



Newberg School District 29J
Board Agenda
October 25, 2022
Work Session
(REVISED)

Board Meeting – Work Session Agenda			
I.	Call to Order	Chair Brown	7:00 pm
II.	Flag Salute	Trevor Dehart	
III.	Review Agenda: <ul style="list-style-type: none"> • Additions • Deletions 	Chair Brown	
IV.	Approval of Minutes: <ul style="list-style-type: none"> • Approve 10.11.22 Board Minutes 	Chair Brown	
V.	Student Representative Introductions and Interviews	Chair Brown	
VI.	Consent Agenda: <ul style="list-style-type: none"> • New Hires & Resignations • Policy Revisions • Division 22 • Oregon Savings and Growth 	Chair Brown	7:30 pm
VII.	Reports, Presentations and Discussion Items: <ul style="list-style-type: none"> • SIA Presentation-OPEN FOR PUBLIC COMMENT • Mural at Edwards 	Jillian Felizarta Chair Brown	
VIII.	Board Action Items: <ul style="list-style-type: none"> • OSEA MOU 	Dave Brown Dr. Phillips	
IX.	Superintendent Comments <ul style="list-style-type: none"> • Work Session Format <ul style="list-style-type: none"> ○ Building Admin Reports ○ 2021-2022 State Achievement Data ○ Reading Enrichment 	Dr. Phillips	
X.	Future Agenda Items: <ul style="list-style-type: none"> • OSEA Contract Language • New Website 		8:30 pm
XI.	Future Board Meeting: November 8 th , 2022 @ 7:00 pm (November 22 nd meeting has been moved to November 29 th , 2022)		
	Adjourn Meeting		

NO PUBLIC COMMENTS DURING BOARD WORK SESSIONS- WITH THE EXCEPTION OF VII- SIA PRESENTATION

Thirty (30) minutes has been allotted for public comments, with a two (2) minute limit per person. Public comments will be processed in the order received. Comments may be submitted via email until 4 pm the Monday before regular session board meetings to: publiccomment@newberg.k12.or.us Those submitted via email will be read by a board member or Superintendent unless otherwise noted. We will also accept comment cards, in person, from those wishing to speak on the evening of regular session meetings. Executive Session is closed to the public.

[Link to October 25, 2022 Board Meeting](#) To listen to the meeting, call one of these numbers and follow the prompts:

1-253-215-8782 or 1-301-715-8592 Meeting ID: **880 3711 1257**; Passcode: **782236**

Or login via Zoom, using Meeting ID: **880 3711 1257**; Password: **782236**

NEWBERG SCHOOL DISTRICT 29J
Board Meeting, October 11, 2022
In Person / Virtual via Zoom Session

DRAFT MINUTES

BOARD MEMBERS PRESENT

Raquel Peregrino de Brito
Renee Powell
Brian Shannon
Dave Brown
Trevor DeHart
Ron Rilee
Shelley Kolb

BOARD MEMBERS ABSENT

None

STAFF PRESENT

Dr. Stephen W. Phillips, Superintendent
Tabitha Renne, Board Secretary & Exec.
Assistant to the Superintendent
Jamie McParland, Technology Supervisor
Scott Linenberger, Director of HR

OTHERS PRESENT

Heather Bixby, Director of Finance NSD

I. REGULAR SESSION CALL TO ORDER

A duly called and noticed Regular Meeting of the Board of Directors of Newberg School District 29J was called to order by chair Dave Brown at 6:05 pm on Tuesday, October 11th 2022. Board members and staff were present, public attended in person and via Zoom Session.

This video session was recorded and posted on the Newberg School District website. [Board Meeting 10.11.22- YouTube](#)

II. FLAG SALUTE

Trevor DeHart led the Board in the Pledge of Allegiance.

III. RECESS TO EXECUTIVE SESSION AS PER: ORS 192.660 (2)(h)

(Moved to Exec session at approx. 6:05 PM)

Tyler Smith, Tyler and Associates (via Google Meets); Lisa Freiley, WESD (via Google Meets), Rebekah Jacobson, Garrett Hemann Robertson PC (via Google Meets)

IV. RECONVENE TO REGULAR SESSION AT APPROX. 7:25 PM

V. REVIEW AGENDA (Begins at approx. 1:21:40 on the YouTube Video link)

Board chair, Brown, reviewed the agenda.

VI. APPROVAL OF MINUTES (Begins at approx. 1:24:50 on the YouTube Video link)

Motion: Move to approve the Board Minutes, as presented.

Motion: Director Peregrino de Brito

2nd: Director Kolb

Motion Passed: 7 Yes - 0 No

VII. PUBLIC COMMENTS (Begins at approx. 1:25:40 on the YouTube Video link)

There were several public comments that were submitted via email and read by Superintendent Phillips and several public speakers that addressed the Board, staff and community.

VIII. UNION REPRESENTATIVE COMMENTS:

No representation available to speak.

IX. CONSENT AGENDA: Chair Brown (Begins at approx. 2:12:27 on the YouTube Video link)

Motion: Move to approve the Consent Agenda, as presented. (New Hires & Resignations)

Motion: Director Peregrino de Brito

2nd: Director Shannon

Motion Passed: 7 Yes - 0

No

CONSENT AGENDA: Chair Brown (Begins at approx. 2:13:30 on the YouTube Video link)

Motion: Move to approve the Consent Agenda, as presented. (Singer Changes on bank accounts)

Motion: Director Peregrino de Brito

2nd: Director Shannon

Motion Passed: 7 Yes - 0

No

X. BOARD and SUPERINTENDENT COMMENTS (Begins at approx. 2:15:00 on the YouTube Video link)

XI. REPORTS, PRESENTATIONS and DISCUSSION ITEMS (Begins at approx. 2:26:50 on the YouTube Video link)

- Cornerstone Group Presentation (Begins at approx..2:27:11)
- 2nd Reading – Policies (Begins at approx. 2:53:55)
- Financial Report (Begins at approx. 3:01:25)

XI. BOARD ACTION ITEMS (Beings at approx. 3:10:00 on the YouTube Video link)

Athletic/Activity Transportation Update- Dr. Phillips

Motion: Move to approve the Supplemental contract with First Student Transportation, as presented.

Motion: Director Kolb

2nd: Director Powell

Motion Passed: 7 Yes - 0 No

Special Transportation Procurement

Motion: Move to approve the Supplemental Bus Contract with First Student, as presented.

Motion: Director Peregrino de Brito

2nd: Director DeHart

Motion Passed: 7 Yes - 0 No

Executive Session Action Items:

Motion: Move to rescind prior action and resolve the pending fair dismal case of Erin Dobias as discussed in Executive Session 10.11.2022.

Motion: Director Peregrino de Brito

2nd: Director DeHart

Motion Passed: 5 Yes – 2 No

(Yes vote: Directors Peregrino, DeHart, Brown, Rilee & Kolb; No vote: Directors Powell & Shannon)

Motion: Move that the Board of Directors move forward with the legal strategy discussed in Executive Session 10.11.2022

Motion: Director Peregrino de Brito

2nd: Director Shannon

Motion Passed: 7 Yes – 0 No

XII. FUTURE AGENDA ITEMS (Begins at approx. 3:21:26 on the YouTube Video link)
SIA Presentation by Jillian Felizarta
Division 22

Adjourn Meeting

Meeting adjourned at 10:00 pm

Recorded by: Tabitha Renne, Board Secretary

Approved by Board of Directors on _____

Chair Dave Brown

Newberg School District 29J

Code: BCBA
Adopted: 7/25/17
Revised/Readopted: 12/09/19
Orig. Code: BCBA

Student Representatives to the School Board

The Board has provided for a formalized ongoing method of communication with district students by establishing a position of student representative to the Board.

Student representatives shall receive notice of meetings, the agenda and the appropriate agenda materials; be provided a place at the Board table; and shall have the same privileges of discussion as apply to Board members. Student representatives shall not be voting members of the Board.

Role and Responsibility of the Student Board Representative

Student Representatives will serve on the Board in an advisory capacity. Their responsibilities include:

1. Attend meetings of the Board;
2. Read the Board packet prior to the meeting and be prepared to discuss agenda items;
3. Elicit input from students regarding Board agenda items;
4. Meet with the superintendent and Board secretary as needed;
5. Express to the Board their views and the views of students on issues;
6. Maintain confidentiality;
7. Serve as liaison to keep channels of communication open between the Board and students

While student representatives are not voting members, the Board chair may ask for opinions from time to time.

8. Student representatives will not participate in matters brought before the Board that require Executive Sessions. Students will not raise concerns related to confidentiality of student or school personnel during regular session. Student representatives may be asked to serve on Board committees and/or task forces when appropriate.

Selection and Length of Term

Up to three (3) student representatives to the Board may apply to and be selected to serve by the Board.

The selection of student representatives to the Board shall be conducted under procedures established by the Board. Selected students may begin service on the Board during July of their selection or as soon thereafter as possible.

Student representatives to the board shall serve a one year term from July 1- June 30. Should the position of a student representative to the Board become vacant prior to January 1st, the Board may appoint a replacement who will serve until the end of the school year.

END OF POLICY

Legal Reference(s):

ORS 332.107



Newberg School District 29J

Board Meeting Date: October 25, 2022

ITEM: Consent Agenda
PRESENTER: Chair Brown

ACTION

Accept Probationary Teacher Contract: Effective October 25, 2022

Katherine Cornick — Teacher, Elementary School
Heather McCollum — Teacher, Mountain View Middle School
Shannan Wheelock — Teacher, Edwards Elementary School
Valerie Vogel — Counselor, Mountain View Middle School

Accept Licensed Teacher Resignation: Effective October 25, 2022

Kathryn Dudley — School Psychologist, Newberg School District
Staci Gaut — School Psychologist, Newberg School District
Elizabeth Likens — School Psychologist, Newberg School District
Michelle McWilliams — School Psychologist, Newberg School District
Kathy Mickus — Teacher, Mountain View Middle School
Lee Ann Ries — School Psychologist, Newberg School District
Martin Welch — Teacher, Mountain View Middle School

RECOMMENDATION:

Move that the Newberg School District Board of Directors approve the consent agenda as presented.

NEWBERG PUBLIC SCHOOLS

Report on Compliance with Public School Standards 2021-22 School Year

By November 1 of each year, school district superintendents are required by [OAR 581-022-2305: District Assurances of Compliance with Public School Standards](#) to report to their community on the district's status with respect to all of the Standards for Public Elementary and Secondary Schools. The Standards are adopted by the State Board of Education and set out in Oregon Administrative Rules Chapter 581, Division 22.

The table below contains a summary of **Newberg** School District's compliance with each of the requirements of Oregon's administrative rules found in [DIVISION 22 - STANDARDS FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOLS](#) during the 2021-22 school year. For each rule reported as out of compliance, **Newberg** School District has provided an explanation of why the school district was out of compliance and the school district's proposed corrective action plan to come into compliance. The corrective action must be approved by ODE and completed by the district by the beginning of the 2023-24 school year.

Category: Teaching & Learning

Subcategory: Curriculum & Instruction

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2030 District Curriculum	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2045- Prevention Education in Drugs and Alcohol	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2050 Human Sexuality Education	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2055 Career Education	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2060 Comprehensive School Counseling	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2263 Physical Education Requirements *Elementary Grades	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2263 Physical Education Requirements *Middle Grades	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2320 Required Instructional Time	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2340 Media Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2500 Programs and Services for TAG Students	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2350 Independent Adoptions of Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2355 Instructional Materials Adoption	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2360 Postponement of Purchase of State-Adopted Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable

Subcategory: Assessment & Reporting

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2100 Administration of State Assessments	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2110 Exception of Students with Disabilities from State Assessments	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2115 Assessment of Essential Skills: Diploma Requirements	Waived for 2021-22 school year	Not applicable	Not applicable
581-022-2115(2) Assessment of Essential Skills: Local Performance Assessment Requirement	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2120 Essential Skill Assessments for English Language Learners	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2130 Kindergarten Assessment	Waived for 2021-22 school year	Not applicable	Not applicable
581-022-2270 Individual Student Assessment, Recordkeeping and Reporting	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2445 Universal Screenings for Risk Factors of Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable

Subcategory: Program & Service Requirements

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2315 Special Education for Children with Disabilities	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2325 Identification of Academically Talented and Intellectually Gifted Students	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2330 Rights of Parents of TAG Students	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2505 Alternative Education Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable

Subcategory: High School Diploma

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2000 Diploma Requirements	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2005 Veterans Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2010 Modified Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2015 Extended Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2020 Alternative Certificate	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2025 Credit Options	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Health & Safety

Subcategory: Policies & Practices

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2205 Policies on Reporting of Child Abuse	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2220 Health Services	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2310 Equal Education Opportunities	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2312 Every Student Belongs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2345 Auxiliary Services	In compliance	The district has met all of the requirements for this rule.	Not applicable

Subcategory: Plans & Reports

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-0106(4) State Standards for the 2021-22 School Year: Operational Plans (COVID-19 Management Plan)	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2223 Healthy and Safe Schools Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2225 Emergency Plans and Safety Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2230 Asbestos Management Plans	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2267 Annual Report on Restraint and Seclusion	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2510 Suicide Prevention Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable

Subcategory: Athletics & Interscholastic Activities

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2210 Anabolic Steroids and Performance Enhancing Substances	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2215 Safety of School Sports – Concussions	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: District Performance & Accountability

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2250 District Improvement Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2255 School and District Performance Report Criteria	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2260- Records and Reports	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2265 Report on PE Data	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2300 Standardization	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2305 District Assurances of Compliance with Public School Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2370 Complaint Procedures	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Human Resources/Staffing

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2335 Daily Class Size	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2400 Personnel	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2405 Personnel Policies	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2410 Teacher and Administrator Evaluation and Support	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2415 Core Teaching Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2420 Educational Leadership - Administrator Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2430 Fingerprinting of Subject Individuals in Positions Not Requiring Licensure as Teachers, Administrators, Personnel Specialists, School Nurses	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2440 Teacher Training Related to Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable

RESOLUTION FOR INCLUSION UNDER THE STATE OF OREGON DEFERRED COMPENSATION PLAN



LOCAL GOVERNMENT PROGRAM

The School Board (Governing Body) of Newberg
Public Schools (Employer), pursuant to the provisions of Oregon Revised

Statutes (ORS) 243.474, which provides in part that:

"A local government that establishes a deferred compensation plan may invest all or part of the plan's assets through the deferred compensation investment program established by the Oregon Investment Council (OIC) under ORS 243.421,"

Hereby determines to be included in the State of Oregon Deferred Compensation Investment Program, also known as the Oregon Savings Growth Plan, established by the OIC under ORS 243.421 and administered by the Public Employees Retirement Board according to ORS 243.435 for its eligible personnel.

Be it further resolved that the proper officers are herewith authorized and directed to take all actions and make such reductions and submit such deferrals as are required by the Public Employees Retirement Board of the State of Oregon pursuant to ORS 243.478 (1), and

Be it further resolved that Employer agrees to be bound by the terms and conditions of the contracts between the State, its investment providers and record keeping company, and the "Plan Document" as identified in ORS 243.401 to 243.507 and TPA services as amended from time to time. Specifically, without limitation, Employer agrees to appoint its governing body as Trustee of its Plan, as required by Section 457(g) of the Internal Revenue Code (IRC), 26 USC 457(g)(2). The Employer certifies it is an "eligible employer" under IRC Section 457(e)(1) and has received a copy of the Plan Document and TPA Services.

Be it further resolved that Employer shall submit a certified copy of this resolution and "Notification Memo" to the State of Oregon, Public Employees Retirement System (PERS) as the Plan Administrator.

Be it further resolved that the Governing Body and Employer, recognize the PERS Board's responsibility for maintaining the integrity of the Plan and hereby agree to cooperate fully with the Plan Administrator in accordance with procedures established by PERS, including without limitation in processing requests for withdrawal in case of an unforeseeable emergency as defined in IRC Sec. 457(b)(5) and Treasury Regulations 1.457-2(h)(4) and (5).

DESIGNATION OF AGENT

The person in the following position is hereby designated as the agent in matters pertaining to the State of Oregon Deferred Compensation Investment Program.

Title Director of Finance

Agent Heather Bixby

Address 714 E 6th St. Newberg, OR 97132

Phone Number 503-554-5004

E-mail address bixbyh@newberg.k12.or.us

Office Hours M-F 8-5

Payroll Agent Naomi Adams

Payroll E-mail address adamsn@newberg.k12.or.us

Phone Number 503-554-4725

Fax Number 503-537-3237

SL3

CERTIFICATION

I hereby certify that the foregoing resolution is a true, correct and complete copy of the resolution duly and regularly passed by the School Board (Governing Body) of Newberg Public Schools (Employer Name) of Yamhill (County) on the _____ day of _____ and that this resolution has not been repealed or amended, and is now in full force and effect.

Dated this 25 day of October, 2022.

X _____
Governing Body Authorized Signature Title

Mailing Address

NOTIFICATION MEMO

Employer Name	Daytime Phone
Address	County
City, State, Zip	Federal Identification Number
Number of Employees	PERS Employer Number
Employer Representative (Name)	

PAYROLL DATA

1. Deferral will be submitted by wire. Back-up documentation containing the participants' demographic information and deferral amounts must be included.
2. Normal payday (i.e., every Thursday, every other Friday, etc): _____
 - a) Attach payday schedule for a calendar year
 - b) Number of employees on this pay mode: _____
3. Participants are able to indicate upon enrollment whether deferral amount shall be indicated in dollar amount or as percentage of salary per pay period. Please indicate your preference:
____ We will accept deferral indicated in dollars **or** percentage of salary.
____ We will accept deferral indicated in dollars **only**.
4. The initial and amended payroll reduction authorization, forms and Letters of Transmittal should be sent to:

Name	Title
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5. Payroll Reduction Listing that will be sent prior to each pay day should be sent to:

Name	Title
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PLAN TRUST – DECLARATION



Local Government Entity

Newberg Public Schools

ARTICLE I - PURPOSE

Employer, which is a local government entity in Oregon and an "eligible employer" under Section 457(e)(1) of the Internal Revenue Code (IRC), 26 USC 457(e)(1), desires to establish an "eligible deferred compensation plan" ("the Plan"), as defined in Section 457(b) of the Internal Revenue Code, for employees performing services for Employer ("Employer" or "Plan Sponsor"). Employer is the Plan Administrator, and its governing body is the Plan Trustee. The Plan is a "local government deferred compensation plan" as defined in ORS 243.401(9) that is administered by the Public Employees Retirement System. A Third Party Administrator (TPA) may be contracted to offer administrative services.

ARTICLE II - ACCOUNTS HELD IN TRUST

All amounts of compensation deferred under the Plan, all property and rights purchased with such amounts and all income attributable to such amounts, property, or rights shall be held in trust for the exclusive benefit of Participants and their beneficiaries.

ARTICLE III - INVESTMENT

Employer shall offer a diversified investment program(s) for employees participating ("Participants") in the Plan. All or any portion of each Participant's Account may be, but shall not be required to be, invested by Employer in the options designated by Participant. Employer shall have absolute and uncontrolled discretion with respect to the option or options, in which the Account as defined in Article IV, shall be invested.

ARTICLE IV - DEFERRAL

The compensation that a Participant would otherwise receive for the pay period shall be reduced by the amount specified by the Participant enrollment form, or through instructions communicated via the PERS/OSGP website, telephone, or other approved method(s) prescribed by the Deferred Compensation Office. The amount of the reduction shall be contributed to Participant's Deferred Compensation Account (the "Account").

ARTICLE V - CHANGE IN AMOUNT OF DEFERRAL

The amount of compensation to be deferred under the Plan may be increased or decreased at any time in accordance with Plan procedures. Any such revision shall be effective for any calendar month by salary reduction only if an agreement providing for the deferral has been entered into before the first day of the month in which the compensation is paid or made available.

ARTICLE VI - MAXIMUM DEFERRAL

Except as provided in Article XIV, the following limitations shall apply: In no event shall the amount deferred for any Participant's taxable year exceed the lesser of (i) the certain amount specified by the Internal Revenue Service or (ii) 100 percent of Participant's includible compensation for the taxable year for services performed for Employer.

ARTICLE VII - TIMING OF DEFERRAL

Compensation may be deferred for any calendar month by salary reduction only if an agreement providing for the deferral has been entered into before the first day of the month in which the compensation is paid or made available.

ARTICLE VIII - EMPLOYER'S OBLIGATION; FEES AND CHARGES

Employer's sole obligation to the Participant at any time shall be equal to the value of the Account at such time. The Participant's Account shall be reduced by any charges or fees incurred in liquidating any investment in which the Account is invested, including any interest penalty for early withdrawal of amounts deposited in any financial institution. In addition, the Plan may charge each Participant an annual administrative fee of up to two (2) percent of the Account.

Loan: If employer chooses to participate in the Plan's loan program, participants may be eligible to borrow funds from their OSGP account.

ARTICLE IX - NON-ASSIGNMENT

Except as required by the terms of a domestic relations order as defined in IRS Private Letter Ruling 9145010, July 31, 1991, the Internal Revenue Code, as may be amended, and Plan provisions, Participant may not assign, anticipate, alienate, sell, transfer, pledge, or in any way encumber any of the rights Participant may have in the Employer's 457 Plan, as may be amended. Employer shall reject and refuse to honor any such purported action with respect to such rights. The interest of Participant or any beneficiary designated by Participant in Participant's Account or in any obligation established by this Plan-Trust Declaration shall not be subject to the claims of Participant's creditors or to legal process on behalf of Participant's creditors or be liable for the debts of any beneficiary.

ARTICLE X - AVAILABILITY OF DEFERRED FUNDS

In no event will any amount payable under this Plan be paid or made available to Participant before the Participant incurs a Severance from Employment or is approved for an Unforeseeable Emergency or De Minimis distribution which are defined below. In no event may a Participant's Beneficiary or alternate payee under a QDRO receive a De Minimis distribution or a distribution for an Unforeseeable Emergency.

Severance from Employment shall be determined in the manner prescribed by the Internal Revenue Service. For purposes of this Plan, Participant will have a Severance from Employment on ceasing to render services for the Plan Sponsor, including services as a temporary employee. If a Participant returns to work with the Plan Sponsor, the Participant is no longer eligible for distributions except as otherwise expressly allowed under the Plan and the Internal Revenue Code. "Unforeseeable Emergency shall mean severe financial hardship to Participant resulting from a sudden and unexpected illness or accident of Participant or of Participant's dependent (as defined in Section 152(a) of the Internal Revenue Code), loss of Participant's property due to casualty, or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond Participant's control. The circumstances that will constitute an Unforeseeable Emergency will depend upon the facts of each case, but in any case, payment may not be made to the extent that such hardship is or may be relieved: (i) through reimbursement of compensation by insurance or otherwise, (ii) by liquidation of Participant's assets, to the extent the liquidation would not itself cause severe financial hardship, or (iii) by cessation of deferrals under the Plan."

De Minimis Distribution. If a Participant's account has less than \$5,000 and the Participant has not contributed to the Plan for a minimum of two years, the Participant may request that the account balance be distributed to the Participant. A Participant may elect this option only once.

Unforeseeable Emergency. Upon the occurrence of an Unforeseeable Emergency, as defined above, Participant may request an Unforeseeable Emergency Withdrawal in a manner prescribed on a form supplied by the Deferred Compensation Office. If the Deferred Compensation manager, or the manager's designee, approves the request, a distribution will be made in an amount consistent with the terms of this Plan and Agreement and reasonably needed to satisfy the emergency need.

Loan. If employer chooses to participate in the Loan Program, participants may be eligible to borrow funds from their OSGP account.

Distribution After Severance from Employment. Upon Participant's Severance from Employment, as defined above, Employer shall direct the record keeper to pay Participant the value of Participant's Account in the manner specified in Article XII.

ARTICLE XI - PAYMENT UNDER THE PLAN

- (a) Upon Participant's Severance from Employment, as defined in Article X, Employer shall authorize payment to the Participant in accordance with Plan procedures; or
- (b) Upon the occurrence of an Unforeseeable Emergency, as defined in Article X. Participant may submit an Unforeseen Emergency Withdrawal Request on a form supplied by the Employer or TPA. The request, if approved, will be for only the amount of payment as is consistent with the terms of this Plan document and reasonably needed to satisfy the emergency need.

ARTICLE XII - DISTRIBUTIONS

The distribution form, which must be completed by a Participant upon severance of employment when the Participant requests a distribution from the Plan, provides for the time and manner in which the value of the Participant's Account is to be paid following Severance from Employment. The Participant may make or change an election regarding the manner in which payments are to be made by completing and executing the "Manner of Payment" portion of the distribution form and delivering by mail or in person to the OSGP office at least 30 days before the payment commencement date. The "Payment Commencement Date" portion and the "Manner of Payment" portion of the distribution form shall become effective when executed by both Participant and Employer. The payment commencement date must be at least 30 days after the termination date. If the Participant turned 70½ in 2019 or earlier and still has a balance in the Plan, they are required to take a Required Minimum Distribution (RMD) by April 1st of the calendar year following the calendar year in which they reached 70½. Beginning in 2020 or later, if the Participant has a balance in the Plan, they are required to take a Required Minimum Distribution (RMD) by April 1st of the calendar year following the calendar year in which they reach 72, or when they separate from service, whichever is later. The manner of payment selected must satisfy the requirements of Section 401(a)(9) of the Internal Revenue Code. If a Participant fails to elect a payment commencement date by the required beginning date as defined in OAR 459-050-0080, payments shall be made in accordance with IRC 401(a)(9). Account balances of less than \$1,000 shall be distributed as a lump sum within one year after the termination date.

ARTICLE XIII - DISTRIBUTION TO BENEFICIARIES

If the Participant dies after having begun to receive distributions, the distribution of benefits must continue to the designated beneficiary at least as rapidly as under the schedule of payments elected by Participant. If Participant dies before having begun to receive distributions, Participant's entire Account must be distributed by December 31 of the calendar year that contains the fifth anniversary of Participant's death, unless the designated beneficiary elects within 60 days after the date the Deferred Compensation Office is notified of the Participant's death to have one of the following special rules apply:

- (a) **IF THE BENEFICIARY IS PARTICIPANT'S SURVIVING SPOUSE:** If the beneficiary is a surviving spouse, distributions must begin no later than December 31 of the year in which the Participant would have reached age 72, or the year that contains the first anniversary of the Participant's death, whichever is later. The entire account must be paid over a period that does not exceed the surviving spouse's life expectancy.
- (b) **IF THE BENEFICIARY IS A PERSON OTHER THAN THE SURVIVING SPOUSE:** If the beneficiary was designated by the Participant, distributions must begin no later than December 31 of the year that contains the first anniversary of Participant's death. The entire Account must be paid over a period which does not exceed the beneficiary's life expectancy.
- (c) **IF THE BENEFICIARY WAS NOT DESIGNATED BY THE PARTICIPANT:** As defined in section 401(a)(9) of the Internal Revenue Code, the Participant's entire interest must be distributed to the Estate.

ARTICLE XIV - CATCH-UP ELECTION

Participants nearing normal retirement age may make up some or all of any deferrals they did not make during previous years of eligibility. For purposes of this Article, "normal retirement age" shall have the meaning given to that term under the retirement system of the plan sponsor. A Participant may elect to make additional catch-up contributions using either of the options listed below. These options may not be exercised simultaneously.

- (a) The earliest a Participant may exercise this catch-up option is three years before the Participant reaches normal retirement age. Within one to three years prior to the Participant's normal retirement, the Participant may make additional contributions, such that the sum of normal contributions and catch-up contributions does not exceed the lesser of:
 - (i) twice the dollar amount in effect under Internal Revenue Code section 457(b)(2)(A) or
 - (ii) the sum of the maximum contribution level available to the employee plus so much of the maximum contribution level as was not previously used.

- (b) A Participant who has attained age fifty (50) before the close of the pay year may defer an amount in addition to the maximum contribution level, not to exceed the lesser of:
 - (i) the dollar amount stated by the Internal Revenue Service; or
 - (ii) compensation as defined in IRC 415(c) less any other elective deferrals for the year.

ARTICLE XV - PLAN-TO-PLAN TRANSFERS OUT OF THE PLAN

If Participant has a Severance from Employment under this Plan, and becomes employed by another Employer that sponsors a plan that accepts eligible rollover distributions under the Internal Revenue Code, including but not limited to an "eligible deferred compensation plan" under Section 457, Participant may request a transfer of his or her Account to the new Employer's plan. Such a transfer is subject to the terms and conditions of the plan receiving the funds.

ARTICLE XVI - ACCEPTANCE OF DEFERRALS FROM ANOTHER PLAN

Compensation deferred by a Participant pursuant to another eligible plan, including but not limited to plans established under sections 401(k) and 403(b) of the Internal Revenue Code, IRAs, and a governmental employer's "eligible deferred compensation plan" within the meaning of Section 457 of the Internal Revenue Code, may be accepted by this Plan. Such amounts shall be credited to the Participant's Account established pursuant to this Plan-Trust Declaration and shall be subject to all the terms and provisions of the Plan, Oregon Revised Statutes, and the Oregon Administrative Rules, as they may be amended from time to time.

ARTICLE XVII - REVOCATION

Participant may revoke participation in the Plan by providing telephonic instructions, by issuing instructions via the PERS/OSGP Internet site, or any other method that is in accordance with Plan procedures. Any revocation shall be effective only for compensation earned after the last day of the calendar month in which the revocation is submitted. Revocation of participation in the Plan will not accelerate payment of amounts deferred. Payment will occur only upon the occurrence of one of the specific events detailed in this Plan document.

ARTICLE XVIII - DOMESTIC RELATIONS ORDER

The Plan will comply with domestic relation orders as defined in IRS Private Letter Ruling 9145010, July 31, 1991, and as required under Plan provisions, Oregon law, the Internal Revenue Code, rules and regulations, as they may be amended from time to time.

ARTICLE XIX - COMPLIANCE WITH INTERNAL REVENUE CODE SECTION 457

This Plan document is intended to comply with and to be administered in a manner consistent with Section 457 of the Internal Revenue Code. The provisions of this Plan documents shall be interpreted in accordance with this intent. If requested by the Employer, the Participant agrees to cooperate in correcting any inconsistency in the administration of the Plan and Agreement under Section 457 of the Internal Revenue Code. The Plan shall be administered in accordance with Oregon law, the Internal Revenue Code, and applicable rules and regulations, as they may be amended from time to time.

ARTICLE XX - AMENDMENT OF PLAN-TRUST DECLARATION

Subject to the requirements of ORS 243.474 through 243.478, the Employer may amend this Plan-Trust Declaration at any time and without the consent of any other person. Any amendment must be in writing, and may be required if necessary to maintain compliance with Oregon law, the Internal Revenue Code, rules and regulations, as they may be amended from time to time. However, any amendment that would diminish the protection of Article II, "Account Held in Trust" is absolutely void.

NOW THEREFORE, in recognition of the premises recited above, and in consideration of the provisions stated by this Plan-Trust Declaration, and intending to be legally bound by this written Plan-Trust Declaration, the Employer as the Plan Administrator and the Plan-Trustee signed below.

Employer's Signature (Do not print)

Plan Trustee's Signature (Do not print)

Printed Name

Printed Name

Title

Title

Date

Date

**Student Investment Account (SIA)
2021-22 Annual Report
Newberg Public Schools**

Background

The Student Success Act includes \$500 million to enhance the State School fund, with the remaining funds divided among three key accounts, including the Student Investment Account (SIA) which received at least 50% of Student Success Act funds. The two stated purposes of the SIA are a) meeting students' mental or behavioral health needs, and b) increasing academic achievement for all students, including reducing academic disparities for traditionally underserved students.

The Newberg Public Schools SIA allocation for 2021-22 school year was \$3,558,821.29. This was the second year of the three year plan. The Newberg Public Schools 2021-22 SIA plan was organized into two primary areas; Improving Student Health & Safety and Well Rounded Education. Within these areas funds were focused towards three main goals, including a) mental and behavioral supports and safety, b) academic instruction and intervention, and c) other classroom supports. The three primary outcomes we seek to achieve with these resources are a) increasing support for students' mental and behavioral health needs, b) increasing student growth and achievement in core content areas (English language arts and mathematics), and c) increasing graduation rates.

Table of Expenditures

Line Item	FTE	Budget
Therapists	6	\$153,426.00
SPED/Beh Health Coordinator	1	\$167,932.67
Counselors	3	\$327,645.65
District Math TOSA	1	\$143,527
Alternative High School Student Support	1	\$53,121.46
Special Education Speech and Language Specialists	2	\$202,592.49
Special Education Instructional Assistants	7	\$157,601.62
District Dual Language/English Language Development TOSA	1	\$100,493.69
English Language Development Specialists	9.8	\$1,096,157.19
District Reading TOSA	1	\$123,327.63
Reading Specialists	6.25	\$671,892.86
Reading Teacher Mileage	N/A	\$185.99
Federal Programs Coordinator	1	\$167,793.42
Bilingual Helpdesk Technician	1	\$104,228.30
School Resource Officer	1	\$35,000
5th Grade Teacher Crater Elementary	0.5	\$53,896.32
Total	42.55	\$3,558,821.29

The following supplemental questions are required by ODE for the Annual Report.

1. What changes in behavior, actions, policies or practices have you observed related to SIA implementation during the 2021-22 school year? How do you see these changes contributing to the goals and outcomes in your SIA plan?

We have increased instructional capacity in the areas of literacy and English language acquisition through ensuring our Reading Specialists and ELD Specialists are in every building working with students. We also have increased support with full time TOSAs in literacy, Dual Language, ELD, and Math. Instructional best practices are improving and the district has a responsive system for multi-tiered systems of support that gathers systematic data on students' performance. The district is also progress monitoring students at risk. The systematic use of data allows for the instructional staff to be responsive to student needs and proactively provide intervention support.

2. What barriers or challenges to SIA implementation have you experienced that are helpful for your community and/or state leaders to be aware of? What adjustments, if any, did you make to your SIA plan as a result of these challenges?

Staffing and the ability to recruit qualified applicants has been a challenge to our SIA implementation. Some positions went unfilled, in order to be responsive to this and students' needs, we increased funding in other activities that yielded high leverage results.

3. SIA implementation includes ongoing engagement with all students, focal students, families, staff, and community partners. How have relationships with or between those groups changed and/or been maintained throughout this academic year? Consider the Community Engagement Toolkit [https://www.oregon.gov/ode/StudentSuccess/Documents/69236_ODE_CommunityEngagementToolkit_2021-web\[1\].pdf](https://www.oregon.gov/ode/StudentSuccess/Documents/69236_ODE_CommunityEngagementToolkit_2021-web[1].pdf) and where your efforts might land on the spectrum as you complete your response.

Students, staff, and the community have engaged with the district through our Climate and Culture survey in addition to a variety of listening sessions and opportunities for public comment on current issues impacting students in the district. Moving forward, we plan to engage specific school groups to seek more engagement from our students, staff, and community. We are currently at the consult/involve level and would like to move towards collaboration.

4. As you think about what guided your choices and prioritization efforts in this year of SIA implementation, what stands out? How will what you've learned this year impact future SIA implementation efforts?

Increased direct student support has really made a difference to students in addition to the highly effective PD created by our TOSAs. We will continue to leverage in-building staff expertise to impact students and create PD opportunities that are consistent district wide but also tailored to each schools' needs. This will maximize direct support for individual student needs that vary by building but also retain consistency with implementation of programming and best practices.

NEWBERG PUBLIC SCHOOLS 2021-22 ACHIEVEMENT DATA

School Name	K-2 Regular Attenders	Oregon K-2 Regular Attenders Average	Grade 3 ELA	Oregon Grade 3 ELA Average	Grade 8 Math	Oregon Grade 8 Math Average	On-Track to Graduate	Oregon On-Track to Graduate Average	On-Time Graduation 2020-21	Oregon On-Time Graduation 2020-21 Average
Newberg High School	74%	65%	52%	40%	35%	27%	74%	83%	87%	81%
School Name	Class Size	Oregon Class Size Average	Regular Attenders	Oregon Regular Attenders Average	English Language Arts	Oregon ELA Average	Mathematics	Oregon Mathematics Average	Science	Oregon Science Average
Antonia Crater	20	22	80%	64%	66%	44%	58%	36%	46%	31%
Chehalem Valley Middle	24	22	73%	64%	48%	44%	41%	28%	33%	28%
Dundee	17	22	71%	64%	60%	44%	54%	36%	63%	31%
Edwards	19.5	22	75%	64%	40%	44%	35%	36%	36%	31%
Ewing Young	17.5	22	84%	64%	71%	44%	63%	36%	67%	31%
Joan Austin	19	22	70%	64%	47%	44%	37%	36%	33%	31%
Mabel Rush	20	22	81%	64%	57%	44%	48%	36%	45%	31%
Mountain View Middle	22	22	78%	64%	49%	44%	34%	28%	25%	28%
Newberg High School	22	22	59%	64%	48%	47%	19%	20%	31%	32%