 30, 2021. The estimated FY20/21 ending fund balance is \$203,479 with \$100,000 of that balance reserved in Contingency.

On September 23, 2020 the latest economic forecast was released. The good news is that revenues are up significantly from the June 2020 forecast but longer-term forecasts are still lower than pre-COVID numbers. In the short term, revenue for the 19-21 biennium has rebounded from the June forecast and is projected to increase by about \$2 billion.



This effectively wipes out the initial damage predicted from the COVID pandemic. It also means the actions that the Legislature took to balance the 19-21 budget are sufficient to protect funding for state programs for the remainder of this biennium. The bad news is despite the stabilization of the 19-21 budget and significant state reserves, the state is still likely facing a budget deficit in the 21-23 biennium. With this information, we still need to proceed with caution as we start to develop assumptions for next year’s budget. There is still a lot of uncertainty and potential volatility in the future. We are still in a global pandemic and have yet to fully comprehend the economic impacts of recent wildfires.

Please let me know if you have any questions or concerns regarding these statements.

Eddyville Charter School
General Fund: Statement of Revenue Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 9/30/2020

Source	2020-2021 Budget	Actual YTD Rev. 9/30/2020	Projected through 6/30/2021	Total Estimated 2020-2021	(Over)/Under Budget	Total Actual 6/30/2020	2019-2020 Budget
SSF Funding							
3101 State School Support Funds	2,598,618	834,682	1,812,694	2,647,376	(48,758)	2,492,102	2,446,204
3101 SSF- May Adjustment			-	-	-	-	
Total SSF Funding	2,598,618	834,682	1,812,694	2,647,376	(48,758)	2,492,102	2,446,204
Non State School Support Formula Sources							
Local Sources							
1510 Interest on Investments/Bank	2,250	209	3,185	3,394	(1,144)	2,112	1,400
1710 Admissions	4,120	-	3,680	3,680	440	2,680	3,000
1740 Fees	8,460	-	8,460	8,460	-	10,880	3,500
1920 Donations from Private Sources		-	-	-	-	-	2,000
1960 Recovery of Prior Year Exp.		-	-	-	-	-	500
1990 Miscellaneous Local Revenue	20,000	2,755	17,245	20,000	-	44,963	10,000
Total Non Formula Local Sources	34,830	2,964	32,570	35,534	(704)	60,634	20,400
Other Sources							
5400 Beginning Fund Balance	400,000	369,736	664	370,400	29,600	600,599	600,599
Total Other Sources	400,000	369,736	664	370,400	29,600	600,599	600,599
Total Non SSF Revenue	434,830	372,700	33,234	405,934	28,896	661,233	620,999
Total Resources	\$ 3,033,448	\$ 1,207,382	1,845,928	\$ 3,053,310	\$ (19,862)	\$ 3,153,335	\$ 3,067,203
		Less Estimated Requirements		\$ (2,849,831)			
		Estimated Ending Fund Balance		\$ 203,479			

Eddyville Charter School
General Fund: Statement of Expenditures Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 9/30/2020

Function	Adopted 2020-2021 Budget	Actual YTD Exp. 9/30/2020	Projected through 6/30/2021	Total Estimated 2020-2021	(Over)/ Under Budget	% Committed	Total Actuals 6/30/2020
Instruction							
1111 Elementary, K-6	702,167	59,490	569,093	628,583	73,584	89.52%	644,867
1113 Elementary Extracurricular	1,715	168	1,547	1,715			1,182
1121 Middle/Junior High Programs	321,399	25,971	295,428	321,399	-	100.00%	336,479
1122 Middle/Junior High School Extracurricular	17,140	504	14,532	15,036	2,104	87.72%	20,845
1131 High School Programs	461,387	49,849	412,406	462,255	(868)	100.19%	437,247
1132 High School Extracurricular	85,341	7,418	77,924	85,341	-	100.00%	69,464
Total Instruction	1,589,149	143,400	1,370,929	1,514,329	74,820		1,510,085
Support Services							
2122 Counseling Services	1,000	-	1,000	1,000	-		66,320
2130 Health Services	98,331	8,015	90,316	98,331	-	100.00%	81,041
2210 Improvement of Instruction Services	2,000	2,911	-	2,911	(911)	145.53%	-
2230 Assessment & Testing	3,000	-	3,000	3,000	-		-
2240 Staff Development	6,000	573	5,427	6,000	-		553
2310 Board of Education	72,932	43,386	15,594	58,980	13,952	80.87%	54,801
2321 Office of the Superintendent Services	94,820	22,750	72,070	94,820	-	100.00%	88,257
2411 Office of the Principal Services	220,836	32,616	202,766	235,382	(14,546)	106.59%	244,159
2520 Fiscal Services	48,770	48,387	1,170	49,557	(787)	101.61%	49,079
2541 Repair & Maintenance Services	-	317		317			
2542 Maintenance	431,262	81,228	301,033	382,262	49,000	88.64%	412,486
2552 Transportation	229,575	12,369	217,206	229,575	-	100.00%	168,708
2640 Staff Accounting Services	77,356	19,657	59,035	78,691	(1,335)	101.73%	77,513
2660 Technology	58,417	27,226	67,451	94,677	(36,260)	162.07%	29,916
Total Support Services	1,344,299	299,435	1,036,067	1,335,502	9,113		1,272,833
Other Requirements							
5200 Transfers of Funds	-	-	-	-	-		-
6000 Contingency	100,000	-	-	-	100,000	0.00%	-
Total Other Requirements	100,000	-	-	-	100,000		-
Total Requirements	\$ 3,033,448	\$ 442,835	\$ 2,406,996	\$ 2,849,831	\$ 183,934		\$ 2,782,918

Eddyville Charter School
Other Funds: Statement of Revenue Expenditures Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 9/30/2020

Fund	Description	Beginning Fund Balance as of 7/1/2020	YTD Revenue	YTD Expenditures	Balance as of 9/30/2020
206	Siletz Tribal Charities	1,178.00	0.00	1,178.00	0.00
210	BLM Grant	0.00	0.00	0.00	0.00
211	Aspire Grant	83.48	0.00	255.18	-171.70
212	BLM Grant L16AC00309	-1,724.08	0.00	2,650.45	-4,374.53
213	STCCF - Inpending Reading	54.14	0.00	54.14	0.00
220	ESSER	0.00	0.00	10,152.44	-10,152.44
228	Carl Perkins Grant	-2,236.48	2,235.06	-1.42	0.00
229	CTE Revitalization	-50,318.63	62,957.29	30,431.37	-17,792.71
230	Saw Shop Grant	0.00	0.00	0.00	0.00
251	Student Investment Act	0.00	0.00	7,830.68	-7,830.68
272	Emergency Preparedness	162.91	0.00	0.00	162.91
273	MidWay Foundation	1,218.00	0.00	0.00	1,218.00
274	Outdoor School	0.00	0.00	0.00	0.00
277	STCCF/Medical Responder Class	0.00	0.00	0.00	0.00
278	Oregon State Credit Union Mini Grants	385.81	0.00	0.00	385.81
281	STCCF/Basketball Uniforms & Storage	0.00	0.00	0.00	0.00
282	Three Rivers Foundation	1,780.11	0.00	1,780.11	0.00
283	STCCF/Science & Body Systems	0.00	0.00	0.00	0.00
284	Clemens Fondation- Weight Room	0.00	0.00	0.00	0.00
285	Or Association Woodturns Grant	0.00	0.00	0.00	0.00
286	Selco CU Creater Learning Grant	-17.94	0.00	-17.94	0.00
287	Take It To The Court Grant	10,000.00	0.00	551.24	9,448.76
288	STCCF Health Center	0.00	4,500.00	449.96	4,050.04
298	High School Success	-53.20	53.20	3,910.90	-3,910.90
299	Student Body Funds	40,545.42	2,476.89	2,221.41	40,800.90
400	Capital Project Funds	353,217.58	0.00	16,918.50	336,299.08

Eddyville Charter School
Other Funds: Statement of Revenue Expenditures Budget Vs. Actual
For the Fiscal Year 2020-2021
As of 9/30/2020

Totals	354,275.12	72,222.44	78,365.02	348,132.54
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Eddyville Charter School
YTD Appropriations
For the Fiscal Year 2020-2021
As of 9/30/2020

Fund	Appropriations	Resolutions	YTD	Encumbrances	Totals	(Over)/Under Budget
General Fund, 100						
1000 Instruction	\$ 1,589,149		\$ 143,400	\$ 1,242,526	\$ 1,385,926	\$ 203,223
2000 Support Services	\$ 1,344,299		\$ 299,435	\$ 563,028	\$ 862,463	\$ 481,836
6000 Contingency	\$ 100,000		\$ -	\$ -	\$ -	\$ 100,000
Sub Totals	\$ 3,033,448	\$ -	\$ 442,835	\$ 1,805,554	\$ 2,248,389	\$ 785,059
Special Funds, 200						
1000 Instruction	\$ 143,895		\$ 12,884	\$ 22,171	\$ 35,056	\$ 108,839
2000 Support Services	\$ 274,723		\$ 51,694	\$ 98,640	\$ 150,334	\$ 124,389
4000 Building Acquisition	\$ 75,000		\$ -	\$ -	\$ -	\$ 75,000
5200 Transfers	\$ -		\$ -	\$ -	\$ -	\$ -
Sub Totals	\$ 493,617	\$ -	\$ 64,578	\$ 120,811	\$ 185,389	\$ 308,228
Student Body Funds, 299						
1000 Instruction	\$ 84,393		\$ 3,043	\$ 679	\$ 3,722	\$ 80,671
Sub Totals	\$ 84,393	\$ -	\$ 3,043	\$ 679	\$ 3,722	\$ 80,671
Capital Projects, 400						
2000 Support Services	\$ -		\$ 2,051.00	\$ 4,827	\$ 6,878	\$ (6,878)
4000 Facility Construction	\$ 353,218		\$ 14,868	\$ 1,253	\$ 16,120	\$ 337,098
Sub Totals	\$ 353,218	\$ -	\$ 16,919	\$ 6,080	\$ 22,998	\$ 330,220
Totals	\$ 3,964,676	\$ -	\$ 527,374	\$ 1,933,124	\$ 2,460,498	\$ 1,504,178

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Checking 618680-8000

From Date: 09/01/2020

To Date: 09/30/2020

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
816	09/15/2020	ALARM SOLUTIONS INC.	\$563.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
817	09/15/2020	AMAZON.COM	\$3,284.53	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
818	09/15/2020	CONSUMERS POWER INC	\$991.70	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
819	09/15/2020	Copeland Lumber Co	\$200.07	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
820	09/15/2020	Curriculum Associates LLC	\$1,400.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
821	09/15/2020	DAHL DISPOSAL SERVICE	\$887.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
822	09/15/2020	G AND K FLOORS	\$6,565.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
823	09/15/2020	HOME DEPOT	\$570.94	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
824	09/15/2020	INDUSTRIAL WELDING SUPPLY	\$5.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
825	09/15/2020	LINN BENTON LINCOLN ESD	\$62,939.57	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
826	09/15/2020	MARY'S PEAK TRUE VALUE	\$70.95	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
827	09/15/2020	NORTHWEST TEXTBOOKS DEPOSITORY	\$870.80	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
828	09/15/2020	OREGON LOCK & ACCESS	\$296.58	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
829	09/15/2020	PIONEER TELEPHONE CO	\$1,303.90	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
830	09/15/2020	Platt Electric	\$83.51	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
831	09/15/2020	RAU PLUMBING, INC	\$265.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
832	09/15/2020	Roads, Ishah	\$77.70	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
833	09/15/2020	SAIF	\$1,114.63	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
834	09/15/2020	Schneidecker Heating and Air	\$3,844.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
835	09/15/2020	SCHOLASTIC INC	\$1,127.53	1022	Printed	Expense	<input type="checkbox"/>		
836	09/15/2020	School Planner	\$654.75	1022	Printed	Expense	<input type="checkbox"/>		
837	09/15/2020	STAPLES ADVANTAGE	\$3,267.73	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
838	09/15/2020	Western States Electrical Construction	\$12,036.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Checking 618680-8000

From Date: 09/01/2020

To Date: 09/30/2020

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
839	09/15/2020	Whetstone Education	\$1,800.00	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
840	09/15/2020	XEROX CAPITAL SERVICES	\$1,084.40	1022	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
841	09/16/2020	TYLER CATRON, NICOLE ANDREA	\$355.22	3	Printed	Payroll	<input checked="" type="checkbox"/>	09/30/2020	
842	09/25/2020	Roads-Pultz, Ishah	\$5,930.97	4	Printed	Payroll	<input checked="" type="checkbox"/>	09/30/2020	
843	09/25/2020	COLLINS, PAULA	\$2,783.69	4	Printed	Payroll	<input checked="" type="checkbox"/>	09/30/2020	
844	09/25/2020	PEARSON, KARLA	\$3,171.39	4	Printed	Payroll	<input checked="" type="checkbox"/>	09/30/2020	
845	09/25/2020	LACKEY, ELIZABETH ANN	\$3,527.10	4	Printed	Payroll	<input checked="" type="checkbox"/>	09/30/2020	
846	09/25/2020	AMERICAN FIDELITY HEALTH SERVICES ADMIN	\$50.00	1032	Printed	Payroll Ded	<input checked="" type="checkbox"/>	09/30/2020	
847	09/25/2020	BILDER, MATTHEW TYLER	\$3,371.17	5	Printed	Payroll	<input type="checkbox"/>		
848	09/29/2020	AMAZON.COM	\$1,103.07	1034	Printed	Expense	<input type="checkbox"/>		
849	09/29/2020	Best Pots	\$228.00	1034	Printed	Expense	<input type="checkbox"/>		
850	09/29/2020	CTL CORPORATION	\$2,268.00	1034	Printed	Expense	<input type="checkbox"/>		
851	09/29/2020	Earth20	\$56.99	1034	Printed	Expense	<input type="checkbox"/>		
852	09/29/2020	Hagen Construction LLC	\$17,631.00	1034	Printed	Expense	<input type="checkbox"/>		
853	09/29/2020	Instructure	\$1,812.50	1034	Printed	Expense	<input type="checkbox"/>		
854	09/29/2020	Platt Electric	\$125.40	1034	Printed	Expense	<input type="checkbox"/>		
855	09/29/2020	Power Distributors LLC	\$451.94	1034	Printed	Expense	<input type="checkbox"/>		
856	09/29/2020	SHERWIN WILLIAMS	\$517.95	1034	Printed	Expense	<input type="checkbox"/>		
857	09/29/2020	TCI	\$762.00	1034	Printed	Expense	<input type="checkbox"/>		
858	09/29/2020	ULINE	\$754.71	1034	Printed	Expense	<input type="checkbox"/>		
859	09/29/2020	WOOZ Flooring	\$985.00	1034	Printed	Expense	<input type="checkbox"/>		
860	09/29/2020	Worthington Direct	\$3,813.37	1034	Printed	Expense	<input type="checkbox"/>		
861	09/29/2020	ANALYTICAL LABORATORY & CONSULTANTS	\$265.00	1038	Printed	Expense	<input type="checkbox"/>		

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Checking 618680-8000

From Date: 09/01/2020

To Date: 09/30/2020

From Check:

To Check:

From Voucher:

To Voucher:

Total Amount: \$155,268.76

End of Report

Eddyville Charter School, Inc.

Reprint Check Listing

Fiscal Year: 2020-2021

Criteria:

Bank Account: OR State CU - Student Body Checking
618680-8001

From Date: 09/01/2020

To Date: 09/30/2020

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
96	09/15/2020	CONNELLY, KATHLEEN	\$56.05	1023	Printed	Expense	<input checked="" type="checkbox"/>	09/30/2020	
97	09/29/2020	Carson	\$725.30	1037	Printed	Expense	<input type="checkbox"/>		
Total Amount:			\$781.35						
End of Report									

Eddyville Charter School, Inc.

Student Activities Summary Report

Fiscal Year: 2020-2021

From: 7/1/2020

To: 9/30/2020

Print Detail

Page Break by Activity

Exclude Encumbrances

Reverse Signs

Subtotal By Journal

	Range Beg. Balance	Range Revenue	Range Expenditures	Balance	Encumbrances	Available Balance
703 Classroom Supplies	.00	400.00	.00	400.00	.00	400.00
704 Locker Fee	1,248.73	.00	.00	1,248.73	.00	1,248.73
716 MS/HS Field Trip (6-12)	549.85	.00	.00	549.85	.00	549.85
719 Activities Bus	145.00	.00	.00	145.00	.00	145.00
720 Elem Athletics	1,682.98	160.00	.00	1,842.98	.00	1,842.98
721 Boys BB	964.27	.00	.00	964.27	.00	964.27
722 Girls BB	828.23	.00	.00	828.23	.00	828.23
724 VB	1,500.94	.00	.00	1,500.94	(306.25)	1,194.69
725 Track	755.21	.00	.00	755.21	.00	755.21
727 Cheer	1,054.05	.00	.00	1,054.05	.00	1,054.05
728 Gate Receipts	442.00	.00	.00	442.00	.00	442.00
729 Pay to Play	1,305.00	225.00	.00	1,530.00	.00	1,530.00
730 Football	1,698.91	.00	(1,440.06)	258.85	.00	258.85
748 PE Locker/Towel Fee 6-12	.00	.00	.00	.00	.00	.00
749 Technology Fee	.00	1,600.00	.00	1,600.00	.00	1,600.00
750 Art	16.05	.00	.00	16.05	.00	16.05
751 Drumming	129.03	.00	.00	129.03	.00	129.03
752 Hobby Hour	128.47	.00	.00	128.47	.00	128.47
754 Yearbook/Annual	586.12	.00	.00	586.12	.00	586.12
755 Concessions	573.26	.00	.00	573.26	.00	573.26
756 Foods	409.22	.00	.00	409.22	.00	409.22
757 Horticulture	2,371.10	.00	.00	2,371.10	.00	2,371.10
760 PAADA/OHANA	4,281.88	.00	(725.30)	3,556.58	.00	3,556.58

Eddyville Charter School, Inc.

Student Activities Summary Report

Fiscal Year: 2020-2021

From: 7/1/2020

To: 9/30/2020

Print Detail

Page Break by Activity

Exclude Encumbrances

Reverse Signs

Subtotal By Journal

	Range Beg. Balance	Range Revenue	Range Expenditures	Balance	Encumbrances	Available Balance
761 Student Incentives	2,019.40	76.89	.00	2,096.29	(230.34)	1,865.95
763 BLM	1,561.61	.00	.00	1,561.61	.00	1,561.61
764 Drama	391.00	.00	.00	391.00	.00	391.00
765 Leadership	1,670.28	.00	.00	1,670.28	.00	1,670.28
766 EMR	70.00	.00	.00	70.00	.00	70.00
778 Sixth/Seventh/Eighth Grade	159.99	.00	.00	159.99	.00	159.99
779 Elementary General	2,720.47	.00	.00	2,720.47	.00	2,720.47
780 Kindergarten	797.93	.00	.00	797.93	.00	797.93
781 First Grade	1,216.11	.00	.00	1,216.11	(105.45)	1,110.66
782 Second Grade	1,433.69	.00	(56.05)	1,377.64	(105.45)	1,272.19
783 Third Grade	254.77	.00	.00	254.77	(105.45)	149.32
784 Fourth Grade	1,191.38	.00	.00	1,191.38	(10.00)	1,181.38
785 Fifth Grade	193.19	.00	.00	193.19	.00	193.19
787 Class of 2022	3,704.89	.00	.00	3,704.89	.00	3,704.89
788 Class of 2021	1,080.83	15.00	.00	1,095.83	.00	1,095.83
789 Class of 2020	126.00	.00	.00	126.00	.00	126.00
790 Class of 2019	362.34	.00	.00	362.34	.00	362.34
800 Class of 2023	106.68	.00	.00	106.68	.00	106.68
801 Class of 2024	357.16	.00	.00	357.16	.00	357.16
850 Coffee Shop	.00	.00	.00	.00	.00	.00
GRAND TOTALS	40,088.02	2,476.89	(2,221.41)	40,343.50	(862.94)	39,480.56

End of Report

Administrative Report

October 2020

Academic

- ✓ Enrollment: 227 (120 Secondary/107 Elementary)
 - 160 onsite – 67 online
- ✓ Incredible start with K-5 on Sept. 28th and K-12 on Oct. 5th
 - Drop off and line up/visual checks are smooth/efficient
 - Meals in classrooms working well with extra supports in the K-2 level
 - Specials are operating in assigned cohorts
 - Indian Education will begin Oct. 19th with Bo Johnson
 - Elementary Chinese will begin Oct. 19th with Ms. Marie
 - Staff are working to find a balanced instruction frame between onsite and online.
- ✓ Busing issues resolved (mostly) by Oct. 5th with secondary starting
- ✓ New tents delivered for morning and afternoon line up outside at the two uncovered entries
- ✓ Operational Blueprint is being executed by students and staff
- ✓ Staff are working extremely hard to support both online and on-site instruction, simultaneously.
 - Final set of Chromebooks ordered in July will be here in the next week or so, fulfilling our waitlist.
- ✓ Sports Marketing program partnership with Daktronics video display board curriculum and OSU is developing. TCF Equipment 5-year lease program is applied for and will be funded through M98 and ad campaign revenues. This will make ECS one of the first schools in the state to have this technology and career-related learning opportunities specific to video display and sports marketing.
- ✓ Pumpkin Patch coming to ECS campus: Oct. 15th K-5 will pick a pumpkin and a pre-made treat bag from the front lawn thanks to Ms. DeHaan and the DeHaan family's generous donations.

Administration

- ✓ Updates to staff handbook to include COVID protocols, eLeave policies (FFCRA), mileage forms, and All Students Belong policy work.
- ✓ SIA reduction by 70%
 - \$216,000 in March 2020 to \$136,000 in June 2020 to \$65,899 in October 2020.
 - M98 (HSS) meeting set with ODE for Dec. 2nd to address reallocation of M98 funding to assist in compensation for SIA loss.
- ✓ Siletz is contracting nurse services with ECS instead of LCSD. ECS has entered into a contract with Siletz for receipt of \$5000 for the calendar year and nursing services/training/resource and guidance for their medical assistant.
- ✓ SB 13 training underway and materials distributed to K-12 staff. Curriculum per ODE is dispersed to 4th 8th and 10th grade teachers of the following: ELA, science, math, health and social studies.
- ✓ CDL grant dispersed from LCSD - \$12,363 allocated for technology needs and distance learning related expenses.
- ✓ Weekly COVID -Blueprint update report to ODE required
- ✓ LCSD no longer provides ELD supports – working to train and endorse a current staff member for ELD services and ELPA screening
- ✓ OASSA committee work continues quarterly
- ✓ Oregon Rural Schools Network trainings and collaboration work sessions 2 Fridays/month
- ✓ Women Superintendent of Oregon work groups quarterly meetings ~4hrs
- ✓ Oregon Principal's Conference w/COSA – Oct. 18/19
- ✓ E-rate reporting updated
- ✓ Facilities Collection reports also updated and current with ODE. LCSD no longer completes these reports for ECS.
- ✓ No Seismic update available at this time.

October 2020 Board Report

“Season 1” is off and running here at Eddyville. We are one of three schools in our league currently holding workouts right now and have all proper precautions put in place. Volleyball and football have been holding workouts the past two weeks, and basketball will be getting started in a couple of weeks.

Some of those necessary protocols:

- Student-athletes and parent/guardians must sign an OSAA approved Covid-19 waiver upon registration for sports this season.
- Coaches are sanitizing all equipment and facilities prior to workouts and immediately following workouts.
- Daily athlete screenings are being conducted by the coaches and are being saved.
- Masks are worn at all times indoors, and outdoors when closer than 6 feet apart.

Currently, Season 2 is scheduled to begin on December 28th (which includes basketball, and our wrestling co-op with Siletz), however OSAA has not set a date to confirm movement into Season 2 yet for the entire state of Oregon.

Basically, there’s still no guarantee there will be traditional high school sports this year. We are doing all we can as a league, and are making schedules for middle school and high school sports to take place, but the decision is ultimately that of ODE and OSAA.

Whenever the decision happens, one way or another, we will make something happen. The hope is still that Season 2, 3, and 4 will go on as planned, but if not we are ready to pivot as a league to still give our kids some meaningful sports experiences this year.

I wish this was more optimistic, but its currently where things stand in our state.

Eddyville Charter School

Code: GCBDAAGDBDAA

Revised/Reviewed: 21 October 2020

COVID-19 Related Leave *

When applicable, the district will comply with the provisions of the Families First Coronavirus Response Act (FFCRA) which includes the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA). The district will also comply with the Oregon Bureau of Labor and Industries' (BOLI) temporary rule BLI 4-2020 that amends Oregon Administrative Rule 839-009-0230 for the purpose of taking leave during the statewide public health emergency. This policy and its accompanying administrative regulation will be in effect until each of the above laws have expired.

Employees are eligible for EFMLEA leave if they have been employed for at least 30 days.

EPSLA applies to all employees no matter how long they have been employed or how many hours they have worked.

The district may exclude from the EPSLA and EFMLEA employees who are health care providers, including anyone employed at any post-secondary educational institution offering health care instruction.

The BOLI rule applies to districts with employees who are eligible for leave under the Oregon Family Leave Act.

The district shall post a notice of FFCRA requirements in conspicuous places at district facilities. The district may meet the notice requirement by emailing the notice to employees or posting notice on an internal or external website made available to employees.

The district is prohibited from retaliating against an employee who takes leave or takes actions to enforce the requirements of these acts.

This policy does not affect employee rights or benefits under any other law, collective bargaining agreement, or district policy. The district is not required to pay an employee for unused emergency paid sick time if an employee resigns, retires, or is terminated.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

[ORS 342.545](#)

[ORS 659A.090](#)

[ORS 659A.093](#)

[ORS 659A.096](#)

[ORS 659A.099](#)

[ORS 659A.150 - 659A.186](#)

[OAR 839-009-0200 - 0320](#)

BOLI Temporary Administrative Order BLI 4-2020

Families First Coronavirus Response Act, Public Law No: 116-127, Mar. 18, 2020.

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

Family and Medical Leave Act, 29 U.S.C. §§ 2601-2654 (2018); 5 U.S.C. §§ 6381-6387 (2018); Family and Medical Leave Act, 29 C.F.R. Part 825 (2019).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. § 2000ff-1 (2018).

Escriba v. Foster Poultry Farms, Inc. 743 F.3d 1236 (9th Cir. 2014).

Eddyville Charter School

Code: GCBDAAGDBDAA-AR(1)

Revised/Reviewed: 21 October 2020

COVID-19 Related Leave *

Emergency Paid Sick Leave Act

The district shall provide paid sick time to employees who are unable to work due to the effects of coronavirus disease 2019 (COVID-19). Full-time employees are entitled to 80 hours of paid sick time, which is available immediately for use if the employee:

1. Is subject to a governmental quarantine or isolation order;
2. Has been advised by a health-care provider to self-quarantine;
3. Is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
4. Is caring for an individual who is subject to quarantine or isolation by governmental order or health care provider advisement;
5. Is caring for their son or daughter whose school or child-care provider is closed; or
6. Is experiencing a substantially similar condition related to COVID-19 as specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.

Paid sick time may be used before other paid leave that may be available to the employee. A part-time employee is entitled to such paid sick time for the average number of hours the part-time employee works during an average two-week period. Paid sick time shall not carry over from one year to the next.

The district shall pay the regular rate of pay up to \$511 per day, and \$5,110 in the aggregate, for paid sick time used by an employee who experiences symptoms of COVID-19, or is required or advised to self-quarantine due to concerns related to COVID-19.

The district shall pay two-thirds of the regular rate of pay up to \$200 per day, and \$2,000 in aggregate, for paid sick time used by an employee:

1. To care for an individual subject to quarantine or isolation by governmental order or health care provider advisement;
2. To care for their child because the child's school or child-care provider is closed due to COVID-19 related reasons; or
3. Who is experiencing a substantially similar condition related to COVID-19 as specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.

Emergency Family and Medical Leave Expansion Act

A district employee may take public health emergency leave to care for the employee's child during a COVID-19 public health emergency.

The district is not required to pay an employee for the first 10 days of such public health emergency leave. However, an employee may use accrued paid leave during such time. After the 10 days, the district must pay not less than two-thirds of an employee's regular rate of pay for the number of hours per week the employee normally works. The maximum amount of compensation for such leave is \$200 per day and \$10,000 in aggregate.

The district shall restore the employee's former position following the use of public health emergency leave unless, the district:

1. Has fewer than 25 employees;
2. Has made reasonable efforts to retain the employee's position but such position no longer exists due to economic or operating conditions caused by the public health emergency; and
3. Has made reasonable efforts to restore the employee to an equivalent position.

Temporary BOLI Rule affecting Oregon Family Leave Act (OFLA)

The temporary BOLI rule extends OFLA's sick child leave to include the absence to care for an employee's child whose school or place of care has been closed in conjunction with a statewide public health emergency declared by a public health official.

The leave is protected but unpaid, and in most circumstances will run concurrently with leave taken under the Families First Coronavirus Response Act. An employee may elect to use any accrued paid leave time.

Eddyville Charter School

Code: GCBDAAGDBDAA-AR(2)
Revised/Reviewed: 21 October 2020

COVID-19 Related Leave *

Employee's Name: _____ Date: _____

Dates for which the leave is requested: _____

Qualifying reason for leave:

- Is subject to governmental-quarantined or isolation order.
- Has been advised by health-care provider to self-quarantine.
- Is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- Is caring for an individual who is subject to a quarantine or isolation by governmental order or health care provider advisement.
- Is caring for their son or daughter whose school or child-care provider is closed.
- Is experiencing a substantially similar condition related to COVID-19 as specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.

The employee is unable to work, including telework due to: _____

Documentation supporting the qualifying reason for requesting leave: _____

For quarantine or isolation orders, provide the name of the health care provider who advised the self-quarantine:

_____	_____
Name of health care provider	Contact information

For emergency Family Medical Leave Act (FMLA) leave and paid sick leave taken for COVID-19 related school or child care closings, provide documentation to support the need for leave, i.e., notice posted on government, school or day care website, published in a newspaper, or an email from an official of the school, place of care, or child care provider.



Lincoln County Master Gardeners

An OSU Extension Program

October 13,

To: Stacy
Eddyville Charter School

From: Ann Geyer Lincoln County Master Gardener Program
Pami Monnette, Lincoln County OSU Extension

RE: Proposal to Use the Morris X. Smith Orchard for Master Gardener Training

2020

Knudson, Principal,

Background

The Oregon State University Master Gardener™ Program is an Oregon State University (OSU) Extension Service program that educates Oregonians about the art and science of growing and caring for plants. This program also facilitates the training of a highly educated corps of volunteers. These volunteers extend sustainable gardening information to their communities through education and outreach programs.

One of our most requested topics is to provide information on how to prune and care for fruit trees. The annual Master Gardener training program includes a 4-6 hour module that gives new and returning Master Gardener volunteers training on methods for backyard or hobbyist orchards which can differ from those more suitable to commercial growers. In the past the MG program has used container grown trees to demonstrate care and pruning. While meeting the restrictions of classroom instruction it does not offer hands-on learning opportunities.

One of our MG volunteers, Ann Geyer, lives in Eddyville and noticed that the Morris X Smith Orchard needs some attention. It appears that the orchard has not been pruned in a couple years and that the weeds and bramble are taking over. She contacted Bob Pearson to see if there would be an opportunity for the Master Gardeners to use the orchard for a hands-on training session. The Orchard would benefit from re-establishing a regular pruning regime. Pruning leads to a much healthier orchard. Unpruned limbs break at a higher frequency causing damage to the tree and potentially an unsafe environment for humans. As the limbs age they are more subject to diseases, borers, and other insect pests.

Proposed Activity

Master Gardeners propose to perform an annual orchard clean-up consisting of:

- Mowing the orchard floor to cut down on weeds and bramble
- Removing or plowing under the fruit drop from this year's produce
- Pruning the trees and reducing height and size to regain manageable levels

The training session would be conducted in December and/or January, with the actual date(s) depending on the number of volunteers, the weather, and availability of instructors. Bob Pearson has offered to be an instructor along with Ann Geyer, from the MG program, supported by an OSU extension field agent.

Each training session would include a maximum of 20 volunteers. All volunteers and instructors will comply with the OSU Extension Covid-19 personal protection measures (see attached copy). If more than 20 volunteers sign-up for training, a second session will be scheduled. Each session will be 4 hours. Volunteers will use their own pruning and gardening equipment.

The pruned limbs will be gathered and left in pile in the orchard as this seems to be the normal procedure. Alternatively, a wildlife berm can be created to support bird and small animal habitats.

If the information about tree species and harvest date is available, the Master Gardeners will create and attach semi-permanent labels to assist with future orchard management.

Participation by Charter School Children

Following completion of the Master Gardener training sessions, we are open to working with the school children to re-establish ongoing maintenance of the orchard. Working with community groups and schools is one of the primary missions of the MG program. We could also consider having periodic training sessions that include community members encouraging long term support for the orchard.

Modern pruning practices allow for pruning at any time, except for active bloom periods. Of course it is easier to prune during the dormant season because the trees are leafless and pruners have more visibility. We would consider holding Friday training and hands-on pruning sessions for a maximum of 10 children per session for the month of February, 2021. We could adapt the Junior MG training material or use pre-existing material from the school. Sessions would be 90 minutes approximately divided between 20 minutes of instruction, 50 minutes of actual pruning and 20 minutes for cleanup.

We hope the Eddyville Charter School and the Lincoln County Master Gardener program can establish a positive relationship and both benefit from working together to maintain the Morris X Smith Orchard. Please let us know if you have any questions.

Ann Geyer, MG Volunteer
Lincoln County Master Gardener Assn.
Eddyville, OR
541-875-2319
anngeyer@gmail.com

Pami Monnette, Agriculture Field Faculty
Lincoln County OSU Extension Service
Newport, OR
541-283-5119
pamela.monnette@oregonstate.edu

Eddyville Charter School

Code: **ACB**

Adopted:

All Students Belong

[Public charter school statement on equity.]

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 public charter school prohibits the use or display of any symbols of hate on school grounds or in any 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 public charter school will use non-disciplinary remedial action whenever appropriate.

The public charter school 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.

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.

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

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

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).

Eddyville Charter School

Code: **ACB-AR**

Adopted:

Bias Incident Complaint Procedure

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 without unreasonable delay report the incident to the building administrator.
- Step 2: The administrator shall acknowledge receipt of the complaint, reduce the complaint to writing, and investigate any complaint of a bias incident. The administrator 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 must consider whether the behavior implicates other public charter school policies or civil rights laws, and if so, respond accordingly.

The administrator will make a decision 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.

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.

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

Step 3: If the complainant or respondent is not satisfied with the decision of the administrator, a written appeal may be filed with the Board within fiveschool days of receipt of the administrator’s response to Step 2. 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 final³ 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 3, as appropriate.

Complaints can be filed with or communicated directly to the administrator, in which case Step 1 will be skipped. Complaints against the administrator can be directed to the Board and will begin at Step 3. Complaints against a Board member(s) can be directed to the Board and will begin at Step 3. 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, a parent or guardian of a student who attends the public charter school or a student, is not satisfied after exhausting local complaint procedures, the public charter school 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 appeal⁴ the public charter school’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.⁵

Public charter school 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.

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

² Refer to policies JOA - Directory Information and JOB - Personally Identifiable Informaton and public charter school 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.

³ {Public charter schools should review their complaint procedures and relationship with the school’s sponsor to determine whether the public charter school board’s decision is considered a final decision, or if the decision must be appealed to the sponsor for a final decision. If it must be appealed to the sponsor, language in this administrative regulation should be amended.}

⁴ An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

⁵ Complaints must meet criteria as established by law. For more information, visit <http://www.ed.gov/about/offices/list/ocr/complaintintro.html>

October 13, 2020

To: Eddyville Charter School Staff

Re: Join us in creating an environment where All Students Belong.

Dear ECS Staff,

We see how hard you've been working this year to support this school community during extremely difficult times. Your voices and participation are crucial, now more than ever, as we work together to make sure that all students are safe and belong in our schools.

Our district recognizes that student health and safety are the cornerstone of education and that 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, and without fear or hatred, racism or violence. All educators, staff and leaders are also entitled to work in environments that are free from discrimination or harassment, and visitors should be able to participate in their school communities without fearing for their safety.

As you are aware, our youth and communities of color, members of Tribal communities, and LGBTQ2SIA+ students across Oregon have experienced increasing levels of discrimination, racism, xenophobia and hate, both through words, actions or symbols, and via exclusion or inequitable access to resources. No student is immune from being a target of these harmful acts or exclusion, and no member of our school community should ever be in fear of physical, mental, or emotional injury. When one person is harmed, it affects us all. As adults, we are responsible for making sure that our children are safe, and that they receive the education that they are entitled to.

In response to student concerns for their safety, Governor Brown instructed the Oregon School Board of Education to adopt the **All Students Belong** rule, which prohibits the display of three of the most recognizable symbols of hate—the swastika, the Confederate flag, and the noose at all school activities, both in-person and remote. The temporary rule became effective on September 18, 2020 and will be in effect for six months or until a permanent rule is adopted. It will require districts to adopt and implement policies and procedures for addressing all in-person and remote (distance learning) school activities where these symbols are present.

Ensuring the Health and Safety of Our Community

The rule protects all of our school community members, and ensures that all students receive the education that they deserve. The presence of symbols of hate on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin causes harm and significantly disrupts the operation of schools by creating an atmosphere of fear and intimidation, while also diverting staff time, attention and resources away from teaching.

In practice, this means our district will adopt policies and procedures for addressing bias incidents.

Administrators will develop and implement policies and procedures for addressing incidents where these hate symbols are present in in-person or remote school activities. These responses will not include

disciplinary strategies like suspensions, expulsions, or similar punitive measures unless there is a threat to health or safety. Instead, we will work to educate our communities and those displaying hateful symbols regarding the impact of their actions with non-punitive remedial measures. The Oregon Department of Education is providing initial guidance immediately with iterations of guidance, resources, and professional development to follow to provide a clear standard so that we can implement policies consistently and effectively.

You know from experience that schools work best when they are a place of discovery and development where young people can have positive experiences to take them into adulthood. This policy isn't just about the impacts on students being harmed by hate symbols—this is about creating a safe learning environment for all students, educators and staff. One that allows for exploration, and open, respectful, conversation. Through our unity and your vocal support, we can ensure that schools are a place where we learn to respect differences between people, where *all* students benefit from a safe and healthy environment, and where all students can be free to receive their education without fear of hatred, racism, or violence. Your support for the **All Students Belong** rule, and willingness to participate in strong implementation of the guidance will help ensure this is the case.

Thank you for your continued, courageous work to create a place for students where they can learn to respect differences between people and where all students can be free to receive their education without fear for their safety.

If you have feedback for the Oregon Department of Education please direct your questions and comments to AllStudentsBelong@state.or.us.

Sincerely,

Stacy Knudson
Superintendent/Principal

Ryan Gassner - Chairman
ECS Board of Directors

October 13, 2020

To: Eddyville Charter School Community

Re: All Students Belong at Eddyville Charter School

This year, amidst a series of crises, the health and well-being of our staff, students, and communities has been our highest priority. We know that Oregon's youth and their families rely on their schools to take care of students and keep them safe, and depend on school communities to be welcoming and inclusive. We are deeply grateful for all that you do to support this school community during difficult times. Once again, we are calling on your partnership, leadership, and spirit of community to make sure that all students and staff feel as though they belong in our schools.

Our school recognizes that student health and safety are the cornerstone of education and that all students are entitled to educational environments that are free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability, or national origin, and without fear or hatred, racism or violence. All staff and leaders are also entitled to workplaces that are free from discrimination and harassment, and visitors should be able to participate in their school communities without fearing for their well-being.

Unfortunately, an increasing number of students in Oregon are reporting concerns for their safety and their ability to access their education. This prompted Governor Brown to instruct the Oregon School Board of Education to adopt the All Students Belong rule, which prohibits the display of three of the most recognizable symbols of hate—the swastika, the Confederate flag, and the noose at all school events and activities including online and distance learning. It will require districts to adopt and implement policies and procedures for addressing all in-person and remote (distance learning) school events and activities where these symbols are present.

As you are aware, our youth and communities of color, members of Tribal communities, and LGBTQ2SIA+ students across Oregon are experiencing growing levels of discrimination, racism, xenophobia and hate, both through words, actions or symbols, and via exclusion or inequitable access to resources. No student is immune from being a target of these harmful acts or exclusion, and no member of our school community should ever be in fear of physical, mental, or emotional injury.. When one person is harmed, it affects us all. As adults, we are responsible for making sure that our children are safe, and that they receive the education that they are entitled to.

To keep all members of our school community safe, administrators will develop and implement policies and procedures for addressing incidents where these hate symbols are present in in-person or remote school events and activities. These responses will not focus on disciplinary strategies like suspensions, expulsions, or similar punitive measures. Instead, we will work to educate our communities and those displaying hateful symbols about the impact of their actions with non-punitive remedial measures unless there is a risk to health or safety. The Oregon Department of Education is providing us with guidance, resources, and educational materials that will help us to implement policies consistently, fairly and effectively.

Ultimately, it will take all of us to transform the conditions that lead to hate entering into schools. This policy isn't just about the impacts on students being harmed by hate symbols—it is about creating a safe

learning environment for all students and staff. One that allows for exploration, and open, respectful, conversation.

Through our unity and your vocal support, we can ensure that schools are a place where we learn and engage in meaningful dialogue to more deeply understand and respect differences between people, where all students benefit from a safe and healthy environment, and where all can be free to receive their education without fear of hatred, racism, or violence.

If you have feedback for the Oregon Department of Education please direct your questions and comments to AllStudentsBelong@state.or.us.

Sincerely,

Stacy Knudson
Superintendent/Principal

Ryan Gassner - Chairman
Eddyville Charter School Board of Directors

October 13, 2020

To: Eddyville Charter School Board

Re: Board support needed to develop policies and procedures in response to the All Students Belong Rule.

Dear ECS School Board,

I am writing to invite you into a conversation about how to best care for the health and well-being of our school community by developing policies and procedures in accordance with Oregon's new **All Students Belong** rule. In response to an increasing number of students expressing concern for their safety and their ability to access education in Oregon's schools, Governor Brown instructed the Oregon School Board of Education to adopt the **All Students Belong** rule, which prohibits the display of three of the most recognizable symbols of hate —the swastika, the Confederate flag, and the noose at all school events and activities, both in-person and remote. The temporary rule became effective on September 18, 2020 and will be in effect for six months or until a permanent rule is adopted. This rule requires districts to adopt and implement policies and procedures for addressing all in-person and remote (distance learning) school events and activities where there is potential for these symbols to be present.

Background

Our district recognizes that student health and safety are the cornerstone of education and that 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, and without fear or hatred, racism or violence. All staff and leaders are also entitled to work in environments that are free from discrimination or harassment, and visitors should be able to participate in their school communities without fearing for their safety. The **All Students Belong** rule is an important step in creating safe and inclusive school climates where all members of our school community feel welcome.

As you are aware, our youth and communities of color, members of Tribal communities, and LGBTQ2SIA+ students and adults across Oregon have experienced increasing levels of discrimination, racism, xenophobia and hate, both through words, actions or symbols, and via exclusion or inequitable access to resources. No student is immune from being a target of these harmful acts or exclusion, and no member of our school community should ever be in fear of physical, mental, or emotional injury. When one person is harmed, it affects us all. As adults, we are responsible for making sure that our children are safe, and that they receive the education that they are entitled to.

Ensuring the Health and Safety of Our Community

The rule, which you can read here, protects all of our school community members, and ensures that all students receive the education that they deserve. The presence of symbols of hate on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin causes harm and

significantly disrupts the operation of schools by creating an atmosphere of fear and intimidation, while also diverting staff time, attention and resources away from teaching and learning. I would be happy to provide additional information about the material impacts on students and staff as needed.

In practice, this means our district will adopt policies and procedures for addressing bias incidents.

Administrators will develop and implement policies and procedures for addressing incidents where these hate symbols are present in in-person or remote school events and activities. These responses will focus on education and communication regarding the impacts of these symbols, and not include disciplinary strategies like suspensions, expulsions, or similar punitive measures unless there is a risk to health and safety. Instead, we will work to educate our communities and those displaying hateful symbols regarding the impact of their actions with non-punitive remedial measures. The Oregon Department of Education is providing initial guidance immediately, with additional guidance, resources, and professional development to follow, to provide clear requirements and recommendations for us to implement policies consistently and effectively.

This policy is about the impacts on students being harmed by hate symbols and experiencing a material and substantial disruption to their education — but it carries the benefit of creating a safe learning environment for all students and staff; one that allows for exploration, and open, respectful, conversation. Through our unity and your vocal support, we can ensure that schools are a place where we learn to respect differences between people, where *all* students benefit from a safe and healthy environment, and where all students can be free to receive their education without fear of hatred, racism, or violence.

As a first step, I'd like to request support in adopting our policies and procedures for a safe and healthy ECS.

Thank you for your ongoing dedication to the well-being of our school communities. I look forward to our continued work in the coming weeks and months.

If you have feedback for the Oregon Department of Education please direct your questions and comments to AllStudentsBelong@state.or.us.

Stacy Knudson
ECS Superintendent/K-12 Principal