



Central School District 13J

Regular Board Meeting

Published on February 20, 2026 at 3:13 PM PST
Amended on February 27, 2026 at 10:22 AM PST

Date and Time

Monday March 2, 2026 at 6:30 PM PST

Location

Henry Hill Educational Support Center
750 S. Fifth St., Independence, OR 97361
Hawk Hall

Agenda

	Presenter	Time
I. Opening Items		6:30 PM
A. Record Attendance		1 m
B. Call the Meeting to Order		
C. Flag Salute		5 m
D. Adoption of the Agenda		5 m
E. Board vacancy application		5 m

The Board application to fill the vacancy in Zone 1 closed on March 1. One applicant, Marc Senyk, lives in Zone 1. The Board may take additional steps to fill the vacancy.

Presenter

Time

II. Recognitions

6:46 PM

A. ACES staff

5 m

B. Classified Appreciation Week

5 m

III. Communication from the Floor

The Board of Directors welcomes public input. If you would like to address the board, please follow these steps: Please sign up for public comment by using this [Google Form](#). You may also fill out a form before the meeting in person. Speaker's comments are limited to three minutes. The board welcomes additional information in writing at info@central.k12.or.us. If you are in need of a translator, please email info@central.k12.or.us. Oregon law prohibits the board from discussing specific employees or their job performance. For more information and guidance about addressing the Board of Directors, please see Board Policy BDDH. Subtitles for those who are hard of hearing or who speak a language other than English are available on the YouTube site.

Si necesita asistencia de un traductor por favor envíe un correo electrónico a: info@central.k12.or.us

IV. Standing Reports

6:56 PM

A. Data report: Attendance, Discipline, Universal Screener (Winter)

10 m

B. Audit Report

5 m

V. Superintendent's Report

7:11 PM

A. Superintendent Updates

5 m

B. Policies for First Reading

5 m

VI. Board Report

The next board PLC will be March 16 at 5 p.m. at the District Office.
The next regular board meeting will be April 6 at 6:30 p.m.

VII. Consent Agenda

7:21 PM

Presenter

Time

The consent agenda is meant for items of a routine nature to pass as a whole without discussion. Should any board member wish to discuss any item on the consent agenda, they may remove an item without a vote or motion. That item then may be discussed separately, and moved to the business agenda where appropriate.

- A. Approval of Minutes 5 m
- B. Finance Report 5 m
- C. Personnel Report 5 m

VIII. Business Agenda

IX. Recess into Executive Session 7:36 PM

- A. Executive Session - Closed to the public 20 m

Under the provisions of ORS 192.660, Open Meeting Law, the Board of Directors will enter executive session for the following purpose:

To conduct deliberations with persons designated to carry on labor negotiations. (ORS 192.660(2)(d))

Specific information discussed in executive session shall not be made public and shall remain undisclosed.

- B. Executive Session - Closed to the Public 5 m

Under the provisions of ORS 192.660, Open Meeting Law, the Board of Directors will enter executive session for the following purpose:

To review and evaluate the performance of the superintendent or any other public officer, employee or staff member, unless that person requests an open hearing. (ORS 192.660(2)(i))

Specific information discussed in executive session shall not be made public and shall remain undisclosed.

Presenter

Time

X. Closing Items

8:01 PM

A. Board Comments

5 m

B. Items for Action at Future Meetings

5 m

C. Adjourn Meeting

Coversheet

Board vacancy application

Section: I. Opening Items
Item: E. Board vacancy application
Purpose:
Submitted by:
Related Material: Marc Senyk.pdf

Marc Senyk

Are you a resident of Zone 1?

Yes

Why do you want to serve on the Board?

I see it as a great opportunity to serve my community; both the children, as well as the families. I believe I have something positive to contribute from my years of experience, as well as natural and learned qualities.

Which experiences or perspectives will help you represent and serve all students and families?

Having worked with all age groups from K through 12, having had a lot of healthy dialogue with both students as well as parents over the last thirty years living, working, and raising our three children in this community.

How will you help advance the district's mission, strategic plan, and goals?

By entering into conversation with those already in this position, and in the district I will look to learn and grow my own perspective on how I could best be a team player in the furthering of the mission, plans, and goals.

How will you engage respectfully with individuals whose viewpoints differ from your own?

I have worked within our community in the field of communication and healthy conversation throughout our thirty years here. I believe in healthy, respectful exchanges, honoring others perspectives.

What do you think will be the two most difficult issues facing the school district, and what would you do to address them?

The budget for needed maintenance and upkeep is a high concern, as well as the overall continuing desire for the success of our students educationally.

Board meetings, work sessions (PLCs), and committee service often occur in the evenings and occasionally in the daytime. How will you balance Board obligations with other commitments?

My schedule is extremely flexible and fluid. I can easily adjust to accommodate.

Briefly share any familiarity you have with Oregon Public Meetings and Public Records laws.

I do not have a background in Oregon Public affairs, but I'm versed in Robert's Rules of Order, and healthy meeting structures. I'm also a quick learner and willing to educate myself as needed.

What experience do you have with policy development, budgets, or strategic plans?

Being the chairman of our Nonprofit organization for 25 years, going through different building phases, and discussing budgetary needs on a regular basis. Also, successfully maneuvered through over 30 years of my own business.

How will you ensure decisions reflect student outcomes, safety, and well-being?

This is of the utmost importance, and should always be at the forefront of our process and decision making. I will do my very best to flow all my thoughts and decisions through this prism.

Coversheet

Classified Appreciation Week

Section: II. Recognitions
Item: B. Classified Appreciation Week
Purpose:
Submitted by:
Related Material: Classified Appreciation Week resolution (1).pdf

Central School District 13J

Classified Employee Appreciation Week resolution

WHEREAS, the education of youth is essential to the future of our community, state, country and world; and

WHEREAS, classified employees are the backbone of our public education system; and

WHEREAS, classified employees work directly with students, educators, parents, volunteers, business partners and community members; and

WHEREAS, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

WHEREAS, our community depends upon and trusts classified employees to serve students; and

WHEREAS, classified employees, with their diverse talents and true dedication, nurture students throughout their school years.

NOW, THEREFORE, BE IT RESOLVED that the Central School Board 13J Board of Directors proclaims March 2nd through 6th, 2026, to be **CLASSIFIED EMPLOYEE APPRECIATION WEEK**; and

BE IT FURTHER RESOLVED that the Central School District 13J Board of Directors strongly encourages all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.

Adopted this Second day of March, 2026.

Signed:

Chair, Byron Shinkle, School District Board of Directors

Attest:

Jennifer Kubista, Superintendent

Coversheet

Data report: Attendance, Discipline, Universal Screener (Winter)

Section: IV. Standing Reports
Item: A. Data report: Attendance, Discipline, Universal Screener (Winter)
Purpose:
Submitted by:
Related Material: March2026_PerformanceMetrics (1).pdf

CSD13J

CSD13J Board Meeting March 2026





March 2, 2026
School Board Meeting
Long-Term Performance
Metrics Report

CSD13J Mission

Building an inclusive culture of belonging and learning for the success of the whole child, whole educator, and whole community.

CSD13J Strategic Plan Scorecard

GOAL	Student Growth and Achievement	Family Involvement	Community Partnership	Staff Leadership and Continuous Improvement
VISION	<p>Every Student is engaged, supported, challenged, and prepared as a whole child with the skills and character to achieve and be successful in school, career, college, and community.</p>	<p>Central School District 13J fosters a relationship where every family is actively involved in their child's education, and feels welcome, supported, safe, and valued.</p>	<p>Partners engage in collaboration with Central School District 13J to cultivate student success for a safe, healthy, prosperous, and inclusive community.</p>	<p>Staff engage in student-centered decision making, problem solving, professional development, focused on continuous improvement and growth, where shared purpose, teamwork, respect, and trust drive decisions.</p>
HOW WE MEASURE	<p>Attendance 9th grade on track Math and EL growth and achievement Discipline Participation in activities, honors, CTE English language growth Graduation</p>	<p>Increase volunteers Culture and Climate Surveys Attendance 9th grade on track Discipline Participation in activities, honors, CTE</p>	<p>Increase volunteers Youth surveys Participation in activities, honors, CTE Culture and Climate Surveys Contracts with partners Acceptance/Industry Certification</p>	<p>Culture and Climate Surveys 9th grade on track Math and EL growth and achievement Discipline Participation in activities, honors, CTE Graduation Youth surveys Professional development opportunities</p>
STRATEGIES	<p>Student feedback Student attendance Common assessments Behavioral incidents English Language Development Student counseling Credit recovery</p>	<p>Family feedback - chats and surveys Community feedback Communication with families Volunteer participation Parent-Teacher Organizations</p>	<p>Partnerships - corporate/nonprofit/government Community-wide surveys</p>	<p>Provide professional development opportunities Staff surveys Staff chats/feedback Meet and confer Data teams</p>

Data Overview - 2025-26 SY

- ▶ **Regular Attendance**
 - ▶ **September - February**
- ▶ **Discipline (Suspensions & Expulsions)**
 - ▶ **September - February**
- ▶ **Winter Universal Screener**

Attendance 2025-26 SY Data

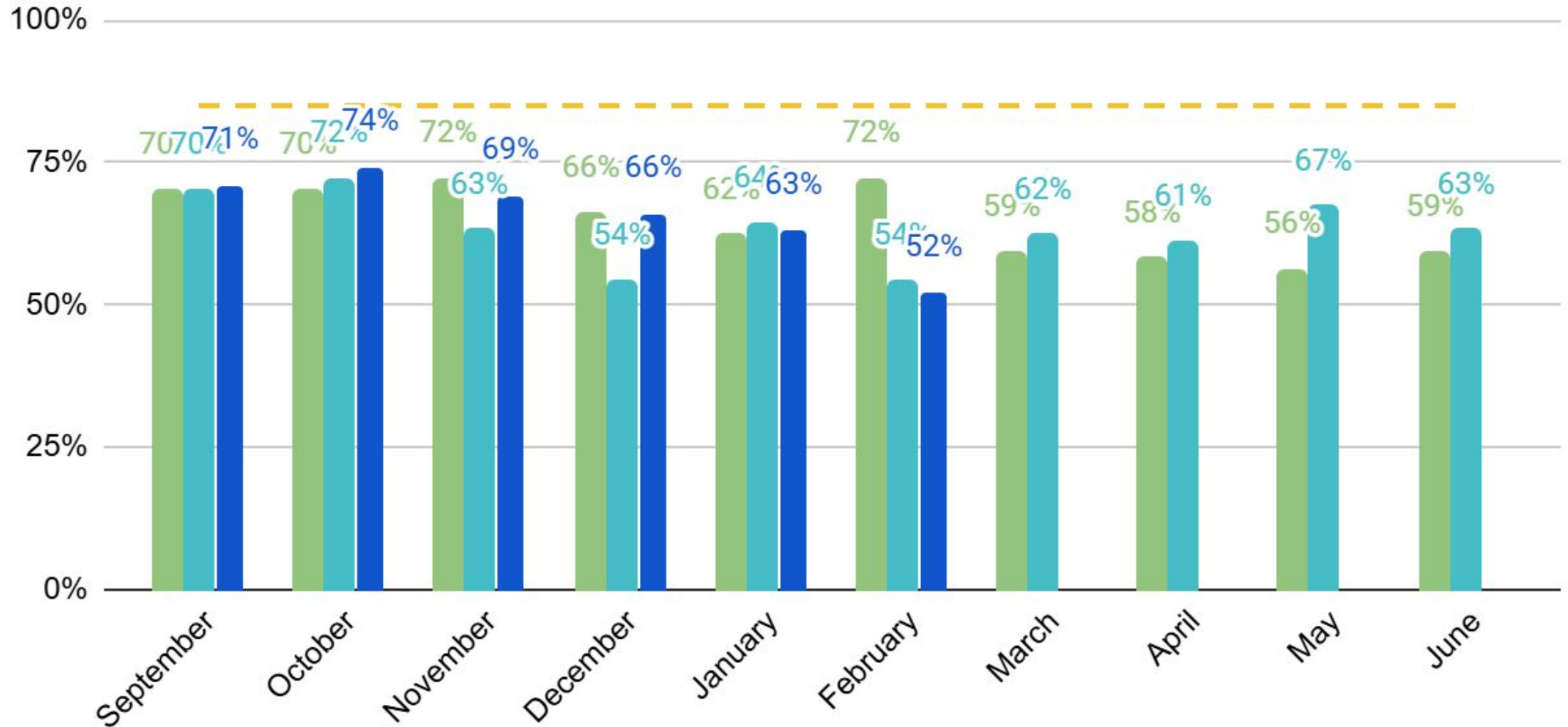
District Performance Goal

Performance goals:

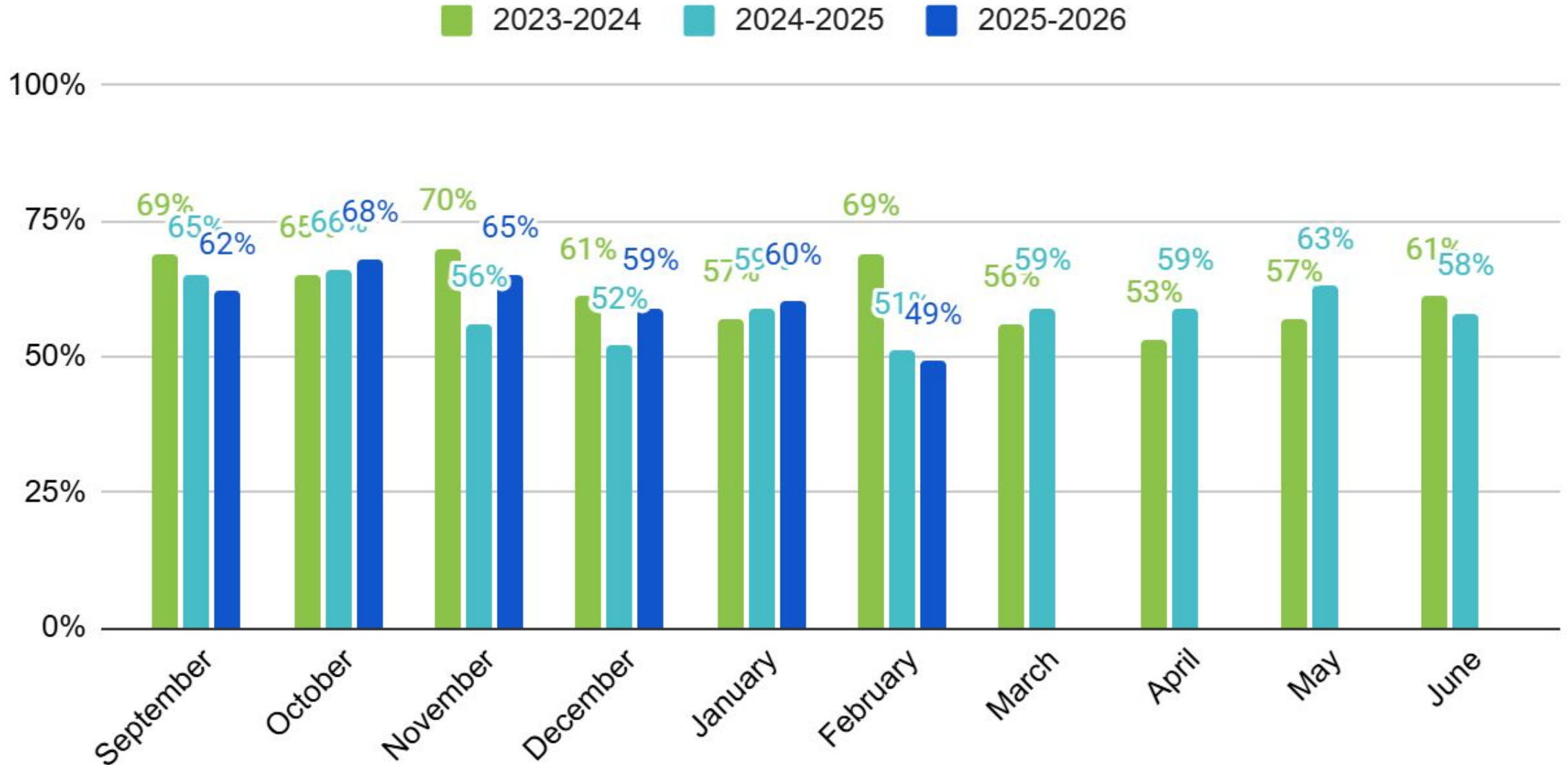
- ▶ We will increase student regular attenders to 85 percent or more for all students, K-12, by 2027.
- ▶ Focal Group: Students Experiencing Disabilities will attend school regularly 80 percent or more of the time.
- ▶ Focal Group: Students Economically disadvantaged will attend school regularly 80 percent or more of the time.

TOTAL DISTRICT Percentage Who Attended Regularly

2023-2024 2024-2025 2025-2026 2025 Goal

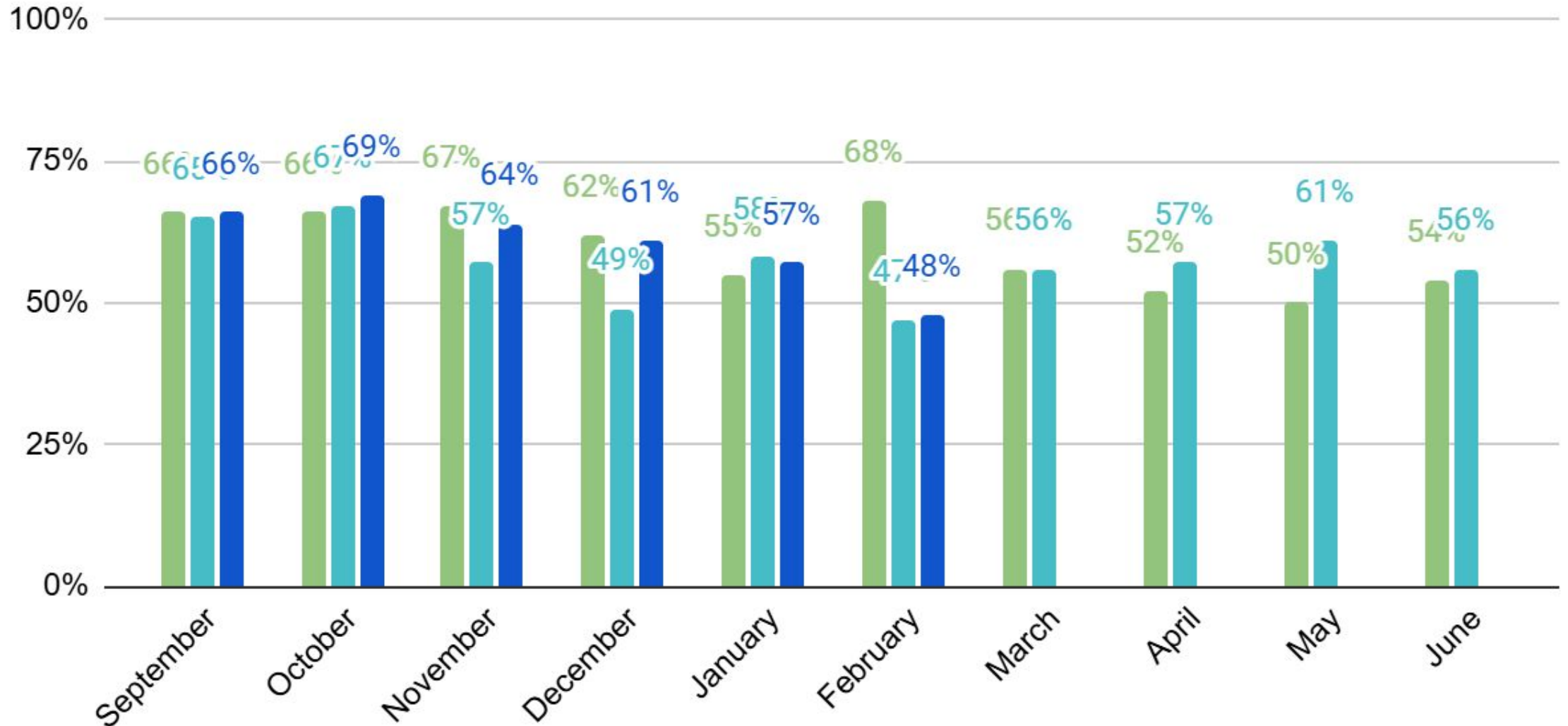


STUDENTS WITH DISABILITIES Percentage Who Attended Regularly



ECONOMICALLY DISADVANTAGED STUDENTS Percentage Who Attended Regularly

2023-2024 2024-2025 2025-2026



25-26 Strategies/Action Steps

- ▶ Continue to develop/establish welcoming environments for students, staff and families
 - ▶ Assemblies recognizing students
 - ▶ Staff greeting students at the door
 - ▶ Consistent communication with families
- ▶ Strong classroom engagement
 - ▶ Hands-on learning
 - ▶ Making learning relevant
 - ▶ Student voice and choice
 - ▶ Group work
- ▶ Recognition of students with strong regular attendance as well as students who improve their regular attendance
- ▶ Communication to families and the community on the importance of regular attendance in school to support student academic and social growth and achievement.
 - ▶ Phone calls to check in on students (teachers and buildings)
 - ▶ Home visits to encourage students to be at school the next day!
 - ▶ Attendance tracking tools for families to track attendance each week/each month
 - ▶ Weekly attendance postcards to families (October 2025)

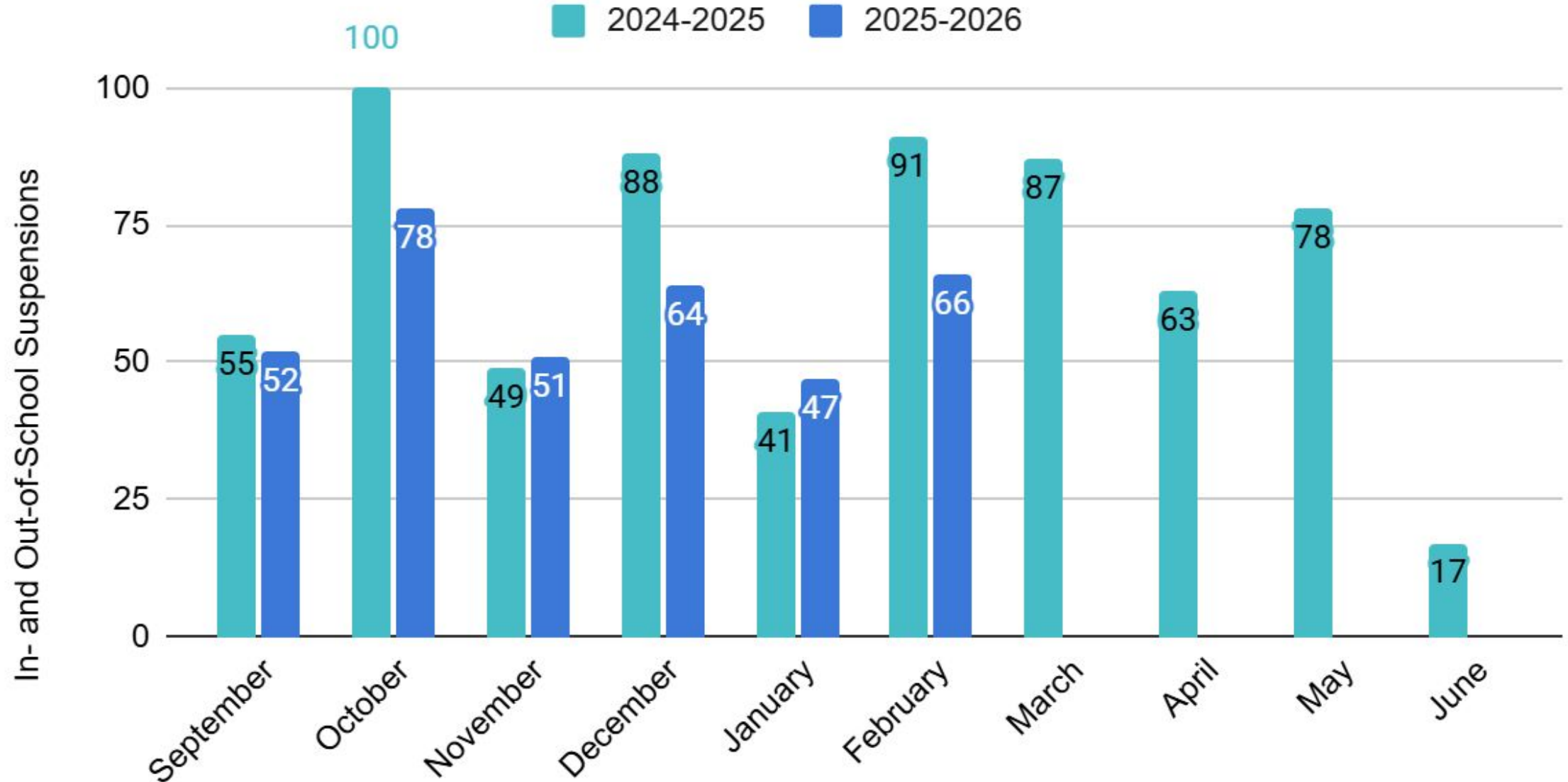
Discipline 2025-26 SY Data

Discipline

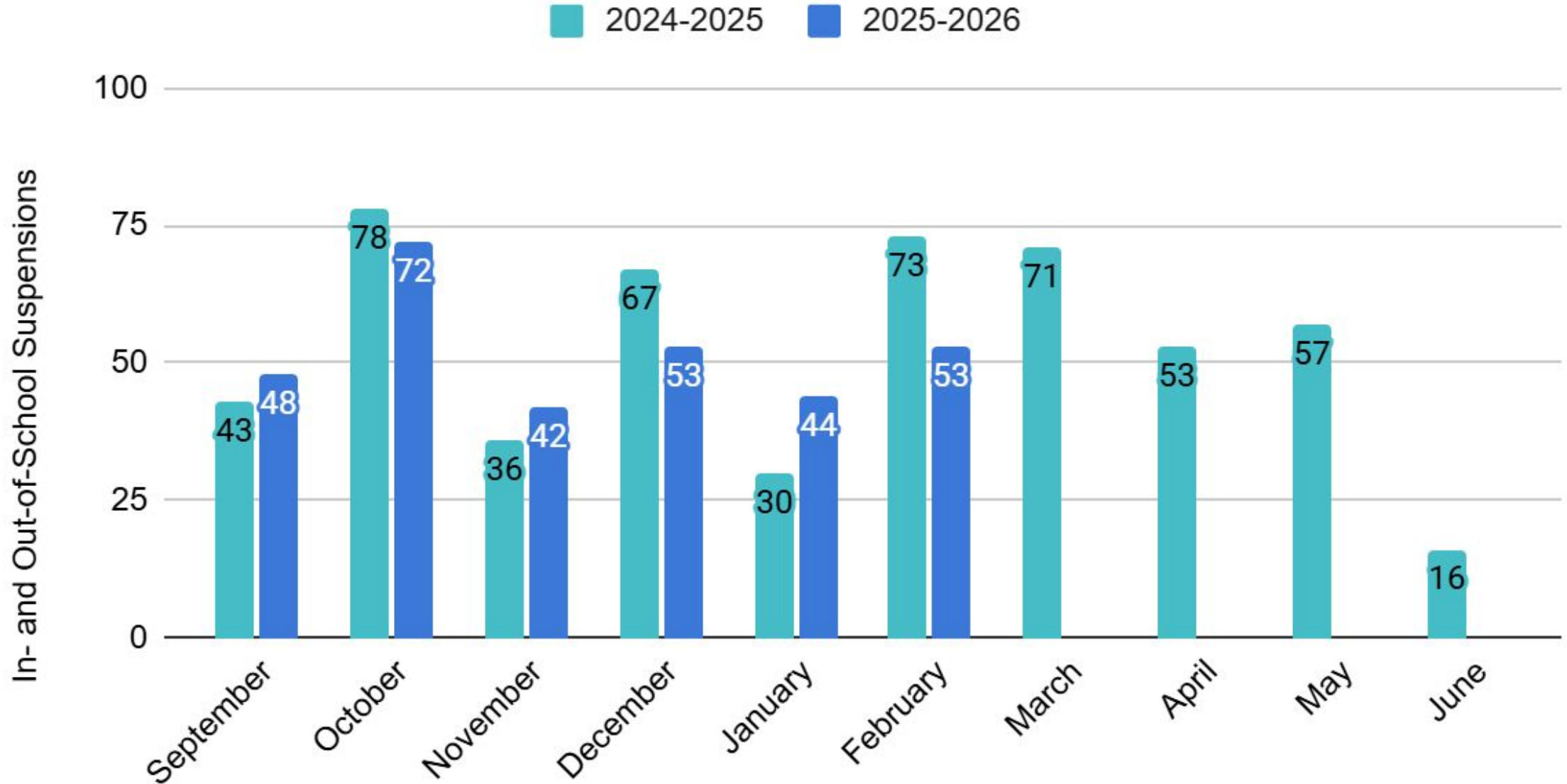
Long-Term Performance Metric

- ▶ **By 2027, we will decrease suspensions for all students by 25 percent or more compared to the 2021-22 school year.**
- ▶ **We will decrease suspensions for our male students by 25 percent or more compared to the 2021-22 school year.**

TOTAL DISTRICT In- and Out-of-School Suspensions



DISTRICT MALE STUDENTS In- and Out-of-School Suspensions



25-26 Strategies/Action Steps

- ▶ **Positive Behavior Interventions and Supports (PBIS)**
 - ▶ Pre- and Re-teaching of expectations at schools
 - ▶ What should behavior look like in class, during lunch, on the bus, etc.
- ▶ **Two-Way Communication with caregivers**
 - ▶ Input from student, caregiver, and staff
 - ▶ Phone calls to check in on students (teachers and buildings)
- ▶ **Social Emotional Learning Groups**
 - ▶ Behavior support staff and School-based Mental Health Assoc.
- ▶ **K-8 Character Strong Curriculum**
 - ▶ Lessons for K-8 students focused on character traits
 - ▶ Communication with families via ParentSquare of the character traits
- ▶ **Behavior Safety Assessments (Threat-SIRC-Fire)**
- ▶ **Two years of Studer student, staff, caregiver experience survey data**



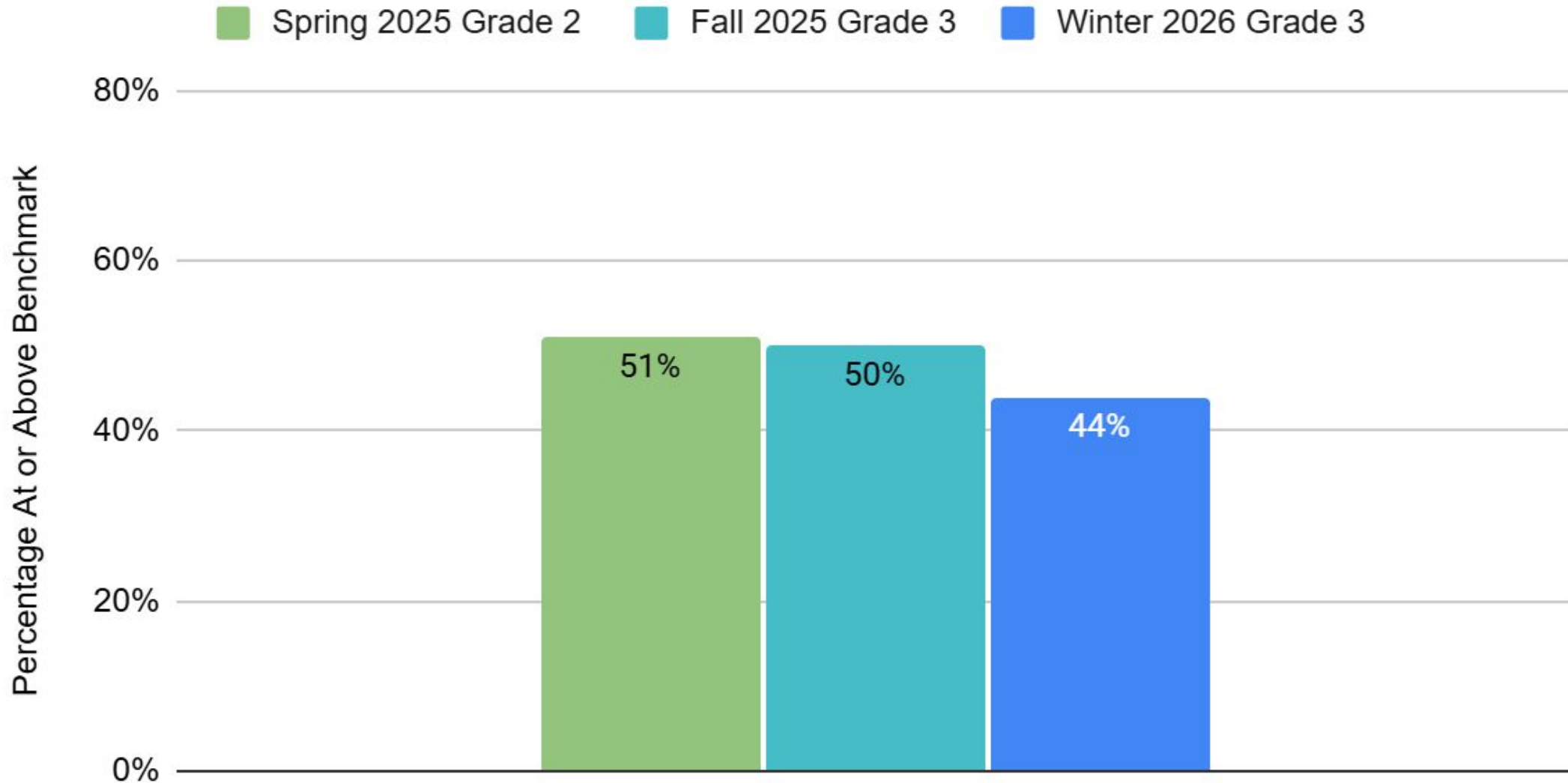
3rd Grade Universal Screener (1st-3rd cohort data) Winter 2026

3rd Grade Universal Screener Reading and Math Long-Term Performance Metric

- ▶ By 3rd grade, 70 percent or more of all students will have achieved the reading skills expected of their grade level, as assessed by the district's Universal Screener K-3 cohort growth data.
- ▶ By 3rd grade, 60 percent or more of all students will have achieved the math skills expected of their grade level, as assessed by the district's Universal Screener K-3 cohort growth data.

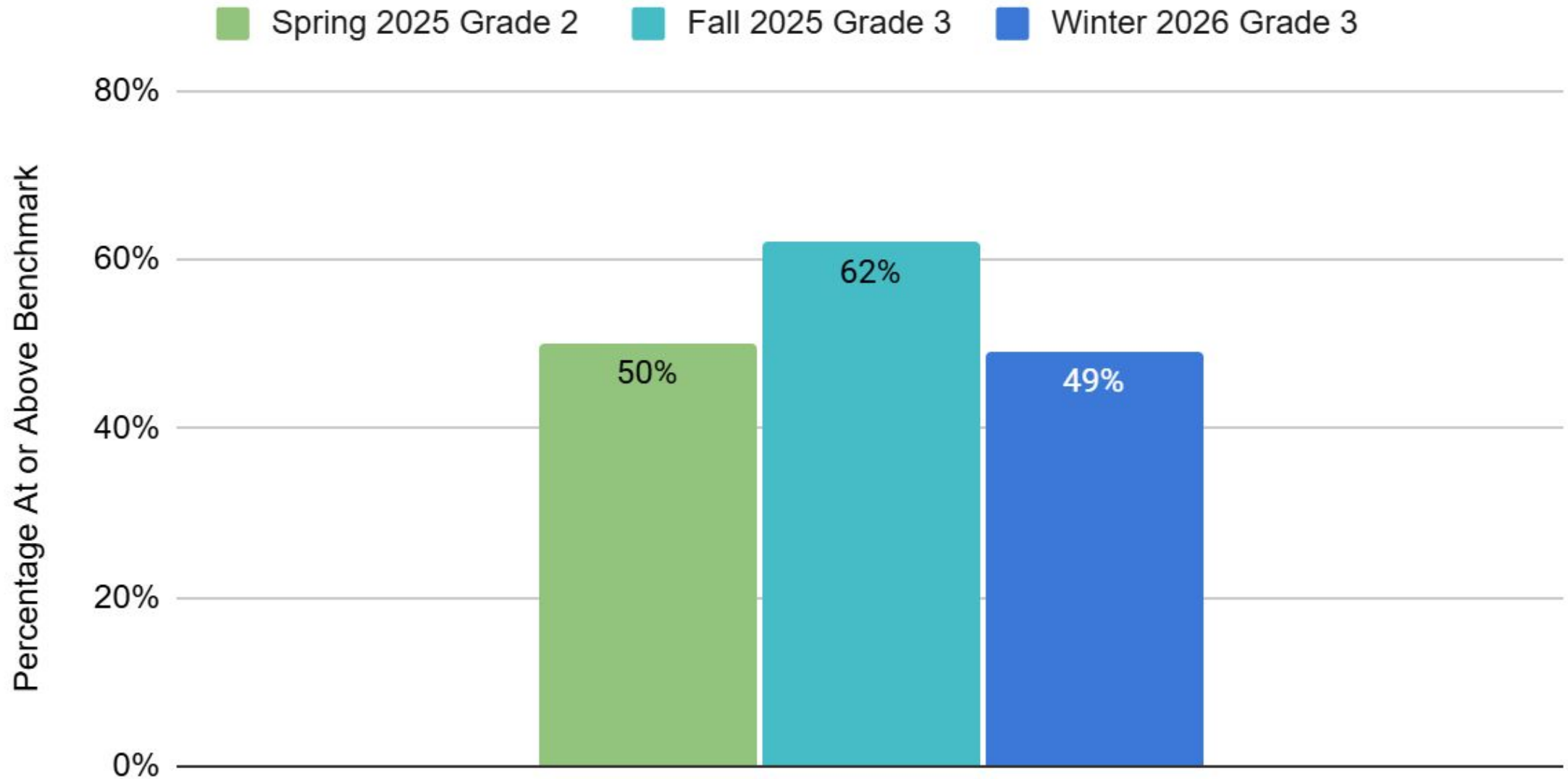
READING CURRENT GRADE 3 COHORT

Percentage At or Above Benchmark in the Universal Screener



MATH CURRENT GRADE 3 COHORT

Percentage At or Above Benchmark in the Universal Screener





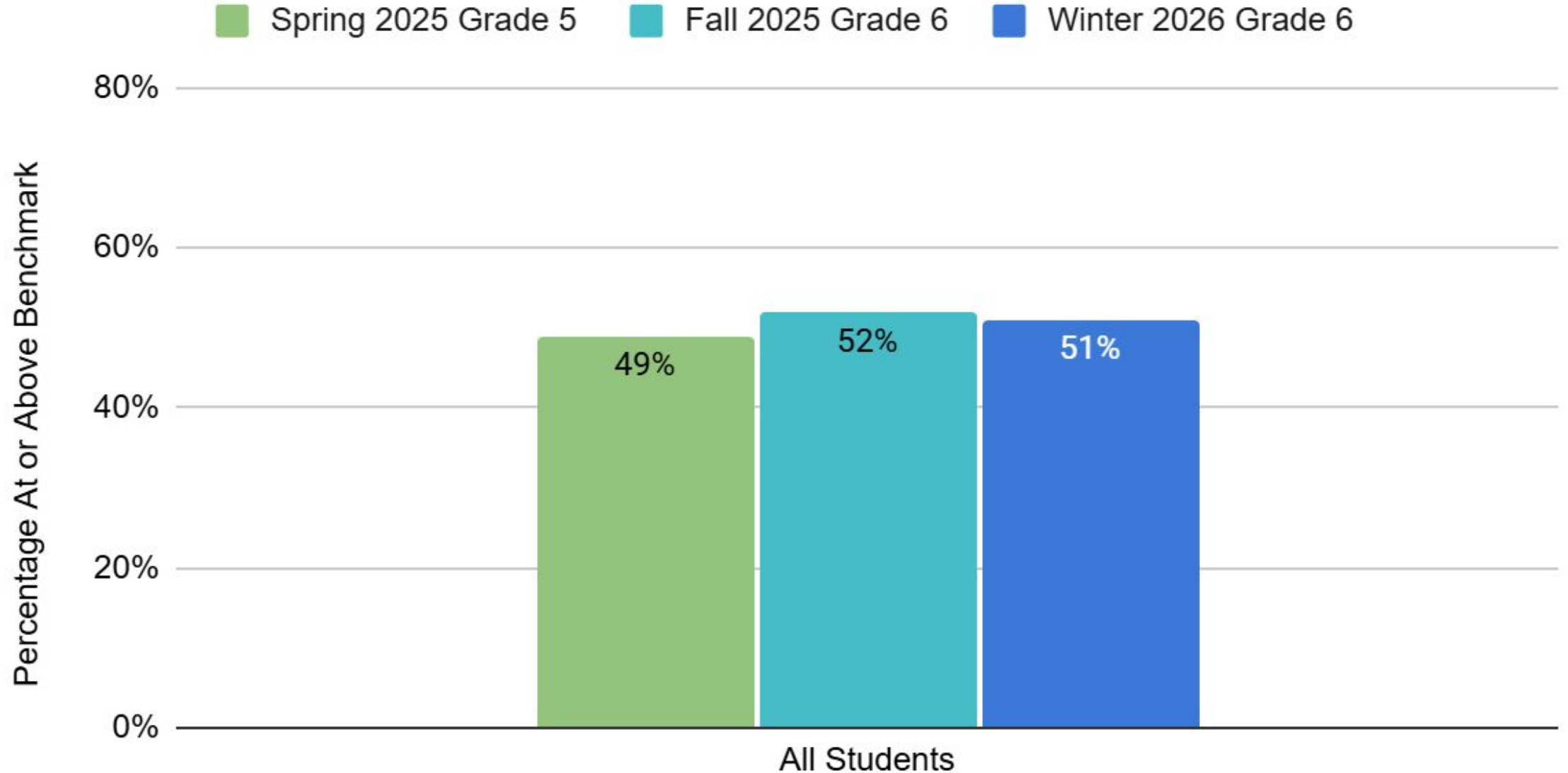
6th Grade Universal Screener (4th-6th cohort data) Winter 2026

6th Grade Universal Screener Reading and Math Long-Term Performance Metric

- ▶ By 6th grade, 60 percent or more of all students will have achieved the reading skills expected of their grade level, as assessed by the district's Universal Screener 3-5 cohort growth data.
- ▶ By 6th grade, 60 percent or more of all students and those experiencing disabilities will have achieved the mathematics skills expected of their grade level, as assessed by the district's Universal Screener 3-5 cohort growth data.

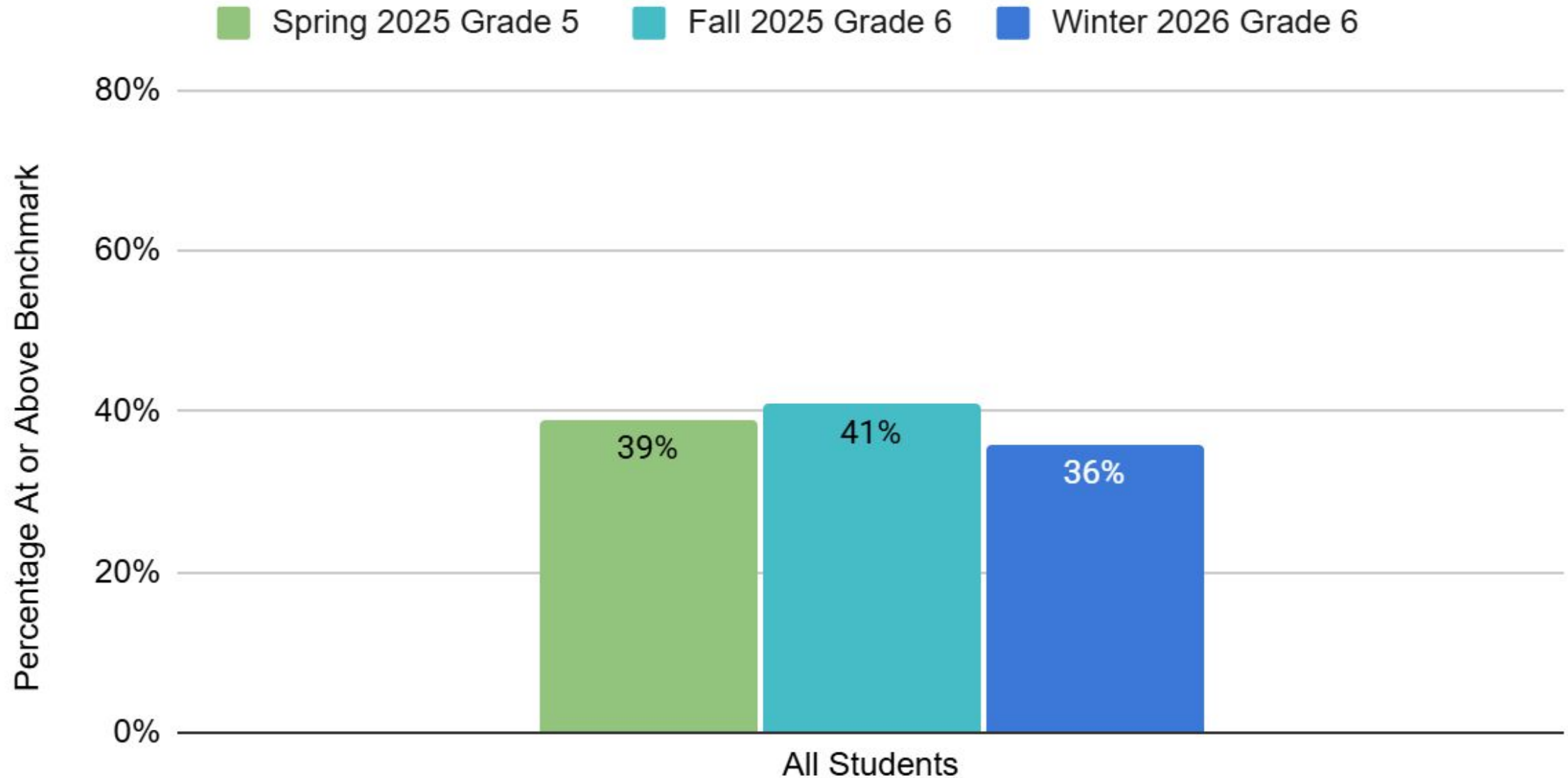
READING CURRENT GRADE 6 COHORT

Percentage At or Above Benchmark in the Universal Screener



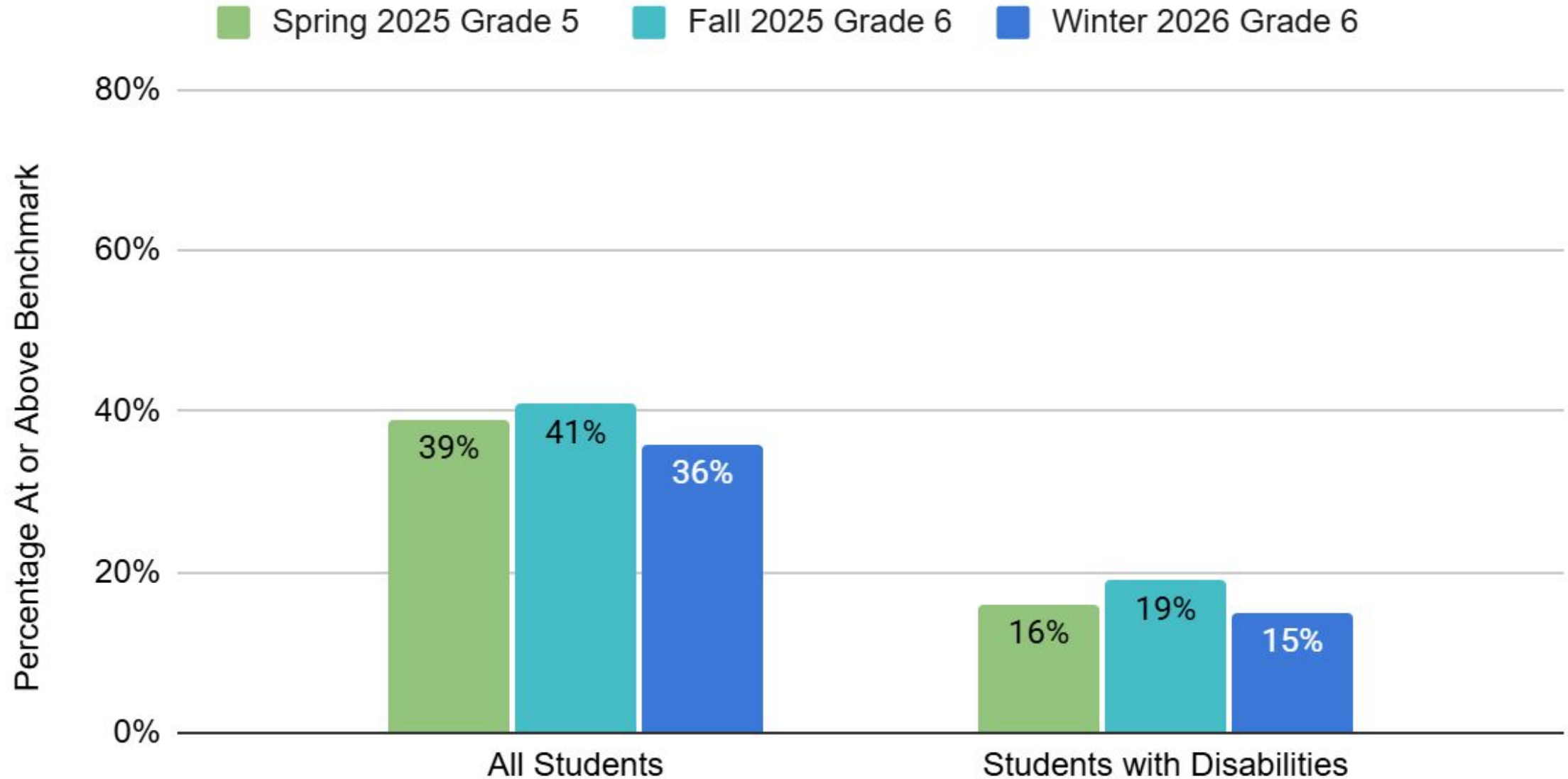
MATH CURRENT GRADE 6 COHORT

Percentage At or Above Benchmark in the Universal Screener



MATH CURRENT GRADE 6 COHORT

Percentage At or Above Benchmark in the Universal Screener





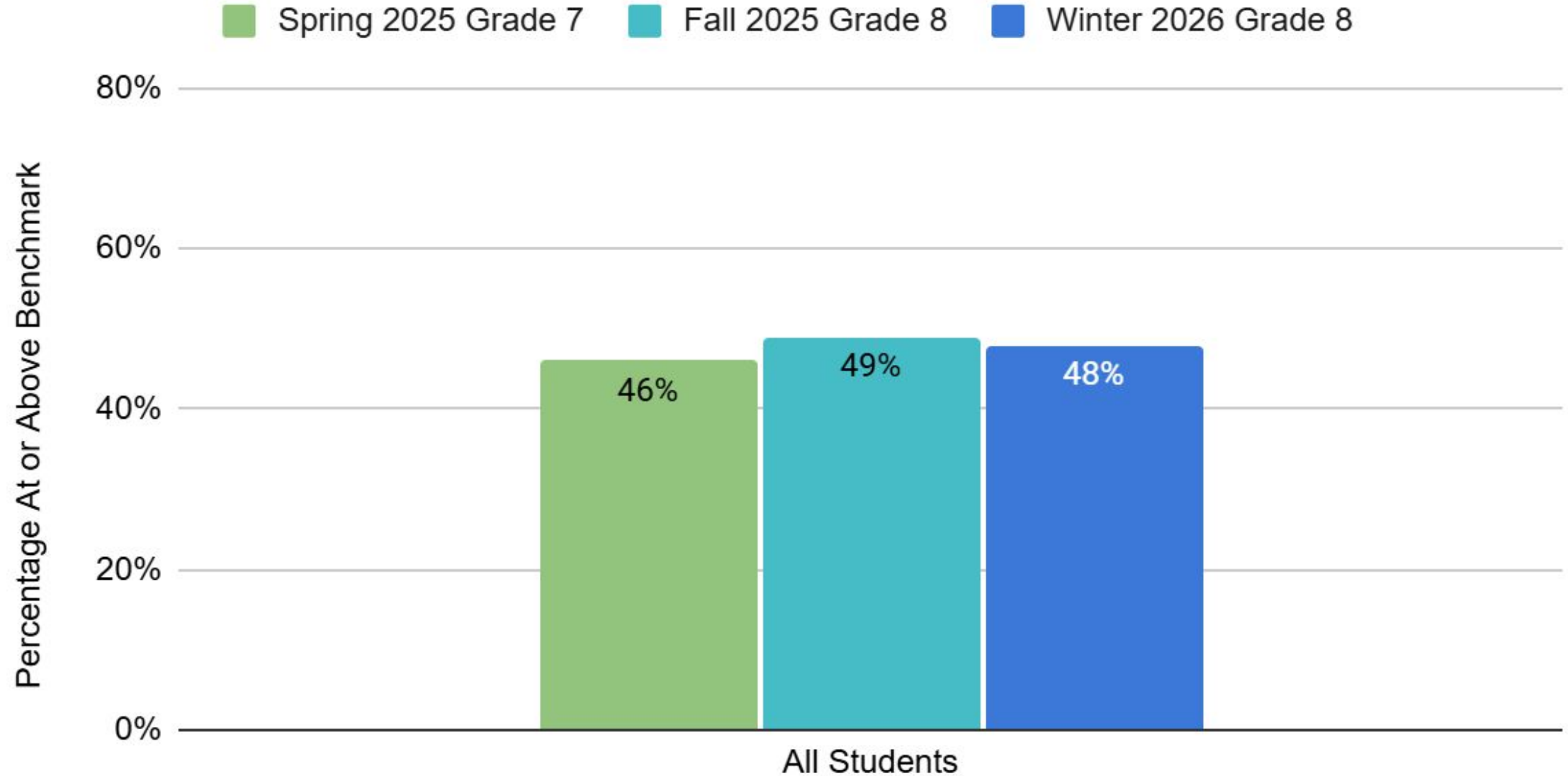
8th Grade Universal Screener (6th -8th cohort data) Winter 2026

8th Grade Universal Screener LA and Math Long-Term Performance Metric

- ▶ By 8th grade, 60 percent or more of all students will have achieved the reading skills expected of their grade level, as assessed by the district's Universal Screener 6-8 cohort growth data.
- ▶ By 8th grade, 60 percent or more of all students and those experiencing disabilities will have achieved the mathematics skills expected of their grade level, as assessed by the district's Universal Screener 6-8 cohort growth data.

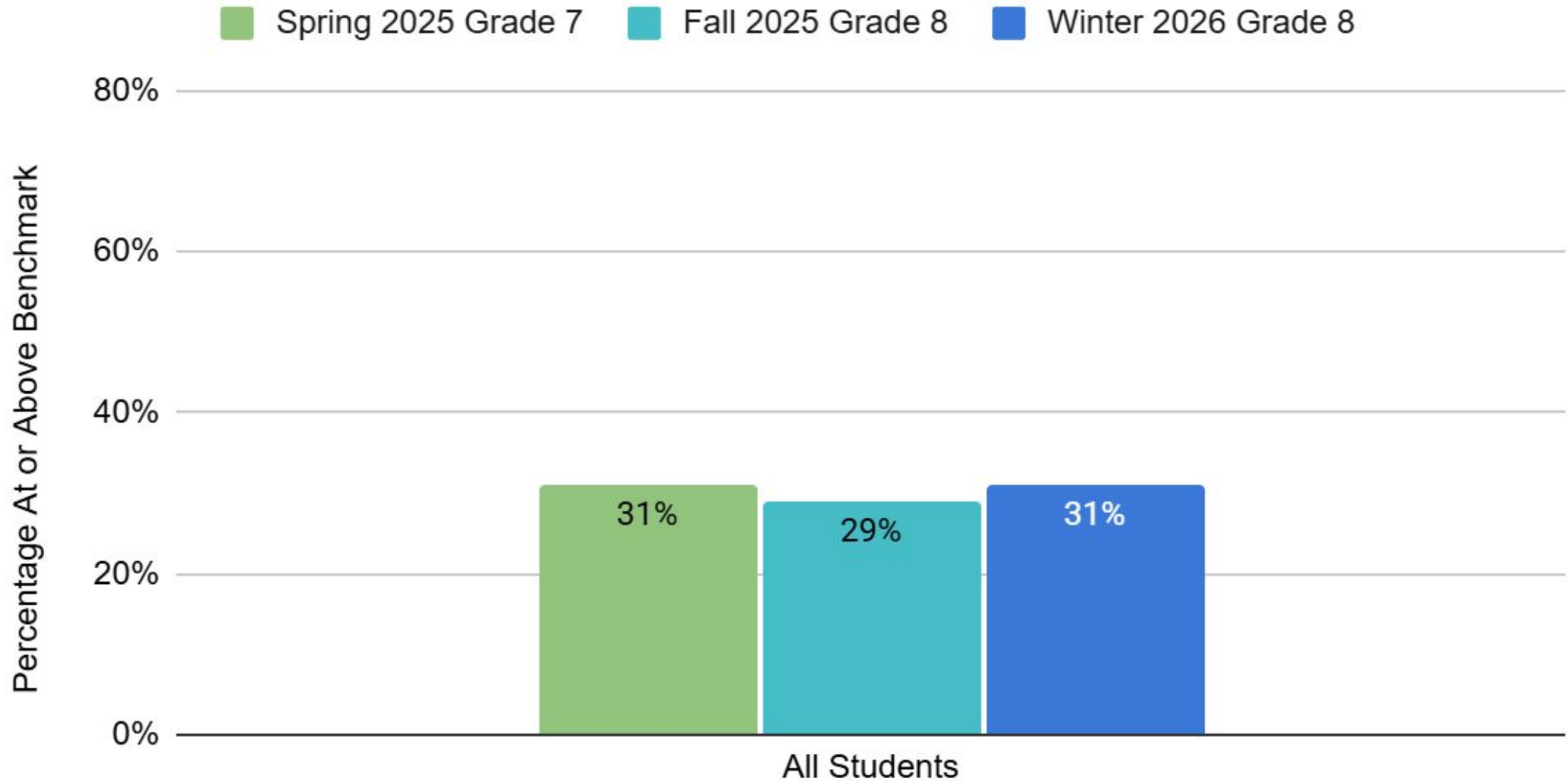
READING CURRENT GRADE 8 COHORT

Percentage At or Above Benchmark in the Universal Screener



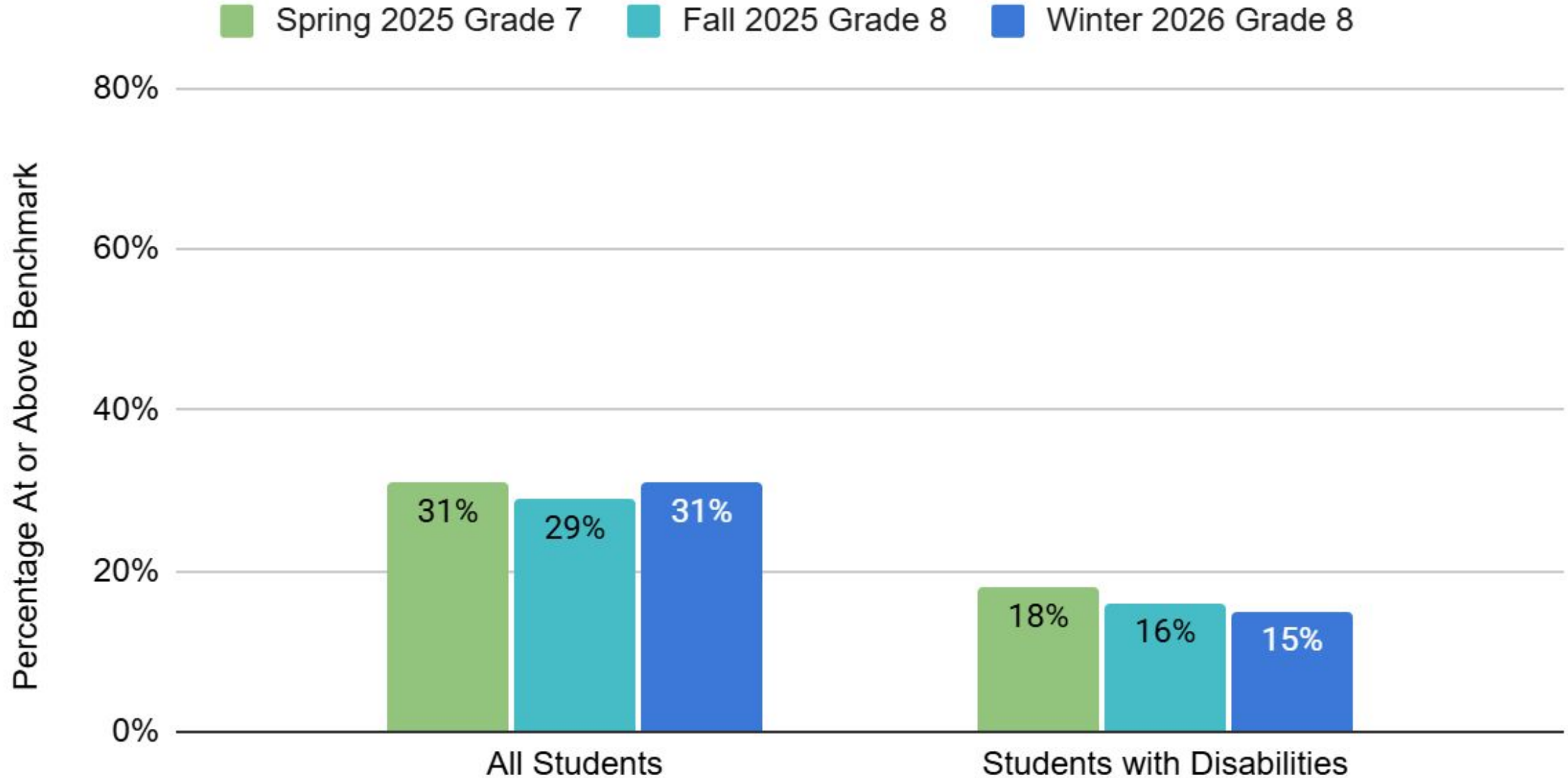
MATH CURRENT GRADE 8 COHORT

Percentage At or Above Benchmark in the Universal Screener



MATH CURRENT GRADE 8 COHORT

Percentage At or Above Benchmark in the Universal Screener



25-26 Strategies/Action Steps

- ▶ Implementation of research-based instructional materials, strategies and interventions aligned to essential standards at each grade level
- ▶ Continued implementation of K-12 Language Arts Curriculum / Math
 - ▶ Year 3 - K-5 / Year 1 - K-5
 - ▶ Year 2 - 6-12 / Year 1 - 6-12
- ▶ K-12 Professional Learning Communities
 - ▶ use of data to drive success for students
 - ▶ grade-level common assessments; district-wide common assessments
 - ▶ continue to improve at effectively analyzing student data and adjust/adapt to impact student learning and growth
- ▶ Language Development



QUESTIONS

Coversheet

Policies for First Reading

Section: V. Superintendent's Report
Item: B. Policies for First Reading
Purpose:
Submitted by:
Related Material: ACB G1 Every Student Belongs revised.pdf
GCAB G1 Personal Electronic Devices and Social Media Staff.docx.pdf

Central School District 13J

Code: ACB

Adopted: 1/04/21

Revised/Readopted: 2/07/22

Orig. Code: ACB

Every Student Belongs

Central School District 13J is committed to the success of every student. ~~including but not limited to,~~ This includes students in protected classes of an individual's perceived or actual race, color, national or ethnic origin, religion, perceived/identified mental or physical disability, sex, sexual orientation, gender identity, ~~national or ethnic origin,~~ age, ~~mental or physical disability,~~ pregnancy, familial status, ~~and/or economic status,~~ of any other persons with whom the individual associates. All students are entitled to a high quality educational experience, free from discrimination or harassment. For that success to occur, the district ~~endeavors to foster~~ ~~is committed to:~~

- Creating a culture where barriers are removed for students to prepare them to be successful in school, career, college and community.
- Being actively anti-racist
- Elevating student, staff, and family voices;
- Providing an environment where students see themselves in the curriculum they currently receive and are able to fully participate in the education they are currently receiving.
- Facilitating purposeful and vulnerable conversations to talk about race and create equitable change;
- Providing staff with tools that honor diversity, accuracy of history, and pedagogical practices focused on inclusion and empowerment;
- Providing professional learning, training, and support to empower all associated with Central 13J: Board, administration and licensed and classified staff to be intersectional and anti-racist.

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

All visitors are entitled to participate in a school or educational environment that is free from discrimination or harassment based on ~~protected class status, perceived or race, color, religion, gender identity, sexual orientation, disability, or national origin.~~

“Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s protected class, including: perceived or actual race, color, religion, sex, gender identity, sexual orientation, ~~perceived/identified~~ disability, ~~age, familial status,~~ or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior.

“Symbol of hate” include, but are not limited to nooses¹, symbols of neo-Nazi ide¹ology or the battle flag of the Confederacy.

The district prohibits the use or display of any symbols of hate² on school property³ or in an education program⁴ except where used in teaching curriculum that is aligned with state standards of education for public schools.

In responding to the use of any symbols of hate or bias incidents, the district **will investigate the incident, and respond in accordance with the Code of Conduct.** ~~will use non-disciplinary remedial action whenever appropriate.~~

The district prohibits retaliation against an individual⁵ because that individual has in good faith reported information that the individual believes is evidence of a violation of a state or federal law, rule or regulation.

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

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

The district prohibits retaliation against an individual because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

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

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

END OF POLICY

¹ The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).

² Prior to adopting the symbols of hate prohibition, or adding other symbols to the list, we recommend that the district document why the district feels that the presence of these symbols will cause a “material and substantial interference with schoolwork or discipline” or collide “with the rights of other students to be secure and be let alone.” These reasons may include previous incidents, current conditions in the schools and other factors.

³“School property” means any property under the control of the district.

⁴“Education program” includes any program, service, school or activity sponsored by the district.

⁵ ORS 659.852 prohibits retaliation only against students. Other statutes (and other complaint procedures) prohibit retaliation against staff and others for reporting or providing information regarding a complaint or investigation.

Legal Reference(s):

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

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

[OAR 581-022-2370](#)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).
Dariano v. Morgan Hill Unified Sch. Dist., 767 F.3d 764 (9th Cir. 2014).
State v. Robertson, 293 Or. 402 (1982).

Central School District 13J

Code: GCAB
 Adopted: 5/07/12
 Readopted/Revised:

Personal ~~Communication~~ Electronic Devices and Social Media - Staff**

Staff possession or use of personal ~~communication~~ electronic devices on district property, in district facilities during the work day and while the staff is on duty in attendance at district-sponsored activities may be permitted subject to the limitations set forth in this policy and consistent with any additional school rules as may be established by the superintendent or designee. At no time, whether on duty or off duty, will a personal ~~communication~~ electronic device be used in a manner that interferes with staff duty and responsibility for the supervision of students.

A “personal ~~communication~~ electronic device” is a device, not issued by the district, ~~which emits an audible signal, vibrates, displays a message or otherwise summons or delivers a communication to the possessor of the device. These devices include, but are not limited to, walkie-talkies, long- or short-range portable radios, portable scanning devices, cellular telephones, pagers, personal digital assistants (PDAs), laptop computers and similar devices with wireless capability. This also includes other digital audio and video devices such as, but not limited to, iPods, radios and TV. and is capable of electronically communicating, sending, receiving, storing, recording, reproducing, and/or displaying information and data.~~

Personal ~~cellular telephones/pagers and other digital audio and video~~ electronic devices shall be silenced during instructional ~~for class~~ time, while on duty or at any other time where such use of the device would cause a disruption of school activities or interfere with a work assignment. ~~Cellular telephones~~ Devices, which have the capability to take photographs or ~~record video or audio~~, shall not be used for such purposes while on district property or while a staff member is on duty ~~in~~ at district-sponsored activities, unless as expressly authorized by the principal or designee for a use directly related to and consistent with the employee’s assigned duties. ~~Laptop computers and PDAs, tablets, iPads or similar devices brought to school will be restricted to classroom or instructional-related academic activities only during on duty time.~~

The district will not be liable for loss or damage to personal ~~communication~~ electronic devices brought to district property and district-sponsored activities.

Staff members, while on duty and off duty, will utilize social ~~network~~ media websites (~~e.g., Facebook, MySpace and Twitter~~), public websites and blogs, judiciously by not posting confidential information about students, staff or district business.¹ Staff may not post images of district facilities, staff, students, volunteers or parents without written authorization from persons with authority to grant such a release. Staff members, while on duty and off duty, will treat fellow employees, students and the public with respect while posting ~~on social media websites, etc.~~, in order to prevent substantial disruption in school.

¹ Nothing in this policy is intended in any form to limit the right of employees to engage in protected labor activities via the use of social media.

Communication with students using personal ~~communication~~ electronic devices will be appropriate, and professional. Communication with students using personal ~~communication~~ electronic devices regarding non-school-related matters is prohibited during work hours and strongly discouraged at all other times. If communicating with students electronically regarding school-related matters, staff ~~will~~ use district email using mailing lists ~~and/or other internet messaging~~ to a group of students rather than individual students. ~~Texting a students~~ during work hours is prohibited. ~~Texting a~~ students while off duty is strongly discouraged.

Exceptions to the prohibitions set forth in this policy may be made for health, safety or emergency reasons with superintendent or designee approval.

Staff are subject to disciplinary action up to and including dismissal for using a personal ~~communication~~ electronic device in any manner that is illegal or violates the terms of this policy. Staff actions on social ~~network~~ media websites, public websites ~~and blogs and other social media~~, while on or off duty, which disrupt the school environment, are subject to disciplinary action up to and including dismissal. A “disruption”² for purposes of this policy includes, but is not limited to, one or more parent threatens to remove their children from a particular class or particular school, actual withdrawal of a student or students from a particular class or particular school and/or a threatened or actual negative impact on the learning environment.

The taking, disseminating, transferring or sharing of obscene, pornographic or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, emailing, etc.) may constitute a crime under state and/or federal law. Any person taking, disseminating, transferring or sharing obscene, pornographic or otherwise illegal images or photographs, will be reported to law enforcement and/or other appropriate state or federal agencies.

Licensed staff are subject at all times to the Standards for Competent and Ethical Performance of Oregon Educators.

The superintendent shall ensure that this policy is available to all employees.

END OF POLICY

Legal Reference(s):

² Ibid. p. 1

[ORS 163.432](#)
[ORS 163.433](#)
[ORS 163.684](#)
[ORS 163.686](#)
[ORS 163.687](#)
[ORS 163.688](#)
[ORS 163.689](#)

[ORS 163.693](#)
[ORS 163.700](#)
[ORS 167.057](#)
[ORS 326.011](#)
[ORS 326.051](#)
[ORS 332.072](#)
[ORS 332.107](#)

[ORS 336.840](#)
[ORS 339.372](#)

[[OAR 584-020-0000 – 020-0035](#)]

[Senate Bill 155 \(2019\)](#)

[18 U.S.C. § 1466A \(2018\)](#);
[18 U.S.C. § 1470 \(2018\)](#);
[20 U.S.C. § 7131 \(2018\)](#);
[20 U.S.C. § 7906 \(2018\)](#);

~~U.S. CONST. amend. XVIII, § 1466A U.S. CONST. amend. XVIII, § 1470 U.S. CONST. amend. XX, § 7906 U.S. CONST. amend. XX, § 6777~~

Copyrights, Title 17, as amended, United States Code [\(2018\)](#); 19 C.F.R. Part 133 [\(2014-19\)](#).

Melzer v. Bd. Of Educ., City of New York, 336 F.3d 185 (2d Cir. 2003).

Ross v. Springfield Sch. Dist., No. FDA 80-1, aff'd, 56 Or. App. 197, rev'd and remanded, 294 Or. 357 (1982), order on remand (1983), aff'd, 71 Or. App. 111 (1984), rev'd and remanded, 300 Or. 507 (1986), order on second remand (1987), revised order on second remand (1988).

Coversheet

Approval of Minutes

Section: VII. Consent Agenda
Item: A. Approval of Minutes
Purpose:
Submitted by:
Related Material: 2025_12_15_csd_13j_board_plc_minutes (1).pdf
2026_01_12_board_meeting_minutes.pdf

DRAFT



Central School District 13J

Minutes

CSD 13J Board PLC

This is a work session for the board.

Date and Time

Monday December 15, 2025 at 4:00 PM

Location

Henry Hill Educational Support Center
750 S. Fifth St., Independence, OR 97361
Hawk Hall

Directors Present

Andrea Van Heeswyk, Irene Oliveros-Vega, Jann Jobe, Melanie Landon-Hays, Susan Graham

Directors Absent

Byron Shinkle, Steve Moser

Guests Present

Emily Mentzer, Jennifer Kubista

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

Susan Graham called a meeting to order on Monday Dec 15, 2025 at 4:19 PM.

II. Curriculum adoption process

A. Curriculum adoption process

Vice Chair Graham recessed out of executive session at 5:02 p.m. and resumed the regular session at 5:04 p.m.

Curriculum Director Amy Jackson reviewed the process for adopting curriculum for Social Science, Science, and Health in the coming year.

III. Update with Budget Committee

A. Budget Update with budget committee started at 5:38 p.m.

Superintendent Kubista and Director Cec Koontz reviewed the federal and state budgets to this point. Director Koontz informed the group that the Governor had asked each state agency to submit different cut scenarios.

The budget committee requested being added to the district community newsletter. They also asked if they could be added to the OSBA mailing list and resources.

Director Koontz reviewed the current expenses through Oct. 31, 2025, and noted that assessed values are higher than she anticipated. The next revenue forecast will come in February 2026.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:36 PM.

Respectfully Submitted,
Susan Graham

DRAFT



Central School District 13J

Minutes

Regular Board Meeting

Date and Time

Monday January 12, 2026 at 6:30 PM

Location

Henry Hill Educational Support Center
750 S. Fifth St., Independence, OR 97361
Hawk Hall

Directors Present

Byron Shinkle, Irene Oliveros-Vega, Jann Jobe, Melanie Landon-Hays, Susan Graham

Directors Absent

Andrea Van Heeswyk

Guests Present

Emily Mentzer

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Byron Shinkle called a meeting of the board of directors of Central School District 13J to order on Monday Jan 12, 2026 at 6:30 PM.

C.

Flag Salute

D. Adoption of the Agenda

II. Recognitions

A. MICF Classroom Grants

Board President of the Monmouth-Independence Community Foundation Sabra Jewell and Abby Fitts presented the Classroom Enrichment Grant check to the grant recipients. Ms. Jewell said that the foundation receives applications each year, and this year they received more than \$41,000's worth of grant projects. The foundation only had \$15,000 for these grants this year. The foundation board agreed to allocate an additional \$8,000, bringing the total funding for Classroom Enrichment Grants to \$23,000. She said that the foundation will be actively seeking donations to these grants specifically, because "saying no to your teachers is something I never want to say again."

III. Communication from the Floor

A. Aaron Villeneuve, Central Student Advocacy Club

Mr. Villeneuve and students from the Central Advocacy Club addressed the board about concerns over the leaking roof at Central High School.

Students were:

Skyler Steeves, Jade Kiersey, Tialani Heagy, Aurana Pickett, and Mr. Villeneuve.

IV. Standing Reports

A. Personnel Report - House Bill 2900

Executive Director of Human Resources Brian Flannery updated the board on the effects of House Bill 2900. The bill redefines probationary periods for licensed staff, and effects some staff in Central School District. The bill does not affect contracted staff. He also talked about the difference between probationary staff and contract staff. He compared it to "tenure" in a university.

B. Data report: Attendance, Discipline

Dr. Kubista presented the data for attendance and discipline through the end of December. Attendance was up over the previous year for December. Total in- and out-of-school suspensions also were down.

Dr. Kubista went into the strategies for increasing attendance and decreasing suspensions.

Board members expressed hope in the data, and commended staff at all levels who play such an important role in the lives of students.

V. Superintendent's Report

A. Superintendent Updates

Dr. Kubista told the board about efforts to make improvements on the Ash Creek Elementary School campus for baseball and softball.

The group who wants to make the improvements is working with CYS (Central Youth Sports). The Memorandum of Understanding will be with CYS.

The project would use natural grass, and will be a combination of softball and Little League baseball. There will be a combination of storage and batting cages, as well as concessions.

The board asked Dr. Kubista to move forward with the MOU.

VI. Board Report

A. Board Appreciation Month

January is School Board Appreciation month. Dr. Kubista and board members took the opportunity to honor Director Steve Moser, who passed away in December.

They mentioned Mr. Moser's dedication to students, community, and staff. His heart and commitment to the community in so many ways -- schools, Scouts, Lions, and more -- were noted and admired, and will be greatly missed. Mr. Moser's legacy lives on in his children and in all the lives he touched.

VII. Consent Agenda

A. Approval of Minutes

Jann Jobe made a motion to Approve consent agenda as presented.

Melanie Landon-Hays seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

Andrea Van Heeswyk Absent

Irene Oliveros-Vega Aye

Byron Shinkle Abstain

Jann Jobe Aye

Melanie Landon-Hays Aye

Susan Graham Aye

B. Policy - 2nd reading

C. Personnel Report

D. Finance Report

VIII. Business Agenda

A. Declaring a Vacancy

Susan Graham made a motion to declare a vacancy in Zone 1.

Jann Jobe seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

Melanie Landon-Hays	Aye
Susan Graham	Aye
Andrea Van Heeswyk	Absent
Jann Jobe	Aye
Irene Oliveros-Vega	Aye
Byron Shinkle	Abstain

IX. Closing Items

A. Board Comments

Board Chair Shinkle thanked the members of the Central Student Advocacy Club for bringing forward concerns about the facilities at the high school. He asked for more understanding about the projects that need completed understanding that the district doesn't have the funding to do all of them.

Director Landon-Hays asked if there were any Legislative Priorities that the board can work on pursuing.

B. Items for Action at Future Meetings

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:38 PM.

Respectfully Submitted,
Byron Shinkle

Documents used during the meeting

- 1_12_26_HR Board Report RE HB 2900.pdf
- January2026_PerformanceMetrics.pdf
- 2025_11_17_csd_13j_board_plc_minutes.pdf
- 2025_12_01_board_meeting_minutes.pdf
- IGBBC D1 Talented and Gifted Programs DELETE.pdf

- IGBB G1 Talented and Gifted Program.docx.pdf
- EBC_EBCA D1 DELETE.pdf
- EBCA G1 Safety Threats NEW.docx.pdf
- EBCB G1 Emergency Procedure Drills.docx.pdf
- JHCA G1 Immunization, school sports participation, concussions, etc.docx.pdf
- updated contract status for 1_12_26 consent agenda.pdf
- Board Report - January 2026 Updated.xlsx - January 26.pdf
- YTD Appropriations_2025-26_as of 12-31.pdf
- Board Reports for 2025-26 (3).pdf

Coversheet

Personnel Report

Section: VII. Consent Agenda
Item: C. Personnel Report
Purpose:
Submitted by:
Related Material: Contract RenewalNon-Renewals List - March 2026.xlsx - FINAL.pdf
Board Report - March 2026 Updated.xlsx - March 26 (1).pdf

**Renewal/Non-Renewal; Extension/Non-Extension Recommendation
March 2026**

Recommend Non-Renewal of Temporary Licensed Staff effective July 1, 2026 - Procedural (not a			
Last Name:	First Name:	Hire Date:	Location:
KNOX	ANGELA	10/10/2025	TALMADGE MIDDLE SCHOOL
RUBIO OLIVARES	CYNTHIA	09/24/2025	INDEPENDENCE ELEMENTARY SCHOOL
SOTELO	ANGELA	12/15/2021	CENTRAL HIGH SCHOOL

Recommend Non-Renewal of Temporary Administrative Staff effective July 1, 2026 - Procedural (not a			
Last Name:	First Name:	Hire Date:	Location:
MONROY	HOLLY	07/01/2021	CURRICULUM

Recommend Non-Renewal of Probationary Licensed Staff effective July 1, 2026			
Last Name:	First Name:	Hire Date:	Location:
N/A			

Recommend Non-Renewal of Probationary Administrative Staff effective July 1, 2026			
Last Name:	First Name:	Hire Date:	Location:
N/A			

Recommend 1st Year Probationary Licensed Contract for July 1, 2026 - June 30, 2027			
Last Name:	First Name:	Hire Date:	Location:
PEPIN	HANNAH	01/30/2026	INDEPENDENCE ELEMENTARY SCHOOL

Recommend 2nd Year Probationary Licensed Contract for July 1, 2026 - June 30, 2027			
Last Name:	First Name:	Hire Date:	Location:
ATKINSON	MEGAN	08/28/2025	ASH CREEK ELEMENTARY SCHOOL
BOULDIN	EMILY	12/15/2025	ASH CREEK ELEMENTARY SCHOOL
BRACHER	DEDRAANN	05/12/2025	SPECIAL EDUCATION
BRADLEY	SYDNEY	08/27/2025	TALMADGE MIDDLE SCHOOL
BROWN	BLAKE	08/27/2025	CENTRAL HIGH SCHOOL
FALLA	AUDREY	08/27/2025	ASH CREEK ELEMENTARY SCHOOL
JARAMILLO SALAS	DIANA	08/27/2025	INDEPENDENCE ELEMENTARY SCHOOL
JOHNSON	STEPHANIE	08/27/2025	MONMOUTH ELEMENTARY SCHOOL
LOPEZ	JOEL	08/27/2025	DISTRICT OFFICE
MARSHALL	KYLA	08/27/2025	ASH CREEK ELEMENTARY SCHOOL
MCFARLAND	BRAXTON	08/27/2025	CENTRAL HIGH SCHOOL
MCGUIGAN	ADRIENNE	01/06/2025	CENTRAL HIGH SCHOOL
NAGY	MIKAYLA	08/27/2025	MONMOUTH ELEMENTARY SCHOOL
PETERSEN	RILEY	08/27/2025	ASH CREEK ELEMENTARY SCHOOL
TAYLOR	KADY	08/27/2025	ASH CREEK ELEMENTARY SCHOOL
WILDER	JAZZLYN	08/27/2025	MONMOUTH ELEMENTARY SCHOOL
WITTEN	FONTELLE	08/27/2025	TALMADGE MIDDLE SCHOOL

Recommend 3rd Year Probationary Licensed Contract for July 1, 2026 - June 30, 2027			
Last Name:	First Name:	Hire Date:	Location:
ABRAMS	RICHARD	03/07/2025	TALMADGE MIDDLE SCHOOL
BONILLA	ERICA	08/04/2025	CENTRAL HIGH SCHOOL
BOONE	CHELSEA	08/27/2025	ASH CREEK ELEMENTARY SCHOOL
BRUNING	JENNIFER	08/27/2025	CENTRAL HIGH SCHOOL
CARLIN	ALYSSA	08/27/2025	INDEPENDENCE ELEMENTARY SCHOOL
CHAPMAN	ELIZABETH	08/22/2024	ASH CREEK ELEMENTARY SCHOOL
HALLIGAN	MEGAN	08/27/2025	MONMOUTH ELEMENTARY SCHOOL
HERNANDEZ	ISABELLE	08/19/2024	CENTRAL HIGH SCHOOL
LANDOLT	KARILEA	08/27/2025	INDEPENDENCE ELEMENTARY SCHOOL
MCLEAN	AMBER	08/27/2019	MONMOUTH ELEMENTARY SCHOOL
MONUFAR	EMMY	08/19/2024	CENTRAL HIGH SCHOOL
NETCHER	KYLE	08/27/2025	DISTRICT OFFICE
OCHOA	VICTOR	08/19/2024	CENTRAL HIGH SCHOOL
POMPA	MARISSA	08/21/2024	INDEPENDENCE ELEMENTARY SCHOOL
ROGERS	SAMANTHA	01/06/2025	DISTRICT OFFICE
SCHWARTZ	KATELYN	01/05/2026	DISTRICT OFFICE
SMITH	SARA	08/26/2024	ASH CREEK ELEMENTARY SCHOOL
WARNER	ALLY	08/19/2024	CENTRAL HIGH SCHOOL

Recommend Initial Two Year Contract for July 1, 2026 - June 30, 2028			
Last Name:	First Name:	Hire Date:	Location:
BOOKEY	MCKENZIE	08/14/2024	CENTRAL HIGH SCHOOL
CANTU	JAIME	08/28/2023	CENTRAL HIGH SCHOOL
DAHRENS	HEATHER	03/22/2023	CENTRAL HIGH SCHOOL
FERTIG	BENJAMIN	08/28/2023	CENTRAL HIGH SCHOOL
FIELDS	STACY	01/02/2024	TALMADGE MIDDLE SCHOOL
GENTRY	SAMANTHA	08/28/2023	MONMOUTH ELEMENTARY SCHOOL
HOKI	STEVEN	08/19/2024	TALMADGE MIDDLE SCHOOL
HOLT	STEPHANY	07/20/2023	MONMOUTH ELEMENTARY SCHOOL
IMAMURA	IAN	08/28/2023	CENTRAL HIGH SCHOOL
JOSSI	SAVANNAH	08/28/2023	ASH CREEK ELEMENTARY SCHOOL
LAYTON	AMY	11/06/2023	CENTRAL HIGH SCHOOL
MAULE	SIMONE	08/28/2023	TALMADGE MIDDLE SCHOOL
MAXWELL	LINDSEY	08/28/2023	MONMOUTH ELEMENTARY SCHOOL
MONTGOMERY	STEPHANIE	08/08/2024	MONMOUTH ELEMENTARY SCHOOL
NEFF	DAVID	08/28/2023	TALMADGE MIDDLE SCHOOL
PEREZ CARDENAS	RODOLFO	08/28/2023	CENTRAL HIGH SCHOOL
SAPARTO	RYAN	01/02/2024	CENTRAL HIGH SCHOOL
SHULTIS	RHYAN	08/28/2023	ASH CREEK ELEMENTARY SCHOOL
SLEEMAN	STEPHANIE	08/28/2023	INDEPENDENCE ELEMENTARY SCHOOL
SMUCKER	HOLLY	11/20/2023	DISTRICT OFFICE
STOUDER	NIKKI	08/26/2024	DISTRICT OFFICE
SWARTZFAGER	MARK	08/26/2024	MONMOUTH ELEMENTARY SCHOOL
SWENSON	STEPHANIE	08/28/2023	CURRICULUM
TROSKO	RYAN	08/14/2024	DISTRICT OFFICE

Recommend One Year Licensed Contract Extension			
Last Name:	First Name:	Hire Date:	Location:
ABOUNADI	ADIL	08/30/2004	CENTRAL HIGH SCHOOL
AHOLA	KRISTIE	08/22/2017	TALMADGE MIDDLE SCHOOL
ARCHER	KARLA	08/25/2014	INDEPENDENCE ELEMENTARY SCHOOL

ARENAS	LAURA	08/29/2022	CENTRAL HIGH SCHOOL
ATKINSON	HAYLEY	08/25/2014	TALMADGE MIDDLE SCHOOL
AVERY	DYLAN	08/29/2022	CENTRAL HIGH SCHOOL
BAERTLEIN	ALISHA	08/31/2015	ASH CREEK ELEMENTARY SCHOOL
BAILEY	TODD	08/29/2016	CENTRAL HIGH SCHOOL
BAMBURG	ALLISON	08/31/2015	TALMADGE MIDDLE SCHOOL
BEAM	SHAWN	02/01/1996	ASH CREEK ELEMENTARY SCHOOL
BEASLY	JESSICA	08/25/2021	MONMOUTH ELEMENTARY SCHOOL
BEATLEY	DAVID	08/24/2016	TALMADGE MIDDLE SCHOOL
BERGSTAD	AMANDA	08/25/2014	TALMADGE MIDDLE SCHOOL
BETTGER	EMILY	08/25/2021	ASH CREEK ELEMENTARY SCHOOL
BIBLER	RYAN	09/28/2021	CENTRAL HIGH SCHOOL
BOGERT	CAMERON	08/24/2016	INDEPENDENCE ELEMENTARY SCHOOL
BOYLES	HOLLY	08/27/2001	TALMADGE MIDDLE SCHOOL
BRADLEY	KAIANA	08/22/2020	MONMOUTH ELEMENTARY SCHOOL
BROOKS	LORIEN	08/31/2015	CENTRAL HIGH SCHOOL
CENTONI	JEFFREY	08/21/2019	CENTRAL HIGH SCHOOL
COONEY	LAUREN	08/20/2018	CENTRAL HIGH SCHOOL
CORVESE	CAROLINE	11/07/2022	ASH CREEK ELEMENTARY SCHOOL
CRAVEN	GREG	08/29/2005	CENTRAL HIGH SCHOOL
CURRIER	AARON	08/25/2008	TALMADGE MIDDLE SCHOOL
CYPHERS	SHANE	08/27/2007	CENTRAL HIGH SCHOOL
DACZEWITZ	KIRA	09/14/2009	TALMADGE MIDDLE SCHOOL
DAVIS	GINA	08/25/2021	INDEPENDENCE ELEMENTARY SCHOOL
DIANOVICH	ALYSSA	08/01/2016	MONMOUTH ELEMENTARY SCHOOL
DIMAGGIO	JENNIFER	08/21/2019	ASH CREEK ELEMENTARY SCHOOL
DUNCAN	RACHEL	08/25/2008	CENTRAL HIGH SCHOOL
EISELE	JENNIFER	09/13/2007	TALMADGE MIDDLE SCHOOL
ELLISON	AMANDA	08/22/2020	TALMADGE MIDDLE SCHOOL
ESCOBAR	CAITLIN	08/29/2022	MONMOUTH ELEMENTARY SCHOOL
EVERETT	JOEL	08/25/2014	CENTRAL HIGH SCHOOL
FINK	KELLI	08/27/2007	TALMADGE MIDDLE SCHOOL
FINNEGAN	BENJAMIN	08/29/2022	CENTRAL HIGH SCHOOL
FLUGUM	RACHEL	08/26/2002	ASH CREEK ELEMENTARY SCHOOL
FROST	LAURA	08/30/2004	INDEPENDENCE ELEMENTARY SCHOOL
FULLER	JULIE	01/03/2022	INDEPENDENCE ELEMENTARY SCHOOL
GARCIA	ARNOLD	08/22/2020	ASH CREEK ELEMENTARY SCHOOL
GAULT	ADRIENNE	08/27/2007	TALMADGE MIDDLE SCHOOL
GEHLEY	NATHAN	08/29/2022	CENTRAL HIGH SCHOOL
GOHL	EVANGELINA	08/22/2006	TALMADGE MIDDLE SCHOOL
GRANUM	SARAH	08/22/2017	CENTRAL HIGH SCHOOL
HALBERT	COLYN	08/29/2022	TALMADGE MIDDLE SCHOOL
HANSEN	HELEN	08/27/2007	CENTRAL HIGH SCHOOL
HARRINGTON	RYAN	10/04/2021	CENTRAL HIGH SCHOOL
HECKARD	SAWYER	08/25/2021	TALMADGE MIDDLE SCHOOL
HEIDE	CHELSEA	08/24/2016	MONMOUTH ELEMENTARY SCHOOL
HENDERSON	SAMANTHA	08/25/2008	MONMOUTH ELEMENTARY SCHOOL
HENDREN	ARIKA	08/25/2021	CENTRAL HIGH SCHOOL
HETH	KALE	08/29/2022	TALMADGE MIDDLE SCHOOL
HIGGINS	CHERI	08/29/2000	TALMADGE MIDDLE SCHOOL
HINDMAN	TREVOR	05/10/2021	CENTRAL HIGH SCHOOL
HOLLIDAY	ALICE	08/26/2013	ASH CREEK ELEMENTARY SCHOOL
HOPKINS	SARAH	08/25/2021	TALMADGE MIDDLE SCHOOL
HUNTER	LUCIE	08/25/2008	TALMADGE MIDDLE SCHOOL
JONES	JILLIAN	08/24/2016	TALMADGE MIDDLE SCHOOL
JORDAN	KRIS	01/18/2008	CENTRAL HIGH SCHOOL
KITTELSON	LAURA	08/24/2016	MONMOUTH ELEMENTARY SCHOOL
KOSTROMITIN	KATHRYN	08/20/2018	MONMOUTH ELEMENTARY SCHOOL
KRAMER	BENJAMIN	08/25/2021	CENTRAL HIGH SCHOOL
KRETA	TIMOTHY	08/29/2000	MONMOUTH ELEMENTARY SCHOOL
LAISTER	AMANDA	08/27/2001	CENTRAL HIGH SCHOOL
LANCE	ASHLEY	08/31/2015	MONMOUTH ELEMENTARY SCHOOL
LOYH	BETHANY	08/25/2021	MONMOUTH ELEMENTARY SCHOOL
LYON	SONYA	08/20/2019	TALMADGE MIDDLE SCHOOL
MARR	ERIN	08/25/2021	INDEPENDENCE ELEMENTARY SCHOOL
MARTINEZ	DANIELA	08/21/2019	INDEPENDENCE ELEMENTARY SCHOOL
MCBETH	ROBERT	08/25/2008	CENTRAL HIGH SCHOOL
MCCANNELL	SCOTT	08/25/2014	CENTRAL HIGH SCHOOL
MCGUYER	ASHLEY	08/21/2019	INDEPENDENCE ELEMENTARY SCHOOL
MESSINGER	REBBEKKA	08/22/2020	TALMADGE MIDDLE SCHOOL
MEYER	KARI	08/29/2000	TALMADGE MIDDLE SCHOOL
MONTERO	JONATHAN	08/25/2021	INDEPENDENCE ELEMENTARY SCHOOL
MONTGOMERY	RICHARD	08/30/2004	TALMADGE MIDDLE SCHOOL
MOORE	TRISTAN	08/21/2019	TALMADGE MIDDLE SCHOOL
MUTI	NATHAN	08/20/2018	ASH CREEK ELEMENTARY SCHOOL
NAUGHTON	SARAH	12/07/2021	TALMADGE MIDDLE SCHOOL
NELSON	DIANNE	08/26/2013	TALMADGE MIDDLE SCHOOL
NEWBECK	KARINA	09/25/2003	TALMADGE MIDDLE SCHOOL
NIGHTENGALE	KRISTINE	08/29/2022	ASH CREEK ELEMENTARY SCHOOL
NOSACK	PATRICIA	08/30/2010	DISTRICT OFFICE
OVERLIN	AMY	08/25/2021	SPECIAL EDUCATION
PALMER	KYLE	09/04/2019	TALMADGE MIDDLE SCHOOL
PARKER-CIRINO	ELI	08/27/2001	CENTRAL HIGH SCHOOL
PIETERS	KANDRISSA	09/28/2015	CENTRAL HIGH SCHOOL
PROPST	EDWIN	08/22/2006	CENTRAL HIGH SCHOOL
RECH	NANCY	08/30/2004	MONMOUTH ELEMENTARY SCHOOL
RHINEVAULT	GILLIAN	08/25/2021	CENTRAL HIGH SCHOOL
RINCON-OCHOA	MARTINA	08/31/1999	MONMOUTH ELEMENTARY SCHOOL
ROSS	BRIAN	08/25/2014	INDEPENDENCE ELEMENTARY SCHOOL
ROSS	MALIA	08/20/2018	ASH CREEK ELEMENTARY SCHOOL
SASS	BERNADETTE	08/27/2007	ASH CREEK ELEMENTARY SCHOOL
SEIDEL	WESLEY	08/20/2018	TALMADGE MIDDLE SCHOOL
SMITH	JULIE	08/31/2015	ASH CREEK ELEMENTARY SCHOOL
SPARKS	MICHELE	08/27/2001	MONMOUTH ELEMENTARY SCHOOL
SZYMANSKI	LORI	09/01/1998	CENTRAL HIGH SCHOOL
THISSELL	MICHAEL	08/27/2007	CENTRAL HIGH SCHOOL
THOMAS	LYNN	08/25/2014	CENTRAL HIGH SCHOOL
TISLER	MELANIE	08/29/2022	TALMADGE MIDDLE SCHOOL
VOGT	COURTENAY	08/20/2018	INDEPENDENCE ELEMENTARY SCHOOL
WAKEFIELD	BRIAN	08/27/2001	MONMOUTH ELEMENTARY SCHOOL
WATKINS	STEPHANIE	08/31/2015	TALMADGE MIDDLE SCHOOL
WENDRING	PAUL	08/31/1999	CENTRAL HIGH SCHOOL
WENDRING	RACHEL	08/25/2021	CENTRAL HIGH SCHOOL
WHITNEY	JULIE	08/26/2013	INDEPENDENCE ELEMENTARY SCHOOL
WICKS	ALAN	08/25/2021	CENTRAL HIGH SCHOOL

Board Report: March 2, 2026

Resignation

Last Name:	First Name:	Position:	Location:	Effective Date:
Berry	Tami	Teacher	DO	03/11/2026
Cannon	Ariel	SPED Teacher	ACES	
Clark	Jason	Administrator	DO	06/30/2026
Clark	Juanita	TOSA	IES	06/22/2026
Corner	Anna	Teacher	IES	06/22/2026
Loza	Jennifer	SPED Teacher	CHS	06/22/2026
Mercier	Amanda	School Psychologist	DO	03/10/2026
Miller	Jennifer	SPED Teacher	IES	02/23/2026
McConahy	Zachary	SPED Teacher	MES	06/22/2026
Nuss	Deidra	Teacher	TMS	04/20/2026

Leave of Absence

Last Name:	First Name:	Position:	Location:	Effective Date:
Loyh	Bethany	Teacher	MES	08/2026 - 6/2027

Retirement

Last Name:	First Name:	Position:	Location:	Effective Date:
Clark	Jason	Administrator	DO	07/01/2025
Clark	Juanita	TOSA	IES	08/01/2025
Huhn	David	Teacher	CHS	06/22/2026
Ritacco	Cynthia	Teacher	IES	06/22/2026
Simkins	Brad	Teacher	TMS	06/22/2026

Hired

Last Name:	First Name:	Position:	Location:	Effective Date:	Probationary Placement: