



401 N Canyon City Blvd • Canyon City, OR, 97820-6111
Phone: (541) 575-1280 • FAX: (541) 575-3614

Board Meeting Agenda

Wednesday 06/19/2024 | 7:00PM

ZOOM IN BY USING THE FOLLOWING ACCESS CREDENTIALS:

<https://us02web.zoom.us/j/2595245851?pwd=ZjFIZ2w2eDNPMmhoT1VtS0wvbk1MZz09>

Meeting ID: 259 524 5851 | Passcode: HelloGSD3

[* = supplement enclosed]

1) **PRELIMINARY BUSINESS:**

- 1.1 Call to order
 - 1.1.1 Board Attendance: ___ of 7
- 1.2 Pledge of Allegiance
- 1.3 Agenda Review
 - 1.3.1 Motion: _____; Second: _____; Unanimous: _____

2) **PUBLIC COMMENTS | 3-MINUTE LIMIT:**

- 2.1 Public Forum:
 - 2.1.1 1)
 - 2.1.2 2)
 - 2.1.3 3)

3) **STUDENT BODY REPORT(S): 2024 State Softball Champions**

4) **REPORTS:**

- 4.1 Financial/Business Manager/ MJE *
 - 4.1.1 See: Board Meeting Packet – Addendum | Financial Report – May 2024
 - 4.1.2 See New Business 6.4 AND 6.5 → 2024/2025 Budget Hearing and Actions
- 4.2 Current Enrollment | Average Daily Membership (ADM) Reporting) as of last day of previous month/ JM *
- 4.3 Current Staffing/JY/jm
 - 4.3.1 GU = 37
 - 4.3.2 HES = 41
 - 4.3.3 SES = 4
 - 4.3.4 HCCC = 8
 - 4.3.5 DO = 4
 - 4.3.6 Transportation = 6
 - 4.3.7 **TOTAL: 100**
- 4.4 Administrator’s Reports | Previous Month:
 - 4.4.1 Principal, Jay Hummel | Vice Principal, Andy Lusco | GU *
 - 4.4.2 SpEd Director, Shanna Northway | GU/HES *
 - 4.4.3 Principal, Janine Attlesperger | Humbolt (HES)*
 - 4.4.4 Principal, Janine Attlesperger | Tina McCormick, Head Teacher | Seneca (SES) *

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Jake Taylor
Superintendent: Mark W. Witty | Website: <https://www.grantschooldistrict.org/>



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- 4.4.5 Director, Trina Fell | Humbolt Child Care Center (HCCC) *
- 4.5 8th and 11th Grade Assessment Data/Mr. Matt Jones (see hand-out) *
- 4.6 Superintendent's Report/ Superintendent Mark Witty
 - 4.6.1 Early Learning Center – Community initiated project | Business Oregon child care infrastructure
 - 4.6.1.1 Site visit grant
 - 4.6.2 Preschool Promise Grant
 - 4.6.3 Open employment positions to date
 - 4.6.4 Certified Licensing
 - 4.6.5 Strategic Plan Guide update/presentation *
 - 4.6.6 COSA Conference Presentation
- 4.7 Construction/Capitol Projects Update/MW

5) **CONSENT AGENDA:**

- 5.1 Recommend Approving 05/28/2024 Budget Committee Meeting Minutes
- 5.2 Recommend Approving 05/15/2024 Board Meeting Minutes
- 5.3 Recommend Accepting New Hires:
 - 5.3.1 Alesa Smith, Head Cook | GU
 - 5.3.2 Paige Welch, 5th Grade Teacher | HES
 - 5.3.3 Randy Mooney, Temp Summer Custodial/Maintenance | District
 - 5.3.4 Rolando Moreno, Temp Summer Custodial/Maintenance | District
 - 5.3.5 Earnest Shorts, Temp Summer Custodial/Maintenance | District
- 5.4 Recommend Accepting Employment Role Transfer:
 - 5.4.1 RC Huerta, Dean of Students | HES
- 5.5 Recommend Accepting Employment Role Addition:
 - 5.5.1 Andrea Ashley, Summer School Teacher | HES
 - 5.5.2 Andrea Combs, Summer School Teacher | GU
 - 5.5.3 Amy Hunt, Summer School Teacher | HES
 - 5.5.4 Kelli LaFramboise, Summer School Director | District
 - 5.5.5 Heather Rookstool, Summer School DVA Aide | District
- 5.6 Recommend Accepting Employment Resignations:
 - 5.6.1 Chris Beil, JV/V Girls Basketball Coach | GU
 - 5.6.2 Trista Cox, Athletics/Attendance Secretary | GU
- 5.7 Recommend Approving APRIL 2024 POLICIES BATCH | READING: 2 of 2 (action required):
 - 5.7.1 OSBA Policy Update Guide | Vol. 69 No. 2 sch * | See: Board Meeting Packet – Addendum 1 (05/15/2024)
 - 5.7.1.1 Required | See: Policies Packets 1/2 AND 2/2 (05/15/2024) | “Required”
- 5.8 Approval Consent Agenda (Entire Section): Motion: ____; Second: ____; Unanimous: ____

6) **NEW BUSINESS:**

- 6.1 APRIL 2024 POLICIES BATCH | READING: 1 of 2 (No action required):
 - 6.1.1 OSBA Policy Update Guide | Vol. 69 No. 2 sch * | See: Board Meeting Packet – Addendum 1
 - 6.1.1.1 Highly Recommended | See: Policies Packet | “Highly Recommended”
- 6.2 Chairman's 2023/2024 Year in Review/WB

Board of Directors:



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- 6.3 OSBA Board Training – Scholarship
 - 6.4 2024-/2025 Budget Hearing
 - 6.4.1 Open Budget Hearing: ____ PM
 - 6.4.2 Public Comment: ____
 - 6.4.2.1 1)
 - 6.4.2.2 2)
 - 6.4.2.3 3)
 - 6.4.3 Close Budget Hearing: ____ PM
 - 6.5 Approve Resolution #24-10 – Adopting the 2024-25 Budget and Making Appropriations
 - 6.5.1 Motion: ____; Second: ____; Unanimous: ____
 - 6.6 Approve Resolution #24-11 – Imposing and Categorizing the Tax
 - 6.6.1 Motion: ____; Second: ____; Unanimous: ____
 - 6.7 Approve Resolution #24-12 – To Recognize and Appropriate Unanticipated Restricted Grants
 - 6.7.1 Motion: ____; Second: ____; Unanimous: ____
- 7) **FUTURE CALENDAR DATES | 2024 | ALL Meetings are held at District Office, unless otherwise specified:**
- 7.1.1 06/19 – Board Meeting | 7:00PM
 - 7.1.2 08/21 – Board Meeting | 7:00PM
- 8) **BOARD REPORTS:**
- 8.1 **KB:**
 - 8.2 **M.T. A:**
 - 8.3 **AC:**
 - 8.4 **CL:**
 - 8.5 **ZB:**
 - 8.6 **WB:**
 - 8.7 **JT:**
- 9) **TOTAL IN ATTENDANCE:**
- 9.1 In Person: ____
 - 9.2 Via Zoom: ____
- 10) **ADJOURNED: ____ PM**

[Board Packet posted on district web site at:
https://grantsd3.schoolinsites.com/](https://grantsd3.schoolinsites.com/)

Grant School District No.3 does not discriminate in employment, educational programs and activities, on the basis of race, national origin, color, creed, religion, gender, gender identification, sexual orientation or associational preference, age, disability, veteran status. The District also affirms its commitment to providing equal opportunities and equal access to its facilities. For additional information or assistance contact the District office at: (541)575-1280 | 401 N Canyon City Blvd, Canyon City, OR 97820-6111. For telecommunications relay services for the deaf, hearing or speech impaired call 1(800)735-2900 – thank you!

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Jake Taylor
Superintendent: Mark W. Witty | Website: <https://www.grantschooldistrict.org/>

Grant School District No. 3

Board Meeting Supplements

Section 4:


Monthly Administration Reports

NOTES: OL = FTOL = Full-time On-line; enrollment is measured last day of each month | Report by: District Secretary/jm

YEAR	GU J/S HS	HUMBOLT	SENECA	OL-GU	OL-H	OL-S	ADM TOTAL	G/L	HCCC	TOTAL
2023/2024										
JUN										
MAY	208	252	13	12	5	0	490	0	23	513
APR	209	251	13	12	5	0	490	0	21	511
MAR	211	251	11	12	5	0	490	4	17	507
FEB	204	254	11	17	*	*	486	3	17	503
JAN	204	254	13	12	*	*	483	-3	17	500
DEC	207	250	12	17	*	*	486	-3	23	509
NOV	207	253	12	17	*	*	489	-12	22	511
OCT	210	261	14	16	*	*	501	-3	21	522
SEP	233	257	14	0	*	*	504	-42	20	524
AUG	235	255	12	44	*	*	546	86	*	546
2022/2023	204	244	12	*	*	*	460	0	*	460
JUN	204	244	12	*	*	*	460	0	*	460
MAY	204	244	12	*	*	*	460	-7	*	460
APR	207	247	13	*	*	*	467	1	*	467
MAR	207	246	13	*	*	*	466	5	*	466
FEB	204	245	12	*	*	*	461	-8	*	461
JAN	213	244	12	*	*	*	469	1	*	469
DEC	215	241	12	*	*	*	468	-2	*	468
NOV	216	242	12	*	*	*	470	0	*	470
OCT	215	243	12	*	*	*	470	2	*	470
SEP	214	242	12	*	*	*	468	-12	*	468
AUG	208	236	12	*	*	*	456	-10	*	456
2023/2024										
2022/2023	204	244	12	*			460	0	*	460
2021/2022	246	278	22	*			546	-21	*	546
2020/2021	254	289	24	*			567	-47	*	567
2019/2020	280	312	22	*			614	*	*	614

KEYS: ADM = Average Dailey membership;
 G/L = Gain or Loss; GU-OL = GU online;
 H-OL = HES online; S-OL = SES online;

HCCC = Humbolt Child CC


 1 | GSD3 Enrollment Tracking
 Revised: 05/31/2024 - jm



Grant Union Junior/Senior High School
May Board Report (Submitted June 19)

District Mission Statement

Our Prospector Promise: A place for every student to feel support, achieve success, and learn respect.

District Vision Statement

A Place Where Every Prospector is Known, Empowered, and Ready for the World!

Strategic Goal #1: Recruit, train and retain staff, able to implement, adjust and achieve excellence!

- One teacher position remains open until filled, the full time, in-person, online position.
- Several coaching positions are open, Head Football, JH Volleyball, and Head Golf Coach.

Strategic Goal #2: Create a student focused environment where each student is known and prepared for success in life!

- All returning students have been pre-registered for classes for next fall. This information allows us to begin building a master schedule.
- As we closed the school year, our 7th/8th/9th Intervention Team took some time to capture the components involved in helping our younger students stay on track. Fortunately, Mr. Lieuallen has been present for these discussions.

Strategic Goal #3: Positive perceptions, community ownership and support for our district's facility improvements!

- The GU Commons project is coming along nicely and will be a great addition. We continue to include students in the design process.
- We currently looking in the community for contribution of picks and other mining artifacts as well as school/sports memorabilia to decorate this space for future generations of Prospectors.

District Foundational Values

ACHIEVE EXCELLENCE by fostering an environment where respect for learning nurtures a community that thrives on curiosity, collaboration, and understanding.

- Student accomplishments were successfully recognized during Graduation, our Awards Assembly, and the 8th Grade Promotion/Graduation ceremony.

RESPECT by building relationships, developing trust, and providing transparent communication.

- We are continuing to improve our use of schoolmessenger, social media, and our rschools platform for communicating in real-time with the community.

H.4.1



COMMUNITY by honoring traditions, strengthening partnerships, serving others, and where every student is known.

- We are working on updating and standardizing the banners in the gym to reflect our athletic history accurately and equitably for all programs.

PREPARATION by individualized guidance to prepare each student for their unique path.

- GU's vision to provide each family, each student a personalized educational experience, continues to move forward. With the growth and combination of the "immediate" support for struggling students and our flexibly online offerings, parents and students are provided the options of time, location, and delivery mode.
- We are working to hire an Online School Coordinator who will help design and implement robust online, credit recovery, college, and acceleration programs to create more options for families to choose the education path they prefer.

June 2024



District Mission Statement

Our Prospector Promise: A place for every student to feel support, achieve success, and learn respect.

District Vision Statement

A Place Where Every Prospector is Known, Empowered, and Ready for the World!

To: Mr. Mark Witty and Grant School District #3 Board of Directors
From: Shanna Northway, Special Programs Director

Strategic Goal #1: Recruit, train, and retain staff, able to implement, adjust and achieve excellence!

- All SPED staff (15 classified/5 certified) had their one-on-one end of the year evaluation. These are done in a way that allows for feedback, a plan for training for the following year, goal setting, and conversation around improving individual employees as well as our entire program.
- Extended School Year (ESY) staff was selected for summer school and provided support with developing needed curriculum and schedules for students.
- We currently have two openings for SPED aides at Grant Union and two at Humbolt. The jobs are posted and we are working to recruit people into those positions.
- Training topics for this coming school year for SPED department: Questioning strategies and techniques, student behavior management, K-6 reading/writing training, assessment and evaluation strategies to support data driven academic decisions.

Strategic Goal #2: Create a student focused environment where each student is known and prepared for success in life!

- Our SPED team has been working with families to schedule ESY services to meet the needs of our SPED students. As well as making arrangements to serve students who are working on summer credit recovery.
- Our department has held 8 IEP/Problem-Solving/504 meetings over the past month to ensure that our students' needs are being met.



Strategic Goal #3: Positive perceptions, community ownership and support for our district's facility improvements!

- End of Year (EOY) testing was completed and reported home to parents.
- 4th quarter IEP progress reports were completed and mailed home to parents to report on all IEP annual goals.

District Wide Caseload/Staffing

Humbolt 504	3
GU 504	13
GU IEP	45
Humbolt IEP	56
Seneca IEP	2
Students in Evaluation	3

Admin	1 FTE
Support Staff	.5 FTE
Certified	5 FTE
Classified	12.5 FTE



District Mission Statement

Our Prospector Promise:

A place for every student to feel support,
achieve success and learn respect.

District Vision Statement

Place Where Every Prospector is Known, Empowered, and Ready for the World!

Strategic Goal #1: Recruit, train and retain staff, able to implement, adjust and achieve excellence!

- Worked closely with aides to help build teaching skills to improve student learning

Strategic Goal #2: Create a student focused environment where each student is known and prepared for success in life!

- Students went to the Oregon Trail Interpretive Center on June 3rd
- Two out of seven incubated eggs hatched! Kids were lucky enough to see the hatching process!

Strategic Goal #3: Positive perceptions, community ownership and support for our district's facility improvements!

- Last day of school Pizza Party provided by the PTA!



Humbolt Child Care Center

329 N Humbolt St | Canyon City, OR 97820-6123

Phone: (541) 575-1280 Ext: 3155

Monthly Report | June 2024

Staff Report: (8)

- Director (1) | Trina Fell
- Teachers (3) | Ashley & Cassi (Medical Leave) & Sophia (Part Time)
- Teacher's Assistants (4) | Brilynn, Bryanna, Emelie, Stacey (Part Time)

Enrollment: (23)

- Breakdown of Children Enrolled
 - School Age: 2
 - Preschool: 8
 - Toddlers: 4
 - Infants: 9

Financial Report | this report is a rough draft | banking financial ledgers will be ready at a later date:

- Income: \$14,524.00
- Payroll: \$29,595.37
- Expenses: \$ 338.72
- Bottom Line: <\$15,407.09>

Summary of Care: Current building could service max of 8 infant spots, 10 toddler spots, and 20 preschool/school age spots. This would require 8 staff (3 teachers, 3 Aides, 1 Float, 1 Director). Due to grants accepted: infant/Toddler Classrooms are Licensed by the Department of Early Learning and Care (effective August 18th 2023) and the Preschool/School Age Classroom may operate under the umbrella of the school district without being licensed by the state.

Mission Statement: Humbolt Child Care Center's mission is to provide high quality care in a safe, interactive, and nurturing environment for children while supporting the peace of mind and scheduling needs of our communities working and educating parents. Our center strives to offer a balanced and hands on approach in supporting the social, emotional, cognitive and physical needs of each child while they work and play. Our team is intentional in their support, communication, and inclusiveness in their daily practices to help each child reach their maximum potential.

Special Note: The contents of this report are based on data and financial figures, as of the last day of the previous month.

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Jake Taylor

	Grant School District 3 Project Updates		Project Schedule		
			Start	End	Months
GUHS	Student Commons	Construction in progress; Abatement complete; Sheetrock/Mud complete; Painting complete; Casework scheduled for installation in June. Project construction complete in July. Artwork installed in July and August.	Sep-23	Aug-24	12
	GU HVAC	CM/GC Contract awarded to CB Const. who is sub-bidding the various components; GMP pending. Construction tentatively scheduled for next summer depending on the federal funding award (announcements in August).	Jul-23	Aug-25	27
	Maintenance Building	Permits issued; construction to begin in July.	Jul-23	Dec-24	18
	Feasibility Study	In progress	Jul-22	Jun-24	24
	GU PA System	Equipment ordered; Scheduled to install this summer.	Jan-24	Aug-24	9
	GU Courtyard	Received bid for \$106,850 to complete GU Courtyard repairs.	Jun-24	Aug-24	3
Humbolt	Humbolt HVAC	All contracts and change orders now awarded. The manwalk installation is complete. Electrical components are all received and will change over this summer.	Jun-23	Aug-24	15
	Playground Equipment	Equipment ordered; Scheduled to ship in August and will be fully operational by end of Month; Poured in Place (PiP) scheduled for August 27 and 28.	May-24	Jul-24	3
	Greenhouse/Chicken Coop	Contractor walkthrough held in June; Bids due w/in two weeks. Construction scheduled for July and August.	Jun-24	Aug-24	3
Completed Projects	Seismic	Completed in December.	Jun-23	Dec-23	7
	Fencing	Gates installed; project complete	Jun-23	May-24	12
	Access Control & Rekeying	Completed in May 2024.	Nov-23	May-24	7
	7th Street Crow's Nest	Completed in April.	Oct-23	Apr-24	7
	Rekeying	Completed in February.	Nov-23	Dec-23	2
	GU Staff Room	Completed in August.	Jun-23	Aug-23	3
	Seismic (Roof Repairs)	Completed in September.	Jun-23	Sep-23	4
	GU Pavement Resealing	Completed in October.	Aug-23	Oct-23	3
	Humbolt Pavement Reseal	Completed in August	Aug-23	Aug-23	1
	Humbolt ADA Concrete	Completed in October.	Aug-23	Oct-23	3
Humbolt SpED Remodel	Completed in November.	Aug-23	Aug-23	1	
East 7th Street Parking	Completed first week in November.	Oct-23	Nov-23	2	

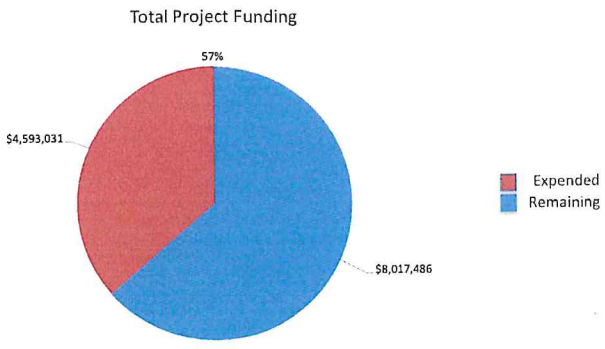
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Grant School District 3
Project Tracker

Thursday, June 13, 2024



Project	Project No.	Funding Source	Start Date	Months in Progress	Work Status	Budgeted Cost	Current Spend	% Expended
Greenhouse/Chicken Coop	2024-XX	Fund 400 - Cap Projects	Jun-24	0	In-Progress	\$0	\$0	0%
GU Courtyard	2024-XX	Fund 400 - Cap Projects	Jun-24	0	In-Progress	\$113,850	\$0	0%
Grant Union HVAC	2023-04	ESSER III	Jul-23	12	In-Progress	\$2,335,000	\$70,150	3%
District Maintenance Facility	2023-05	Fund 400 - Cap Projects	Sep-23	10	In-Progress	\$268,783	\$68,207	25%
GUHS Replacement Feasibility Study	2022-04	DAS HB5202	Jul-22	23	In-Progress	\$250,000	\$102,634	41%
PA System	2024-01	Fund 400 - Cap Projects	Jan-24	5	In-Progress	\$52,488	\$27,488	52%
Humbolt Playground Equipment	2023-03	ESSER II/III	Sep-23	9	In-Progress	\$351,953	\$187,278	53%
GUHS Student Commons	2023-02	ESSER III & Brownfield Grant	May-23	13	In-Progress	\$363,900	\$208,005	57%
Humbolt HVAC	2022-02	DAS HB5202	Jul-22	24	In-Progress	\$1,198,441	\$846,197	71%
Pressbox @ 7th Street	2022-05	Fund 400 - Cap Projects	Dec-22	19	Completed	\$141,300	\$141,300	100%
Humbolt Seismic - Phase 2	2022-01	Business Oregon Seismic Grant	May-21	32	Completed	\$1,286,347	\$1,286,347	100%
Grant Union Roof Repairs (Seismic)	2022-03	DAS HB5202	Jul-22	14	Completed	\$1,089,877	\$1,089,877	100%
School District 3 Fencing	2023-01	SIA & Fund 400 - Cap Projects	Jun-23	7	Completed	\$284,878	\$284,878	100%
Humbolt Paving	2023-06	Fund 400 - Cap Projects	Aug-23	3	Completed	\$98,865	\$98,865	100%
GU Paving	2023-07	Fund 400 - Cap Projects	Aug-23	3	Completed	\$35,670	\$35,670	100%
Humbolt SpED	2023-08	Fund 400 - Cap Projects	Jul-23	3	Completed	\$15,947	\$15,947	100%
Building Access & Security	2023-09	Fund 400 - Cap Projects	Sep-23	10	Completed	\$130,187	\$130,187	100%
Total All Projects (Sum/Avg./In-Progress)	17			11	8	\$8,017,486	\$4,593,031	57%



Fund 400 - Capital Projects (District Funds)	
Total	\$3,789,410
Expended	\$999,013
Remaining	\$2,790,397
% Remaining	74%

DAS HB5202 Grant Funding	
Total	\$2,250,000
Expended	\$2,038,708
Remaining	\$211,292
% Remaining	9%

SEISMIC Grant Funding	
Total	\$1,089,877
Expended	\$1,089,877
Remaining	\$0
% Remaining	0%

ESSER II/III Grant Funding	
Total	\$888,199
Expended	\$465,433
Remaining	\$422,766
% Remaining	48%

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Grant School District No. 3

Board Meeting Supplements

Section 5:

Consent Agenda



401 N Canyon City Blvd • Canyon City, OR, 97820-6111
Phone: (541) 575-1280 • FAX: (541) 575-3614

Budget Committee Meeting Minutes

Monday 05/28/2024 | 6:00PM

ZOOM IN BY USING THE FOLLOWING ACCESS CREDENTIALS:

<https://us02web.zoom.us/j/2595245851?pwd=ZjFIZ2w2eDNPmhoT1VtS0wvbk1MZz09>

Meeting ID: 259 524 5851 | Passcode: HelloGSD3

Budget Committee: Karla Averett, Chair | Mat Carter | Lucas Moore | Charlene Morris | Charissa Moulton | Trey Thompson | King Williams

1) **PRELIMINARY BUSINESS:**

1.1 Call to order: 6:00PM

1.1.1 Board Attendance: 6 of 7; Zac Bailey (ZB) not present

1.1.2 Budget Committee Attendance: 7 of 7

1.2 Pledge of Allegiance

1.3 Agenda Review

1.3.1 Motion: CL; Second: AC; Pass: 13:1 (ZB not present)

2) **PUBLIC COMMENTS | 3-MINUTE LIMIT:**

2.1 Public Forum: 0

2.1.1 1)

3) **NEW BUSINESS:**

3.1 Appoint Budget Committee Chairperson: Karla Averett

3.1.1 Motion: Charlene Morris (CM); Second: Lucas Moore (LM); Pass: 13:1

3.2 Budget Slideshow and Budget Message/MW: Presented as published with this document

3.3 Review Proposed Budget Document/MJE: Presented as publicly published with a page-by-page explanation of the 2024/2025 Proposed Budget. Opened a Q/A session with the total of 17 people in attendance. Committee determined TAG funding needed to be increased from \$3,000.00 to \$20,000.00.

3.4 Schedule next Budget Committee Meeting: N/A

3.5 Approve Proposed Budget AND Line 3.3 – budget total of: Adopted: \$20,725,617.00; percentage rate of: \$1.6468

3.5.1 Motion: KW; Second: CL; Pass: 12:2; CM = nay vote; ZB not present

4) **FUTURE CALENDAR DATES | 2024 | ALL Meetings are held at District Office, unless otherwise specified:**

4.1.1 06/08 – High School Graduation | Time: TBA

4.1.2 06/13 – Golfing party | 1:00PM

4.1.3 06/15 – GU 1964 HS Reunion (also invited: 1961 – 1963 and 1965 – 1967)

4.1.4 06/19 – Board Meeting | 7:00PM

[Meeting Summary | Read Al \(See next page\):](#)

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Jake Taylor
Superintendent: Mark W. Wittly | Website: <https://www.grantschooldistrict.org/>

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5.1



401 N Canyon City Blvd ♦ Canyon City, OR, 97820-6111
Phone: (541) 575-1280 ♦ FAX: (541) 575-3614

- 5) **TOTAL IN ATTENDANCE:**
 - 5.1 In Person: 17
 - 5.2 Via Zoom: 0

- 6) **ADJOURNED: 9:00PM**

Summary:

The meeting covered a wide range of topics related to the school district, including strategic planning, budgetary impacts, student enrollment, financial updates, allocation of funds, and facility planning. The superintendent emphasized the need for specific goals and individualized student success plans, addressing challenges in recruiting high-quality staff and creating a student-focused environment. The decline in student enrollment was attributed to economic changes and mechanization in the natural resource based economy. Superintendent Witty highlighted critical areas that impact the budget including student enrollment, debt service, grant opportunities, major capital projects, state school fund, Student Investment Account (SIA), High School Success and the Early Literacy Grant.

Superintendent Witty emphasized the focus on professional development, teacher collaboration, leadership training, and intervention curriculum. The conversation also delved into the concerning increase in mental health issues among students, prompting a discussion about the increase for additional resources and support in counseling services. Furthermore, the allocation of funds from the student investment account and high school success dollars were reviewed with the committee.

Superintendent Witty covered the financial projections for Grant School District 3 and the importance of long-term facility planning. It covered the positive revenue trends and significant transfers to the capital funds budget, as well as the need for conservative estimates or revenue. Additionally, the discussion touched on the allocation of funds for asphalt replacement, gutters, roofs, and equipment, showcasing the comprehensive approach to long-term facility 5-year plan.

Superintendent Witty described the financial aspects of various programs within the school district, including the allocation of funds for preschool expenses and the challenges related to the preschool promise slots, as well as the impact of the community eligibility program on free and reduced lunch applications. Additionally, updates on special education funding and debt service are provided, shedding light on the maintenance of effort tied to revenue in the special education fund and the management of debt service funds.

Signature: _____ Date: **06/19/2024**
Superintendent

Signature: _____ Date: **06/19/2024**
Board Chair

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Jake Taylor
Superintendent: Mark W. Witty | Website: <https://www.grantschooldistrict.org/>



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820-6111
Phone: (541) 575-1280 • Fax: (541) 575-3614

SIGNIFICANT ADJUSTMENTS 2024/2025 BUDGET

- Additional Positions
 - Humbolt – Dean of Students (General Fund function 2410)
 - Seneca – Additional Teacher (General Fund function 1111)
- Payroll changes
 - PERS UAL (bond related) eliminated – debt service funds accumulated and are in reserve (Object 213)
 - Unemployment reimplemented (Object 232) and Internal Service Fund created (Fund 600)
 - Salaries increased based on Collective Bargaining Agreements
 - Insurance benefits increased based on Collective Bargaining Agreements
- New Funds
 - Outdoor School (Fund 220) – previously within the General Fund
 - Greenhouse Revitalization Grant (Fund 244)
 - Internal Service Fund (Fund 600) – unemployment related reserves
- New budget document format – now generated from the accounting system and includes FTE (full time equivalency) for comparative purposes

Grant School District No. 3

Meeting Sign-in Sheet

Topic: 2024/2025 Budget Mtg Date: 05/28/2024
Presenter(s): Budget Processor: Mary Jo Evers

Name (please print):

Resident City:

Chanissa Moulton - BC

Mt Vernon

Charles Morris - BC

John Day

Lucas Moore - BC

Seuco

Karla Averett - BC

Canyon City

J. Attesperger

John Day

~~Also Present:~~

Thy Thompson - BC

John Day

Also Present:

MAT CARTER - BC

—

KING'S WILLIAMS - BC

—

Board of Directors Xlei - JB

—

MARY JO EVERS - Bus. Mgr

—

MARIL WITTY - SUPERINTENDENT

—

JANET MYERS - SECRETARY

—



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Board Meeting Minutes

Wednesday 05/15/2024 | 7:00PM

ZOOM IN BY USING THE FOLLOWING ACCESS CREDENTIALS:

<https://us02web.zoom.us/j/2595245851?pwd=ZjFIZ2w2eDNPMmhoT1VtS0wvbk1MZz09>

Meeting ID: 259 524 5851 | Passcode: HelloGSD3

[* = supplement enclosed]

1) **PRELIMINARY BUSINESS:** <Technical Difficulties ~ 1 hour>

- 1.1 Call to order: 7:03PM
 - 1.1.1 Board Attendance: 7 of 7
- 1.2 Pledge of Allegiance
- 1.3 Agenda Review
 - 1.3.1 Motion: CL; Second: JT; Unanimous: 7:0

2) **PUBLIC COMMENTS | 3-MINUTE LIMIT:**

- 2.1 Public Forum: 0
 - 2.1.1 1)
 - 2.1.2 2)
 - 2.1.3 3)

3) **STUDENT BODY REPORT(S):** (Please see 4.1 below)

4) **REPORTS:**

- 4.1 Grant Union Student Body: FBLA Team/Vincent Raschio & FBLA Team: I'm here to represent Grant Union FBLA. We all got through regionals by placing in the top 10 moving on to state. Out of our team of 10 FBLA student members, 5 of us are having the opportunity to move on to nationals. Abby Justice placed first and Hospitality and Event Management, Logan Randleas, Maddie Bailey, and Eliza Bailey placed fourth in sales presentation, and I placed first in business law.

Video presentation by Student FBLA Team – copies may be available upon request.

The video, as just shown, was presented at our competition. Following our presentation, the judges asked us questions about our hypothetical product. We created the Okie Dokie [Cookie Dough] company.

So in summary, we just really want to thank the school board for supporting us, allowing us to go to these different competitions. We really look forward to going to nationals.

It's for future business leaders. It's an opportunity of a lifetime really to be part of it. There are workshops where former FBLA members and current business leaders will teach you their secrets, their tricks, their trade. There's also networking with different people. People from all the states come around to one place and you get to talk to all of them, you get to meet new people. And lastly, it's just a lot of fun.

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5.2



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4.2 Financial Audit Report/Solutions CPS's/ Representative: Mitch Saul/ * 2023/2024 Audit available on our website:
<https://www.grantschooldistrict.org/financial>

4.3 Financial/Business Manager/ MJE *

4.3.1 See: **Board Meeting Packet – Addendum | Financial Report – May 2024**

4.4 Current Enrollment | Average Daily Membership (ADM) Reporting) as of last day of previous month/ JM *

4.5 Current Staffing/JY/jm

4.5.1 GU = 37

4.5.2 HES = 41

4.5.3 SES = 4

4.5.4 HCCC = 8

4.5.5 DO = 4

4.5.6 Transportation = 6

4.5.7 **TOTAL: 100**

4.6 Support for Students at GU/Jay Hummel & Team: We're calling it Flexible Support for 7th , 8th and 9th grade. FBLA kids tonight are fabulous exemplars of what we're working on with our younger students creating successful outcomes.

We are building a structured plan our staff is willing to spend a lot of extra time working on, and working really well together. We meet every Monday and Wednesday afternoon and talk about how we're doing that day, communication between all the players finding out: Have we been successful today or not? Can we make changes? Which kids are we going to talk to? How are we going to follow through the next day?

For GU, teachers are seen as in control of all of the learning. But there needs to be a school response that says, we've got to help those teachers in a collective and organized fashion. Andy and Shanna have been key in taking the lead.

This is what the Strategic Plan is talking about, individualizing, looking at each student and trying to figure out what's going to be successful for them. Our seventh graders required immediate attention to obtain a successful outcome from the academic struggle they were facing after COVID. MW

Our seventh graders are a good group of kids. They weren't satisfied with how they were doing academically. We implemented a plan for them, based upon the Strategic Plan guidelines. It was a good start. When we asked them again at the end of the third quarter, the results were a lot more positive. They were feeling better about themselves and their success. JH

4.7 Presentation of the Audit/Solutions CPA: Mitch Saul

4.8 Administrator's Reports | Previous Month:

4.8.1 Principal, Jay Hummel | Vice Principal, Andy Lusco | GU *

4.8.2 SpEd Director, Shanna Northway | GU/HES *

4.8.3 Principal, Janine Attlesperger | Humbolt (HES)*

4.8.4 Principal, Janine Attlesperger | Tina McCormick, Head Teacher | Seneca (SES) *

2 | 2024-0515 Board Meeting Minutes

Approved/Web-posted: 06/20/2024

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4.8.5 Director, Trina Fell | Humbolt Child Care Center (HCCC) *

4.9 Superintendent's Report/ Superintendent Mark Witty: First I'd like to welcome Justin Lieuallen. He hasn't been formally introduced. We are excited he's coming in, he will join the COSA team so we can do some team building together. Super excited to have him on board. There is challenging work ahead but always fun and exciting for sure. So glad to have him on our team.

4.9.1 Early Learning Collaborative Update: This is a critical strategy for Grant School District #3 to be successful, long-term with our student body in multiple ways. We need to have the best early learning feasible/possible so that we can find kids and work toward early learning, so they are productive and ready to come into our programs at kindergarten. We've got the Humboldt Child Care Center and we're going full speed ahead on that.

We're subsidizing our Humbolt Child Care Center (HCCC) significantly at this time. We need Preschool Promise slots to be able to get their budget balanced, and in a better position. This is a critical strategy for the district long term.

Example: I'm coming in as a young family and I've got three or so kids and one's two, one's four, one's six. They have different needs, and can come into a center where their individual needs can be addressed in one place – so it's a one-stop shop. I would really like to strive for this school district's ability to accommodate and support them. Tremendous grants and a lot of collaborative work ahead.

For collaboration: we've put together a group of 14. I would love to have one board member involved when we have meetings, and when we visit other established facilities, giving you a clear view.

As a high school principal, I thought ninth grade was the best thing since sliced bread. But then I soon realized, if they're not ready for ninth grade, it's really hard to get them through and ready to graduate. So as superintendent, I had to spend some time focusing on the elementary level. Quality preschool and good support builds that strong foundation for the future.

Grant money is available and I'm writing grants right now to try to get the kind of money that it will help us reach this vision. I think this is an important aspect to be able to support the school. The early learning component could be one of the biggest things that we can do to help families, and we need to make it affordable – that is the challenge that we're under right now.

4.9.2 Graduation | Expectation of board of Directors/Principal Jay Hummel: This is just a rough draft of the graduation program we put together (hand-out provided). Board Members are all invited. We meet back in the weight room, students are all there a lot earlier. We need you there by 9:45AM. We'll be the first ones out, Mark, Andy and I, will take our positions standing. We'll have spots for you on the stage. Students involved in student leadership, our valedictorian and salutatorian will be our speakers. Our class advisors are going to read the names of the graduates and you will hand out diplomas. Please sign up with me here. JH

4.9.3 State Testing: The state and federal government has created a situation where we are not getting good data on our students/programs and are not getting any actionable data in the moment to instruction immediately and no longitudinal data which can help us improve programs over time.

3 | 2024-0515 Board Meeting Minutes
Approved/Web-posted: 06/20/2024

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We need to consider owning our own assessment system that is nationally normed while also working with staff to create work samples to assure our students are prepared to do well past their experience at Grant School District #3.

- 1.1.1 We need to consider owning our own assessment system that is nationally normed while also working with staff to create work samples to assure our students are prepared to do well past their experience at Grant SD #3.
 - 1.1.2 Greenhouse and Chicken Shed – Revitalization Grant update: Our greenhouse chicken shed are making good progress. We're still on track to begin building in August 2024. It's going to be back behind Humboldt Elementary, so we don't lose any green space.
 - 1.1.3 SRO | COPS Grant: We are considering an SRO, student resource officer. Principal Hummel and I have had experience working with SRO's and if you find the right person, they are a powerful presence. The right person builds relationships with students and they tend to gravitate towards them. They offer trainings for students. They serve lunch. They can prove to be a very positive force in our district's student environment. We are also looking to bridge the gap of understanding between law enforcement processes and school district processes. Gordon Larson has taken on a safety role with the ESD, but may be a potential candidate for an SRO role here.
 - 1.1.4 2024 OSBA Convention | November 7th – 9th: Please take a look at your calendars for November. These training opportunities are valuable and make a significant difference over time.
 - 1.1.5 Studer/Huron Education | Leadership Capacity Building/SP Implementation: Please give Studer/Huron training opportunity strong consideration – we have capacity in our budget to proceed. Their core training values are: commit to excellence, measure the important things, build a culture around service, create and develop leaders. All staff roles district wide, from administrative to custodial, would benefit from this course work, as we should build leaders in all our roles. I also feel the knowledge gained would be a powerful asset to implementing our Strategic Plan. (see hand out)

Collective efficacy is so necessary in setting up the K through 12 assessment program. We are working as a team to set it up, so there's ownership and understanding. Building individual accountability. I believe this program would enhance our goals and leadership, which is why I am exploring this avenue.
 - 1.1.6 District Golf Party 06/13 – 1:00PM | Board Invitation: The district golf party is Thursday June 13th. Heather Rookstool is in charge and we would love to have board members participate. It's a best ball if you do a group of four and we'll provide lunch at 1:00PM, the social committee through Grant Union is going to provide the sides, the golf course will provide hamburgers, then golf will start at two.
 - 1.1.7 Oregon Rural School Board Caucus Training Scholarship - \$1,500 Self Assessment: OSBA Training for School Board Members. Vince Adams would be our presentation/training representative from OSBA. Deadline: June 30, 2024.
- 1.2 Construction/Capitol Projects Update/MW: Written updates presented in Board Meeting packet.

Board of Directors:



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2) **CONSENT AGENDA:**

- 2.1 Recommend Approving 04/17/2024 Board Meeting Minutes
- 2.2 **Recommend Accepting New Hires:**
 - 2.2.1 Fred Fell, Interim Asst Baseball Coach
 - 2.2.2 Drew Lusco, JH/SH Social Studies/Math | GU
 - 2.2.3 Gary Vanderstelt, Transportation Coordinator | Transportation Team/District Office
- 2.3 **Recommend Accepting Employment Role Transfer:**
 - 2.3.1 Mandie McQuown, from Head JH Volleyball Coach → Asst HS Volleyball Coach
- 2.4 **Recommend Accepting Employment Role Addition:**
 - 2.4.1 Erin Hodge, Social Media Specialist | HES
 - 2.4.2 Elijah Humbird, Head Girls Basketball Coach | GU
- 2.5 **Recommend Accepting Employment Resignations:**
 - 2.5.1 Erin Beil, SpEd Secretary/Librarian | GU
 - 2.5.2 Marissa Smith, Assistant Volleyball Coach | GU
 - 2.5.3 Jessica Sodorff, Educational Assistant and JH Asst Volleyball Coach | GU
 - 2.5.4 Laney Ulrich, Head Teacher | SES

- 2.6 Approval Consent Agenda (Section: 4): Motion: **ZB**; Second: **CL**; Unanimous: **7:0**

3) **NEW BUSINESS:**

- 3.1 **Approve Audit as Presented**
 - 3.1.1 Motion: **ZB**; Second: **CL**; Unanimous: **7:0**
- 3.2 **Corrective Action Plan based on audit findings/MJE**
 - 3.2.1 Motion: **JT**; Second: **KB**; Unanimous: **7:0**
- 3.3 **Approve Action Plan/Audit Resolution/MJE**
 - 3.3.1 Motion: **CL**; Second: **JT**; Unanimous: **7:0**
- 3.4 **APRIL 2024 POLICIES BATCH | READING: 1 of 2 (no action this meeting):**
 - 3.4.1 OSBA Policy Update Guide | Vol. 69 No. 2 sch * | See: Board Meeting Packet – Addendum 1
 - 3.4.1.1 Required | See: Policies Packets **1/2 AND 2/2** | “Required”
- 3.5 **MOU JDEA and GDS3 Articles IX and X**
 - 3.5.1 Motion: **KB**; Second: **AC**; Unanimous: **7:0**
- 3.6 **2024/2025 School Year Calendar | GSD3**
 - 3.6.1 Motion: **JT**; Second: **CL**; Unanimous: **7:0**
- 3.7 **Request to approve Construction Manager/General Contractor (CM/GC) | See: Packet Addendum: GSD3/CB Construction, Inc | GUHS HVAC CMGC Contract/ CL, JT on decision making team.**
 - 3.7.1 Motion: **AC**; Second: **KB**; Unanimous: **7:0**
- 3.8 **Request to approve Collective Bargaining Agreement (CBA) Agreement w/ BMFT (classified staff)/***
 - 3.8.1 See: Board Meeting Packet – Addendum | Collective Bargaining Agreement 2024 - 2028
 - 3.8.2 Motion: **KB**; Second: **JT**; Unanimous: **7:0**

4) **FUTURE CALENDAR DATES | 2024 | ALL Meetings are held at District Office, unless otherwise specified:**

- 4.1.1 05/15 – Board Meeting | 7:00PM
- 4.1.2 05/28 – 2024/2025 Budget Committee Meeting | 6:00PM
- 4.1.3 06/08 – High School Graduation | Time: 10:00AM
- 4.1.4 06/13 – Golfing party | 1:00PM
- 4.1.5 06/15 – GU 1964 HS Reunion (also invited: 1961 – 1963 and 1965 – 1967)

5 | 2024-0515 Board Meeting Minutes
Approved/Web-posted: 06/20/2024

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4.1.6 06/19 – Board Meeting | 7:00PM

5) **BOARD REPORTS:** Next Page

- 5.1 **KB:** Awesome being part of the senior projects, w/ WB, CL.
- 5.2 **M.T. A:** PASS
- 5.3 **AC:** [Appreciating] Strategic Plan showing in Adm Repts.
- 5.4 **CL:** Impressed w/ honors program.
- 5.5 **ZB:** [Appreciate] Corrective Action Plan from business manager.
- 5.6 **WB:** CPA's work; MW looking to future; baseball to state next week; track honk-out; Cal/class staff awesome; appreciate honors ceremony; Elijah stepping up to coach.
- 5.7 **JT:** Impressive presentation FBLA students; appreciate calendar revision.

[Board Packet posted on district web site at:
https://grantsd3.schoolinsites.com/](https://grantsd3.schoolinsites.com/)

Grant School District No.3 does not discriminate in employment, educational programs and activities, on the basis of race, national origin, color, creed, religion, gender, gender identification, sexual orientation or associational preference, age, disability, veteran status. The District also affirms its commitment to providing equal opportunities and equal access to its facilities. For additional information or assistance contact the District office at: (541)575-1280 | 401 N Canyon City Blvd, Canyon City, OR 97820-6111. For telecommunications relay services for the deaf, hearing or speech impaired call 1(800)735-2900 – thank you!

6) **TOTAL IN ATTENDANCE:**

- 6.1 In Person: 18
- 6.2 Via Zoom: 6

7) **ADJOURNED:** 9:30PM

Signature: _____ Date: **06/19/2024**
Superintendent

Signature: _____ Date: **06/19/2024**
Board Chair

Board of Directors:

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Grant School District 3

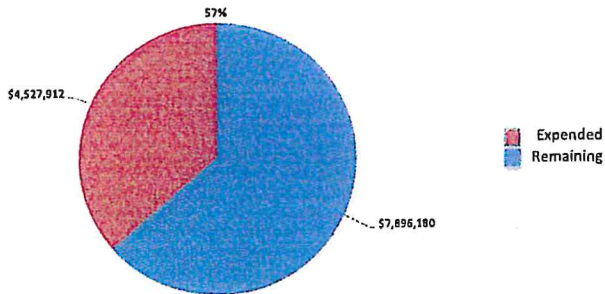
Project Tracker

Tuesday, May 14, 2024



Project	Project No.	Funding Source	Start Date	Months in Progress	Work Status	Budgeted Cost	Current Spend	% Expended
Grant Union HVAC	2023-04	ESSER III	Jul-23	11	In-Progress	\$2,335,000	\$70,150	3%
GUHS Student Commons	2023-02	ESSER III & Brownfield Grant	May-23	12	In-Progress	\$339,944	\$142,887	42%
District Maintenance Facility	2023-05	Fund 400 - Cap Projects	Sep-23	9	In-Progress	\$268,783	\$68,207	25%
Building Access & Security	2023-09	Fund 400 - Cap Projects	Sep-23	9	Completed	\$130,187	\$130,187	100%
GUHS Replacement Feasibility Study	2022-04	DAS HB5202	Jul-22	22	In-Progress	\$250,000	\$102,634	41%
Humboldt Playground Equipment	2023-03	ESSER II/III	Sep-23	8	In-Progress	\$351,953	\$187,278	53%
Humboldt HVAC	2022-02	DAS HB5202	Jul-22	23	In-Progress	\$1,198,441	\$846,197	71%
Pressbox @ 7th Street	2022-05	Fund 400 - Cap Projects	Dec-22	18	In-Progress	\$157,800	\$141,300	90%
PA System	2024-01	Fund 400 - Cap Projects	Jan-24	4	In-Progress	\$52,488	\$27,488	52%
Humboldt Seismic - Phase 2	2022-01	Business Oregon Seismic Grant	May-21	32	Completed	\$1,286,347	\$1,286,347	100%
Grant Union Roof Repairs (Seismic)	2022-03	DAS HB5202	Jul-22	14	Completed	\$1,089,877	\$1,089,877	100%
School District 3 Fencing	2023-01	SIA & Fund 400 - Cap Projects	Jun-23	7	Completed	\$284,878	\$284,878	100%
Humboldt Paving	2023-06	Fund 400 - Cap Projects	Aug-23	3	Completed	\$98,865	\$98,865	100%
GU Paving	2023-07	Fund 400 - Cap Projects	Aug-23	3	Completed	\$35,670	\$35,670	100%
Humboldt SpED	2023-08	Fund 400 - Cap Projects	Jul-23	3	Completed	\$15,947	\$15,947	100%
Total All Projects (Sum/Avg./In-Progress)	15			12	9	\$7,896,180	\$4,527,912	57%

Total Project Funding



Fund 400 - Capital Projects (District Funds)	
Total	\$3,275,331
Expended	\$802,542
Remaining	\$2,472,789
% Remaining	75%

DAS HB5202 Grant Funding	
Total	\$2,250,000
Expended	\$2,038,708
Remaining	\$211,292
% Remaining	9%

SEISMIC Grant Funding	
Total	\$1,286,347
Expended	\$1,286,347
Remaining	\$0
% Remaining	0%

ESSER II/III Grant Funding	
Total	\$888,199
Expended	\$400,315
Remaining	\$487,884
% Remaining	55%

4.10



Senior Schedule



2024

~ Prospector Pride ~

Monday: June 3rd

- 2:45 meet at Humbolt with cap and gown-Senior Walk

Wednesday: June 5th

- Pick up check out sheet from AVID
- check out 5, 6, 7, and 8 periods

Thursday: June 6th

- All finals completed
- Check out of 1, 2, 3 and 4
- Check out with each teacher, makes sure fines are paid.
 - All Fee's paid at this time
 - Senior Sleep over (optional)

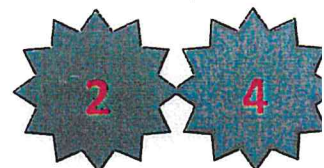
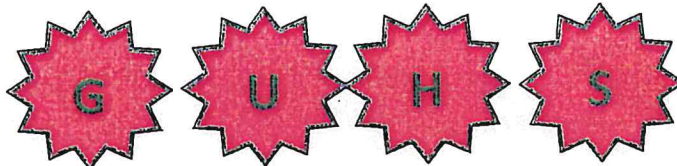
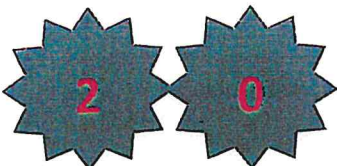
Friday: June 7th

- 8:00 Senior Breakfast
- 10:00 am graduation rehearsal

Saturday: June 8th

- 8:45 Students park out back, gather in the weights room, only Seniors allowed in room
 - 9:10 photos with family
 - 10:00 ceremony begins

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Grant Union High School "DRAFT"
Commencement Program
Saturday, June 8, 2024, 10:00 am

Procession of Graduates	GU Band
Welcome	Drewsey Williams
National Anthem	Alyssa Catalani
Presentation of Flowers	Sivanna Hodge
Salutatorian Address	Aliciana Archibald
Senior Memories SlideShow	Prepared by Kalli Wilson
Awards and Scholarships	Andy Lusco
Valedictorian Address	Alexander Finley
Presentation of Diplomas	
Senior Class Advisors Read Names	Judith Collier Andrea Combs Jason Miller
Board of Directors Handout Diplomas	Will Blood, Chair Amy Chatette, Vice Chair Kris Beal M.T. Anderson Chris Labbart Jake Taylor Zac Bailey Mark Witty
Superintendent	

Note: When Directors are not handing out diplomas, they will join the congratulation line, with the superintendent and principal, shaking hands.

Presentation-Class of 2024	Jay Hummel
Graduate Recessional	GU Band

2/2
4.9.2

9P | NINE PRINCIPLES

FOR ORGANIZATIONAL EXCELLENCE®

The Nine Principles® were created by Quint Studer and informed by his work helping partner organizations develop a success-based organizational culture driven by evidence. They are the guiding beliefs and standards of practice that support excellence in any organization. The principles align to the Malcolm Baldrige Criteria for Performance Excellence. They present a guide for all professionals on the path to excellence. They identify the leader behaviors that maximize performance, support organizational excellence, and are essential to creating a success-based culture.

Principle 1: Commit to Excellence
 Activate high-performing results while living out mission and values.

Principle 2: Measure the Important Things
 Assess current status and track progress toward goals.

Principle 3: Build a Culture Around Service
 Connect services to organizational values.

Principle 4: Create and Develop Leaders
 Make leadership development a priority.

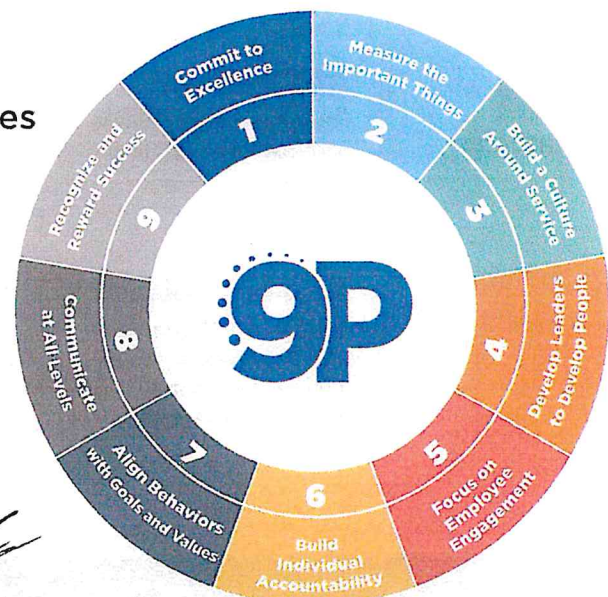
Principle 5: Focus on Employee Engagement
 Build a top-performing workforce.

Principle 6: Build Individual Accountability
 Create a self-motivating workforce.

Principle 7: Align Behaviors with Goals and Values
 Align leadership and resources.

Principle 8: Communicate at All Levels
 Show why, then describe what and how.

Principle 9: Recognize and Reward Success
 Everyone makes a difference.



409.7
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WHO IS STUDER EDUCATION?

We work side-by-side with organizations to help establish, accelerate, and hardwire the necessary changes to create a culture of performance excellence. We help create better alignment and consistency of leadership practices, engaged employees working toward common goals, and the highest levels of service. **Our success depends on your success.**

WHY WE DO WHAT WE DO

Excellent people create excellent organizations. We build the right culture so people have purpose, do worthwhile work and make a difference. We start with passion and provide tools and tactics aligned to the Nine Principles of Organizational Excellence® to achieve organizational results. We help people solve problems, learn something new, and reflect on work practices to improve individual and organizational performance.

WHAT WE DO

WE PARTNER AND NETWORK WITH ORGANIZATIONS TO:

- Focus on service as the key driver to success
- Develop and build a high-performing workplace culture
- Apply a systems-improvement process to create consistency and alignment of leadership practices
- Facilitate strategic and short-cycle action planning and execution to achieve organizational results

HOW WE DO IT

We engage with leaders in a variety of ways to offer tactics, tools, and resources aligned to the Nine Principles of Organizational Excellence®. Our delivery models include:

ORGANIZATIONAL EXCELLENCE PARTNERSHIPS AND COACHING

Partner with our coaching team to devise and execute a systems-improvement process and apply Nine Principles tools and tactics to achieve results.

NINE PRINCIPLES TOOLKITS & WORKSHOPS

Engage in intensive learning workshops targeted to the immediate needs of the organization to address specific areas of priority and improvement.

9P DIGITAL PLATFORM

Connect and learn anytime and anywhere with access to digital resources for on-demand or guided learning and development.

OUR SERVICES

STRATEGIC PLANNING

Develop a shared vision and road map for future success.

ALIGNED SCORECARDS

Define annual success metrics and actions to achieve results.

STAKEHOLDER SURVEYS

Collect input and data from stakeholders and take action based on feedback.

LEADERSHIP SPRINTS

Build a process and cadence of short-cycle action planning with leaders.

EMPLOYEE ENGAGEMENT

Develop a fully engaged and "all in" workforce to achieve meaningful organizational results.

LEADERSHIP DEVELOPMENT

Develop leaders to be key enablers of continuous improvement and organizational excellence to ensure quality outcomes aligned to the strategic vision for success.

SERVICE EXCELLENCE

Intentionally engage employees in applying key strategies and practices for providing excellent service to stakeholders.

2/2

Grant School District No. 3

PLEASE SIGN IN

BOARD MEETING

District Office Board Room

DATE: 05/15/2024 TIME: 7:00 pm

CHECK HERE if you wish to address the Board during Public Forum.

(3- Minute Limit)

NAME (please print)

TOWN REPRESENTING

<input type="checkbox"/>	<u>Imine Attlesperger</u>	<u>John Day</u>
<input type="checkbox"/>	<u>Heather Rookstad</u>	<u>JD</u>
<input type="checkbox"/>	<u>Kalli Wilson</u>	<u>JD</u>
<input type="checkbox"/>	<u>Jena Raschio</u>	<u>JD</u>
<input checked="" type="checkbox"/>	<u>Vincent Raschio</u>	<u>JD</u>
<input type="checkbox"/>	<u>Sherri Dewdy</u>	<u>JD</u>
<input type="checkbox"/>	<u>Greg Floyd</u>	<u>CC</u>
<input type="checkbox"/>	<u>Chad Skop</u>	<u>CC</u>
<input type="checkbox"/>	<u>Amy Walker</u>	<u>John Day, Solutions</u>
<input type="checkbox"/>	<u>Mark Lee</u>	<u>Camp Hill, Solutions</u>

Grant School District No. 3

PLEASE SIGN IN

BOARD MEETING

District Office Board Room

DATE: 05/15/24 TIME: 7:00 pm

CHECK HERE if you wish to address the Board during Public Forum.

(3-Minute Limit)

NAME (please print)

TOWN REPRESENTING

<input type="checkbox"/>	Anna Field	DC
<input type="checkbox"/>	Eliza Bailey	CC
<input type="checkbox"/>	Ester Harper	JD
<input type="checkbox"/>	Krista Qual	JT
<input type="checkbox"/>	Logan Ranaleas	JR
<input type="checkbox"/>	Justin Lienallen	JD
<input type="checkbox"/>	Brandy Lambeth	JT
<input type="checkbox"/>	Lacy Lambeth	JD
<input type="checkbox"/>		
<input type="checkbox"/>		



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Alesa Smith

POSITION: Head Cook

*FIRST DAY OF WORK: Aug. 19, 2024 WORK HOURS PER DAY: 10

APPLICATIONS RECEIVED: 4 # PERSONS INTERVIEWED: 4

EXPERIENCE: 10 years as an assistant cook

EDUCATION: HS Graduate

NAMES OF REFERENCES CHECKED: 4

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Kris Beal

Korina Jones

Janine Attlesperger

Mark Witty

NAMES OF ALL PERSONS INTERVIEWED:

Alesa Smith

Taysha Humbird

Tabitha Elliott

Tia Kastner

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Natalie Weaver

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR

CONFIDENTIAL COACH EXTRA DUTY

LANE: Head Cook STEP/YEARS: _____ SALARY: _____ (select one) Hourly

Annually

Season

Contract issued

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

Mac W. [Signature]

SIGNATURE OF SUPERINTENDENT

DATE FORM COMPLETED

6/12/2024

DATE

115
513 ✓



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Paige Welch

POSITION: 5th Grade Teacher

*FIRST DAY OF WORK: 8/12/24 WORK HOURS PER DAY: 8.5

APPLICATIONS RECEIVED: 3 # PERSONS INTERVIEWED: 3

EXPERIENCE: 3

EDUCATION: BS Early Childhood/Elementary Education, WOU

NAMES OF REFERENCES CHECKED: Emily Gerot, Laura Gerick, Jay Rodighiero

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Kelli LaFramboise

Janine Attlesperger

Andrea Ashley

NAMES OF ALL PERSONS INTERVIEWED:

William Bush

Paige Welch

Jennifer Smoot

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Anna Field

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: 4/19/2024

DATE APPLICATIONS CLOSED: 6/05/2024

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly
 Annually
 Contract issued Season

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Janine Attlesperger
SIGNATURE OF SUPERVISOR

6/5/2024
DATE FORM COMPLETED

Paige Welch
SIGNATURE OF SUPERINTENDENT

6/11/24
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Randy Mooney

POSITION: Temp Summer Custodial and Maintenance

*FIRST DAY OF WORK: 06/17/24 WORK HOURS PER DAY: 8

APPLICATIONS RECEIVED: 3 # PERSONS INTERVIEWED: 3

EXPERIENCE: Several years in a similar position

EDUCATION: HS Diploma w/ some college

NAMES OF REFERENCES CHECKED: Local

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Dustin Wilson Mark Witty

NAMES OF ALL PERSONS INTERVIEWED:

Randy Mooney Rolondo Mereno

Earnest Short

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Temp Position

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly

Contract issued Annually

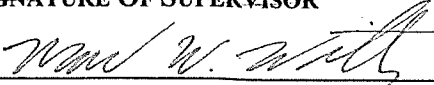
RECOMMENDED TO THE BOARD FOR HIRE Season

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*


SIGNATURE OF SUPERVISOR

6-14-24
DATE FORM COMPLETED


SIGNATURE OF SUPERINTENDENT

6/14/2024
DATE





GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Rolando Moreno

POSITION: Temp Summer Custodial and Maintenance

*FIRST DAY OF WORK: 06/17/24 WORK HOURS PER DAY: 8

APPLICATIONS RECEIVED: 3 # PERSONS INTERVIEWED: 3

EXPERIENCE: Several years in a similar position

EDUCATION: HS Diploma

NAMES OF REFERENCES CHECKED: Local

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Dustin Wilson

Mark Witty

NAMES OF ALL PERSONS INTERVIEWED:

Randy Mooney

Rolondo Mereno

Earnest Short

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Temp Position

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly

Annually

Season

Contract issued

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

6-14-24
DATE FORM COMPLETED

Mark W. Witty
SIGNATURE OF SUPERINTENDENT

6/14/2024
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Earnest Shorts

POSITION: Temp Summer Custodial

*FIRST DAY OF WORK: 06/17/24 WORK HOURS PER DAY: 4

APPLICATIONS RECEIVED: 3 # PERSONS INTERVIEWED: 3

EXPERIENCE: Some landscaping and janitorial

EDUCATION: HS Diploma

NAMES OF REFERENCES CHECKED: Local

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Dustin Wilson Mark Witty

NAMES OF ALL PERSONS INTERVIEWED:

Randy Mooney Earnest Shorts

Rolando Moreno

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Temp Position

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly

Annually
 Season

Contract issued

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*


SIGNATURE OF SUPERVISOR

6-14-24
DATE FORM COMPLETED


SIGNATURE OF SUPERINTENDENT

6/14/2024 ✓
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Andrea Ashley

POSITION: Summer School Teacher

*FIRST DAY OF WORK: 6/24/2024 WORK HOURS PER DAY: 4.5

APPLICATIONS RECEIVED: 2 # PERSONS INTERVIEWED: 2

EXPERIENCE: 12

EDUCATION: Master of Education w/Reading Endorsement

NAMES OF REFERENCES CHECKED: Satisfactory teaching performance

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Janine Attlesperger

Kelli LaFramboise

NAMES OF ALL PERSONS INTERVIEWED:

Andrea Ashley

Amy Hunt

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Kassi Helmricks

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly
 Annually
 Season

Contract issued

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Janine Attlesperger
SIGNATURE OF SUPERVISOR

6/5/2024
DATE FORM COMPLETED

[Signature]
SIGNATURE OF SUPERINTENDENT

6/11/24
DATE

15
5/5



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Andrea Combs

POSITION: Summer School ESY Teacher

*FIRST DAY OF WORK: 6/17/24 WORK HOURS PER DAY: 5

APPLICATIONS RECEIVED: 1 # PERSONS INTERVIEWED: 1

EXPERIENCE: 20 year experienced teacher

EDUCATION: _____

NAMES OF REFERENCES CHECKED: Shanna Northway

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

NAMES OF ALL PERSONS INTERVIEWED:

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: 5/1/24 DATE APPLICATIONS CLOSED: until filled

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly
 Annually
 Season

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

6/12/24
DATE FORM COMPLETED

SIGNATURE OF SUPERINTENDENT

6/12/24
DATE





GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Amy Hunt

POSITION: Summer School Teacher

*FIRST DAY OF WORK: 6/24/2024 WORK HOURS PER DAY: 4.5

APPLICATIONS RECEIVED: 2 # PERSONS INTERVIEWED: 2

EXPERIENCE: 14

EDUCATION: Bachelor of Education w/Special Education Endorsement

NAMES OF REFERENCES CHECKED: Satisfactory teaching performance

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Janine Attlesperger

Kelli LaFramboise

NAMES OF ALL PERSONS INTERVIEWED:

Andrea Ashley

Amy Hunt

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Shanley Cobb/Anna Field

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly
 Annually
 Season

Contract issued
 RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Janine Attlesperger
SIGNATURE OF SUPERVISOR

6/6/2024
DATE FORM COMPLETED

Man W. Smith
SIGNATURE OF SUPERINTENDENT

6/11/2024
DATE





GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Kelli LaFramboise

POSITION: Summer School Director

*FIRST DAY OF WORK: 6/24/2024 WORK HOURS PER DAY: 5

APPLICATIONS RECEIVED: 1 # PERSONS INTERVIEWED: 0

EXPERIENCE: 10

EDUCATION: Master of Education

NAMES OF REFERENCES CHECKED: Successful performance last year as Director

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

NAMES OF ALL PERSONS INTERVIEWED:

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Kelli LaFramboise/Anna Field

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly
 Annually
 Season

Contract issued

RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Janine Attlesperger
SIGNATURE OF SUPERVISOR

6/5/2024
DATE FORM COMPLETED

Wm. W. Smith
SIGNATURE OF SUPERINTENDENT

6/11/24
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Heather Rockstool

POSITION: Summer School DVA Aide

*FIRST DAY OF WORK: 6/17/24 WORK HOURS PER DAY: 5

APPLICATIONS RECEIVED: 1 # PERSONS INTERVIEWED: 1

EXPERIENCE: 2 years of DVA

EDUCATION: _____

NAMES OF REFERENCES CHECKED: Shanna Northway

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: YES NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

NAMES OF ALL PERSONS INTERVIEWED:

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING: RETIRED RESIGNED TERMINATED NEW POSITION

DATE OF NOTICE OF POSITION: 5/1/24 DATE APPLICATIONS CLOSED: until filled

CLASSIFICATION (select one): CLASSIFIED LICENSED ADMINISTRATOR
 CONFIDENTIAL COACH EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: _____ (select one) Hourly
 Annually
 Season

Contract issued
 RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

6/12/24
DATE FORM COMPLETED

SIGNATURE OF SUPERINTENDENT

6/12/24
DATE

5/28/24

Chris Beil
590 NW Brent Str.
John Day, OR 97845

Grant School District #3
Canyon City, OR 97820

To whom it may concern:

I am writing to inform you of my decision to resign from my position as the assistant JV/V Girls Basketball Coach at Grant Union High School.

This decision hasn't been easy, as being the assistant coach to both JV/V girls basketball teams. This has been both rewarding and a challenging experience. I have cherished the opportunity to mentor such talented and dedicated young athletes. The growth and achievements of the team have been a source of immense pride for me, and I am grateful for the support and collaboration of the school administration, fellow coaches, and the entire community.

Thank you for the opportunity to be a part of the Grant Union girls athletic program. I look forward to seeing the continued success and growth of the JV/V girls basketball team and program.

Sincerely,



Chris Beil

05/28/2024



59:24

Dear Andy, Jay, Shanna and Staff,

It has been such a pleasure working with you all! Thank you for making me your "go-to" person and feel like a key player in the office. It is with a sad heart that I resign from my position as AD/ Attendance Secretary. Please consider this my 2 week's notice. I want to say thank you for letting be part of the school.

Sincerely,

Trista H. Cox
Trista Cox

✓

Grant School District No. 3

Board Meeting Supplements

Section 6:

New Business

CHAIR'S YEAR REVIEW:

Recently, I was reflecting on all of the good things that happened at Grant School District #3 over the past academic year. There were so many things, and I started to make a list. The accomplishments of our students and staff were plentiful this year, and it inspired me to do a year review. I had some help from Superintendent Mark Witty and Vice-Chair Amy Charette. It's a bit of a long read, but please take a look at the great things that happened in our district this year!

- Superintendent change:
Any time a District undergoes a Superintendent change, it is a big ordeal. Our board, our staff, and our students experienced this whirlwind change the week before and the first week of school this year. Everyone responded greatly, and the transition was smooth. Parts of this were a heavy lift for the Board, and I want to offer my sincere thanks to everyone for their work and attention to such a critical matter.
- Superintendent change spurs GU principal change:
Mark Witty was elevated to the Superintendent role, which in turn, created a massive hole at Grant Union. Mark did a fantastic job wearing both Superintendent and Principal hats until the District was able to hire Jay Hummel. Jay was a huge score for our District. I was a little nervous about having a "one year rental" in a principal. It didn't take long at all for my worries to be alleviated. Jay took on his job 100% invested, and it showed. Jay's steady hand approach, and great leadership was a critical need at Grant Union and he performed remarkably well. Jay could have easily done enough to just "get by" and collect a paycheck until his year was up, but he didn't. Jay did a fantastic job, and he has set the table rather well for Justin Lieuellen to take over moving forward. Jay Hummel will always have my respect for his performance and investment in our school district for what seems like a very short year. Job well done Jay!
- Board/Superintendent working agreement:
An item requested by Mark, and certainly needed, to give both Mark and the Board clear direction and expectations of one another.
- Strategic plan developed and implemented:
A huge undertaking that Mark tackled immediately as Superintendent. Mark did a lot of front end work to make the Strategic Planning Committee a reality so we could move forward with actually developing the strategic plan. An exceptionally well rounded committee was formed from staff, board members, business partners, community stakeholders, etc. This venture was very successful due to many things, but the cross section of committee members and their diligent, hard work over several meetings was instrumental in creating a living, breathing document that will assist in guiding the District forward in the years to come
- Business manager change, finances returned to order, payroll brought back to district:
Mary Jo Evers has been outstanding in restoring order to our books and finances. Through her diligence, payroll is back in house and no longer contracted with Grant ESD. The Board has a much clearer understanding of District finances.

1/5
6.2

- Thanks to Mary Jo, finally got audit for 22/23 completed;
 - Getting everything ready for the audit was no easy task. Mary Jo worked tirelessly to get the District as ready as it could be for an audit all of us knew was going to sting. Remedies to problems were identified and immediately implemented. I believe it is safe to say there is nowhere near the level of concern for our budget and finances as there was this time last year.

- 7th grade intervention. Huge success that expands to other grades:
 - As far as I'm concerned, this is the story of the year! As we all know, for whatever reason, our 7th graders were significantly behind in multiple areas. Mark, Jay, and the GU team took the data to heart, and sprung into action to address the issue. This is my first year on a school board, so my experience with educational issues is pretty limited. I can say that in my entire professional career, as well as in personal life experience, I have never seen an entity receive data, then respond to an identified issue with such determination, resolve, and a "can do" attitude to make things better. To me, one of the best, if not the best things about this is the students responded in such a positive manner. They started having victories, and they built on it. That happens when they feel valued, supported, and appreciated. There are too many people to give individual accolades to, but I will say it was a job extremely well done by Mark, the GU team, and most of all, the students! What makes it even better was it grew into such a huge success, it was expanded to 8th and 9th grade. Great effort, great work, and great collaboration!

- Successful continuation/completion of numerous capital projects:
 - The beast that won't go away, but numerous improvements happening to our facilities for the better.

- Launch of childcare center:
 - A critical need for our community. Mark continues to look for funding to make this more sustainable and affordable for those who need it. This is a critical component to our long term enrollment going forward.

- Attendance at OSBA conference: Mark, Jake, Amy, and Will

- Collaborative effort with certified union to get more Fridays on the calendar for the next school year. The work that went into this:
 - Surveys of students, family, staff, and the overwhelming cooperation between sides to make this a reality. Better for students and staff. The meetings and legwork that made this happen were fantastic. Not only were students clearly at the forefront of everyone's minds, but staff was, too.

- Negotiated a contract with classified staff:
 - Another instance of great cooperation from both sides. Some of our classified staff were grossly underpaid, and it was fixed. In my professional life, I have been part of a labor association for 22 years. I have experienced numerous labor negotiations and have actively led negotiations from the labor side on one contract. Negotiations are never this smooth and quick. That is a testament to both the District and our employees.

- Reintroduction of ASB activities/student government:

Something Mark recognized was lacking at GU. It was reintroduced. Students have a voice and it gives those in leadership positions good experience as they move forward in life.

- Numerous policy updates
- Need identified at Humbolt for Dean of Students, process held, person identified:
Another need identified and addressed. Jeanine simply has not been able to fully do her job because of a constant flow of issues that should land on someone/a level other than her. This important need will allow Jeanine to focus on other administrative issues, but also give students a dedicated person to better serve their needs.
- New budget committee members selected, budget process was smooth and efficient.
- Student volunteer landscaping at Humbolt.
- Greenhouse/chicken coop at Humbolt.
- Numerous grants/funding identified and secured:
These funds are making many improvements/maintenance possible that would not otherwise happen, making our District a better place to learn and work.
- Hiring of Justin Lieuallan-GU principal 24/25 school year:
An obviously important fill looking to the next school year. Justin brings good experience with him, and I look forward to seeing him lead GU in a positive direction, building on the solid foundation left behind by Jay.
- Hiring of multiple staff positions for current year as well as next year:
The District has navigated many staffing changes/additions this year. It has seemed never ending, but due to the hard work and dedication of several people, our schools are on solid footing as we look forward to the 24/25 school year. We are still in search of a Head Teacher for Seneca. Mark is actively working to address this so Seneca can hit the ground running in the fall.
- Science curriculum adoption:
Not a small undertaking by our staff. This work is important and appreciated!
- Hiring of construction manager for projects:
We have so many moving parts on projects involving millions of dollars. This was a good move to ensure efficiency.
- Revamping/reintroduction of The Nugget:
A lot of work went into this to make our course offerings at GU more clear as students chart their high school goals and work toward graduation.
- Graduated 41 exceptional Seniors:
This was a great class full of ambition on many different levels. I feel very fortunate to have gotten to know many of these kids over the last few years. They are going to be missed, but I am excited to see their future success.

- Mark's hard work ethic when serving as both principal and superintendent until Jay was hired, then his constant hard work throughout the year. Significant work establishing procedures that were missing and working to set the District up for success. Landscaping, etc
- Shanna's contributions in SPED and outside of SPED. Collaboration.
- Establishment of Prospector Pride newsletter, great way to communicate with students, staff and community.
- Increased communication with the community through social media and regular coffee time visits.
- Back to back state softball champs.
- FBLA
 - Oregon State President from GU (2nd Yr in a Row)
 - Oregon State Vice President of Media
 - All 10 students from GU who competed at State qualified for State
 - 5 Students attending Nationals in June - Orlando, Florida
 - GU student won National FBLA in Design for 24-15
- FFA Program Reinvigorated w/ New Hire
 - Ag I competed in Soils Judging placing 2nd in District
 - Competed in Corvallis in State Career Development Contests - Went on Industry Tours
 - Grant Union FFA Alumni group is restarting
- Boys basketball making it to the district tournament for the third year in a row, and then to the state tournament, RC named Blue Mountain Conference Coach of the year
- Baseball. District champions and made it to state tournament for third consecutive year, RC also coach of the year for our side of the special district.
- Volleyball making it to State for the third consecutive year after COVID. Prior to COVID the GU Volleyball team competed multiple years consecutively at State.
- Partnership with Chester's:
 - Chester's has been a huge partner, supporter, and advocate for our kids!
- Partnership with other partners. Subway, Les Schwab, etc:
 - I don't mean to exclude anyone. Our District is extremely fortunate to have the business and community support of so many people. Thank you all!!
- The Bob Armstrong movement:
 - Supporting our kids, free attendance via sponsorship for games, etc. What started as a gesture to get our football boys some support became a beast of a movement across our athletics and other ventures. Bob has great love for our kids, and it became contagious. Looking forward to this again in 24/25. Thank you Bob!!
- Three time state wrestling champion Mallory Lusco.

- Two time state wrestling champion Taylor Parsons.

- Humbolt:
 - Two 6th graders won Americanism Essay - Local Elks Club
 - Elks Hoop Shoot 5th grader competed at State
 - 3 Elks Eye Poster Contest Winners
 - Battle of the Books took 1st regionally and went to State!!! 3rd - 5th grade
 - 6th - 8th grade Grant Union Protractors - took 3rd place in Northeast Oregon MathCounts Competition

It has been my distinct honor and privilege to serve as Board Chair of this great school district this last year. I would like to thank the Board of Directors, Superintendent Witty, our great staff, our simply amazing students, community members, area businesses, and others for a very successful year. Let us continue this momentum in the years to come.

Respectfully,

Will Blood, Chair
Grant School District #3 Board of Directors



WORK FOR OSBA SERVICES

Grant School District Board:

I am pleased to present a description of the Balanced Governance Board Self-Assessment.

BOARD SELF-ASSESSMENT

The board self-assessment follows this process:

1. Each board member takes an 80-question assessment designed to reflect upon the entire board's behaviors and characteristics along 12 research-based standards. (15-20 minutes)
2. A report is produced which is sent to the board prior to the meeting at which the report will be discussed.
3. The board meets with the consultant to review and discuss the following:
 - a. Overall strengths and areas of improvement
 - b. Specific strengths and areas of improvement
 - c. Areas of congruence and incongruence
 - d. Goal-setting for development based on the data in the report
4. This meeting takes approximately 2 hours and can be done remotely

DATES

The following dates are currently available in August for a remote workshop:

- August 13
- August 14
- August 15
- August 21
- August 22
- August 27
- August 28
- August 29

TOTAL COST FOR PROFESSIONAL SERVICES IS ESTIMATED:

The Grant School Board has a Rural Caucus Scholarship for \$1,800. A remote training for a board self-assessment would be \$875, which would be credited against that total.

Please let me know if you have any questions. Thank you.

A handwritten signature in black ink, appearing to read "Kristen Miles".

Kristen Miles
Director of Board Development, OSBA

Handwritten initials in black ink, possibly "KM".

RESOLUTION No. 24-10

ADOPTING THE BUDGET

BE IT RESOLVED that the Board of Directors of the Grant School District No. 3 hereby adopts the budget for fiscal year 2024-2025 in the total amount of **\$20,725,616**. * This budget is now on file at the School District Office in John Day, Oregon.

MAKING APPROPRIATIONS

BE IT RESOLVED that the amounts shown below are hereby appropriated for the fiscal year beginning July 1, 2024, for the following purposes:

General Fund - 100		Title IA - 240	
Instruction.....	\$4,791,849	Instruction.....	\$220,639
Support Services.....	4,003,606	Total.....	\$220,639
Enterprise & Community Services	0	Medicaid Fund - 243	
Facilities Acquisition	50,000	Support Services.....	\$65,000
Transfers.....	865,000	Total.....	\$65,000
Debt Service	105,000	Greenhouse CTE Revitalization - 244	
Contingency.....	0	Support Services.....	\$200,000
Total.....	\$9,815,455	Total.....	\$200,000
Unappropriated Ending Fund Balance*	\$900,000	Preschool - 250	
Student Body Funds - 208		Support Services.....	\$343,976
Instruction.....	\$638,000	Total.....	\$343,976
Support Services.....	245,000	School Lunch Fund - 253	
Total.....	\$883,000	Enterprise & Community Services	\$483,011
Curriculum/Technology Fund - 209		Total.....	\$483,011
Support Services.....	\$ 185,000	IDEA -260	
Total.....	\$185,000	Instruction.....	\$125,241
Bus Replacement - 210		Total.....	\$125,241
Support Services.....	\$549,128	Debt Service Fund - 301	
Total.....	\$549,128	Debt Service	\$247,926
Unappropriated Ending Fund Balance*	\$150,000	Total.....	\$247,926
High School Success Grant Fund - 216		Unappropriated Ending Fund Balance*	\$500,000
Instruction.....	\$106,502	PERS Debt Service - 305	
Support Services.....	64,953	Debt Service	\$469,360
Total.....	\$171,455	Total.....	\$469,360
Outdoor School Grant - 220		Unappropriated Ending Fund Balance*	\$1,288,736
Instruction.....	\$20,000	Capital Project Funds - 400	
Total.....	\$20,000	Facilities Acquisition	\$3,500,000
Early Literacy Grant - 221		Total.....	\$3,500,000
Instruction.....	\$50,169	Unemployment Fund - 600	
Total.....	\$50,169	Support Services.....	\$50,000
SIA Grant Fund - 222		Total.....	\$50,000
Instruction.....	\$335,151		
Support Services.....	121,340		
Facilities Acquisition	51,029		
Total.....	\$507,520		

Total APPROPRIATIONS, All Funds . . .	\$17,886,880
Total Unappropriated and Reserve Amounts, All Funds . . .	2,838,736 *

Adopted this 19th day of June, 2024

Signed:

Chairman

Attest:

Superintendent

Handwritten signature and initials
6/15

RESOLUTION No. 24-11

IMPOSING THE TAX

BE IT RESOLVED that the following ad valorem property taxes are hereby imposed upon the assessed value of all taxable property within the district for tax year 2024-2025 :

- (1) At the rate of \$1.6468 per \$1,000 of assessed value for permanent rate tax; and

CATEGORIZING THE TAX

BE IT RESOLVED that the taxes imposed are hereby categorized for purposes of Article XI section 11b as:

	Subject to the Education Limitation	Excluded from Limitation
Permanent Rate Tax.....		\$1.6468 / \$1000

The above resolution statements were approved and declared adopted on June 19, 2024.

Signed:

Chairman

Attest:

Superintendent

6.6
6.7

RESOLUTION #24-12

A RESOLUTION TO RECOGNIZE AND APPROPRIATE UNANTICIPATED RESTRICTED GRANTS

WHEREAS, the 2023-24 Grant School District #3 Budget was adopted based upon known or anticipated information; and

WHEREAS, the District has been awarded Early Literacy Grant and Greenhouse School Grant; and

WHEREAS, the Grant School Board desires to modify the 2023-24 Budget to recognize and appropriate expenditures for these unanticipated restricted grants.

NOW THEREFORE, BE IT HEREBY RESOLVED by the Adrian School District Board of Directors, to make the following appropriations as follows:

221 – Early Literacy Grant

3000	State Restricted Grant	\$ (51,979.91)
1000	Instruction	<u>51,979.91</u>
		\$ 0

244 – Greenhouse CTE Revitalization Grant

3000	State Restricted Grant	\$ (50,000.00)
2000	Support Services	<u>50,000.00</u>
		\$ 0

EFFECTIVE DATE: Effective immediately upon passage.

PASSED AND ADOPTED by the Board of Directors of the Grant School District #3 this 19th day of June, 2024, by the following vote:

AYES:

NAYES:

ABSENT:

APPROVED by the Chairman this 19th day of June, 2024.

Chairman

ATTEST:

Mark Witty, Superintendent

