



Jefferson County Education Service District

BOARD MEETING

Wednesday, January 7, 2026 @5:30PM

Hybrid: In-person and Electronic Meeting via Zoom

IN-PERSON LOCATION:

Jefferson County ESD
295 SE Buff Street, Madras, OR 97741



ACCESS ZOOM MEETING HERE

Phone: 253 215 8782 US (Tacoma)
Meeting ID: 869 8650 0487 Passcode: 793107

2025/2026 Board Members: Chair Heidi Casper, Vice Chair Sean Gallagher, Barbara Ibrahim, Maurice Langsev, Dani Cowdrey, Joan Starkel, Cody Roberts, and Board Advisor Paul May

REGULAR SESSION MEETING MINUTES

BOARD OF DIRECTORS ATTENDANCE: Chair Heidi Casper, Vice Chair Sean Gallagher, Barbara (Barb) Ibrahim, Maurice Langsev (online), Joan Starkel, Cody Roberts (online) and Board Advisor Paul May (online), Dani Cowdrey (*entered late at 5:33pm*)

ABSENT: NONE

1. WELCOME - REGULAR SESSION / PLEDGE OF ALLEGIANCE /BOARD MEMBER ROLL CALL

Board Chair Heidi Casper called the meeting to order at 5:30pm followed by the Pledge of Allegiance and a board member roll call. Board Secretary noted board member attendance for the record.

2. AGENDA ADOPTION

Board Chair Heidi Casper called for a motion to adopt the agenda.

Barbara Ibrahim made a motion to adopt the agenda as presented, motion was seconded by Sean Gallagher. A vote was taken and passed unanimously – **APPROVED 6/0** (*one member late*).

Board Member:	Heidi Casper	Sean Gallagher	Maurice Langsev	Joan Starkel	Cody Roberts	Barbara Ibrahim	Dani Cowdrey
Vote:	Y	Y	Y	Y	Y	Y	LATE

[Dani Cowdrey entered the meeting at 5:33pm].

3. COMMUNICATION / PRESENTATIONS / REPORTS / DISCUSSION

3.1. Happy New Year 2026! / JCESD Board Appreciation

Superintendent Shay Mikalson took a few moments to appreciate the board members with a note and JCESD attire, he directed board members to page 4 of the board packet and read the proclamation 'Jefferson County ESD Board of Directors - Board Recognition Month'.

3.2. **Audit Report, Fiscal Year Ended June 30, 2025** – Sensiba LLP [*Brenda Bartlett, CPA*]
Superintendent Shay Mikalson looked to CFO Brad Henry to provide the audit report with guest Brenda Bartlett of Sensiba LLP.

CFO Brad Henry introduced Brenda Bartlett who is a partner of Sensiba LLP and informed the board that they will present the audit report together – first, Brenda will touch on the auditors reports that are included in the financial statement and they will finish by opening up to any questions. Brad noted, to make it easier for the board members to follow along, he will be using the board packet page numbers for this presentation, not the page numbers of the document. He summarized the following:

Page 10 – CFO Brad Henry directed board members to page 10 of the board packet, which is the independent auditors report. He pointed out, the opinion of the auditors in the second paragraph of the report and explained the words mean that it is an unqualified opinion which is referred to as a clean opinion, that is the best opinion that the auditors can give to an organization.

Page 23 – CFO Brad Henry directed board members to page 23 of the board packet. He explained the financial statement – the rows across the top, reflect three different types of funds to account for our resources and our expenditures.

1. General - The general is what you see in your board packet each month. That's what we report on, the general fund includes the resources for the general fund. Include state school fund and property taxes, which make up the formula, and that's the majority of our resources.
2. Special Revenue - Those are our grants, they are expenditure driven, and you can see that the revenues equal expenses. Because these grants are expenditure driven, we spend the money, and then request the funds. Those grants are our technical assistance grants, and the majority of those costs are people.
3. Debt Service – the debt service column there is our pension bonds and we do not have any control over paying those. When our state school fund comes to us, a portion of it is intercepted. It is a guarantee that the debt service gets paid, but we do have to record those expenses, that is the revenue expense on our books.

CFO Brad Henry asked if there are any questions before he moves forward.

Vice Chair Sean Gallagher asked CFO Brad Henry if there are any surprises?

CFO Brad Henry responded there really are not. He explained that this information is very close to the last financial statement that the board saw for 2024-2025 so there were no audit entries, no surprises.

Vice Chair Gallagher complimented CFO Henry and his team for the nice job.

Pages 59 & 60 – CFO Brad Henry directed board members to page 59 of the board packet to review the statement of revenues, expenditures and changes in fund balance, budget to actual for the general fund only. He explained that this is the closest to what they see on a monthly basis in his financial report because he always shows budget to actual and projected to the end of the year. He pointed out a variance column and he noted that we were within

budgeted appropriations on all of those categories. The next page (page 60) is the same look for our grants. He pointed out on the far-right column and referenced the two JCESD programs - Steve Rankin memorial grant awards and the new Marie Glenn awards (combined), we have \$9,000 available , this current year and he pointed out the ending fund balance from last year rolling into this year. He shared again, no surprises in the special revenue fund either.

Page 71 – CFO Brad Henry directed board members to page 71 is the Independent Auditors’ Report. He explained that the auditors looked at all the items noted in the middle of the letter and as noted in the last paragraph on that page, *‘nothing came to their attention that caused them to believe the district is not in substantial compliance with certain provisions of laws, regulations, contracts, and grants, including the provisions of Oregon Revised Statutes as specified in Oregon Administrative Rules 162-10-000 through 162-10-320 of the Minimum Standards for Audits of Oregon Municipal Corporations.’* Which is another good report. He noted that they did receive two other letters separately from the report (1) an auditor's responsibility post audit letter and (2) the internal control letter and he asked Brenda Bartlett to walk through her reports and anything else she may want to add.

Brenda Bartlett said she wants to point out that it is an unmodified opinion; that management is responsible for the financial statements and they just audit them. The way they do that is they find evidence that supports the numbers. The other important thing she noted is that they are independent from the organization. Brenda Bartlett highlighted the following in their report:

- Ethical compliance – they look at how JCESD adopts their budget. If there was an over expenditure of an appropriation. And they spend a lot of time on grants, that item is called programs funded from outside sources, they look at those restricted grants, and they do some testing over whether the ESD was compliant with the purposes for which those were given.

Brenda Bartlett said they spent a lot of time on the compliance areas and they did not find any non-compliance.

Brenda Bartlett explained the audit letters – the post audit letter is their professional standards, and the other provides the auditors opinion. She briefly explained the following:

- Significant risks identified – she explained how that sounds a little bit alarming, but it is something that they have always, as auditors, done. They look at the industry, look at the organization, and ask themselves, where should they spend the bulk of their time? What is really important? What is something that may be harder to account for, that they should spend some more time on.
- Grant revenue - they look at grant revenue because we are required to spend grants in a certain manner.
- Management override controls – they look to see if those controls are in place.
- The new GASB (Governmental Accounting Standards Board) – she explained this standard was implemented this year. It's called GASB 101, which is called compensated absences. That is the way that governments now require to account for employee sick leave. She explained, it used to be that we would only if it was vested, invested meant that if we were to leave employment, we would get a check on the

way out the door. Think about it like vacation accruals often vested, but sick leaves have not been for most entities. The GASB decided that that does represent a liability. So even though it is not going to walk out the door in cash. It is a representation of something that governments owe to their employees and leave that they have earned. This is new and this is only on the financial statements that are done on the full accrual method.

Brenda Bartlett said they did not identify any significant or unusual transactions, they did not identify or suspect any fraud, and had no difficulties at all as they worked through the audit.

Brenda Bartlett explained, one of the things this year, as part of the transition to new management team, as their training and getting controls in place, what they identified was a lack of segregation of duties, meaning that Brad as a CFO, has a lot of responsibility that he takes care of in the course of creating the financial statements and recording all the transactions, and it is really a very common identification of an internal control deficiency for very small finance staffs. She said she knows that management and Brad is currently working on that cross training, because ideally, they would like to see one person prepare something and a second person to review it. And so that is all that means when we put it in context. And really the overarching context of this deficiency for this year is just getting the team up to speed, doing some training so there can be one person preparing and one person reviewing, and having that second step. So as management works through putting those processes in place, I wouldn't expect that to reoccur next year, but it is something that we're obligated to report and let you know, but also give you context. Brenda concluded and asked Brad if he has anything to add.

Brad Henry explained the steps they are taking to address the deficiency, including cross-training and the plan of action (page 73 of the board packet) that needs to go to the Secretary of State and to be approved by the board later in the meeting.

The board acknowledged the importance of addressing the deficiency to maintain compliance. Chair Heidi Casper asked for any questions or comments about the audit report or the plan of action.

Sean Gallagher asked about GASB 101 and what drives it.

Brenda Bartlett clarified GASB 101, the updates accounting for leave benefits (vacation, sick leave, PTO) for state and local governments that requires liability recognition for leave that is "more likely than not" to be used or paid, likely increasing reported liabilities.

Sean Gallagher asked Brenda what she is observing with other districts, in terms of what they are budgeting on these accrued liabilities?

Brenda Bartlett explained what she is observing right now is a surprise at the numbers of the amount of sick leave that employees are saving across the state, and one good thing is, it brought awareness to how much sick leave people have accrued. But in terms of budgetary, she does not think it has moved the dial much at all, because she thinks they have always taken that into account, you know what payroll is going to be and you need to put a little bit of extra in there for things that you don't know might happen.

CFO Brad Henry added, in terms of budget, they have already budgeted their salary. The real cost with sick leave could be substitutes and we do budget that separately.

Discussion took place about the impact of Paid Leave Oregon.

With no further questions or discussion, Superintendent Shay Mikalson and the board of directors thanked Brenda Bartlett and CFO Brad Henry for the report and Chair Heidi Casper proceeded to the next agenda item.

3.3. JCESD 2026-2027 Local Service Plan (LSP) - Action Item

Superintendent Shay Mikalson explained that the JCESD 2026-2027 Local Service Plan continues to look very similar to what they have seen in the past, but to give perspective for the newer board members, this is not the time of year where we are saying specifically how much resources are going for which service, this is where we are obligated to describe what menu of services that we are offering to our four component school districts, and the first step in that process is to get board approval. He explained that much of it is dictated legislatively in terms of what areas we can talk about, and then historically, where school districts have been wanting our services. This is the first step in the long process that the board is involved in through the budget process, then a budget committee ultimately will put together the resources to support those four component school districts next year. He reminded them, we are talking about a plan, not a budget. This is a menu of services for next school year.

Superintendent Shay Mikalson directed board members to page 78 of the board packet and pointed out the JCESD leadership team and that of the component districts. He then directed board members to page 79 and explained for the four areas of service.

1. Services for Children with Special Needs
2. Technology Services
3. School Improvement Services
4. Administrative and Support Services

Superintendent Shay Mikalson highlighted the following sections of the Local Service Plan:

Page 79 – Local Service Plan approval and amendment process.

Page 80 – 90% of the State School Fund monies received must be spent on services provided.

Page 81 – Core services funded by the State School Fund

Page 82 – Federal grants & contracts and Entrepreneurial, JCESD provides services to non-component districts and possible additional services to component districts if the services may provide savings or added value to the component districts.

Page 83 thru 85 – Technology services and networking support funded by the State School Fund, we do not have a grant connected to.

Pages 86 and 87 - Services to component districts like Superintendent/instructional leadership services, professional development coordination and delivery, and student services integration.

He opened up to any questions they may have. He shared that the hope is for board support tonight to approve the Local Service Plan, which then will allow him to have the conversations with the component districts school boards over the next two months. He reminded them, that is one of the reasons we do not have a February meeting. He explained that the board

secretary will communicate those dates, and they do not need to feel any pressure to attend, but are always welcome to any or all of those meetings.

<u>Target Dates (Board Meetings):</u>	
JCESD:	January 07, 2026 @5:30pm
Ashwood:	January 8 or February 12, 2026
JCSD 509J:	January 12 or February 09, 2026
Black Butte:	January 13 or February 10, 2026
Culver:	January 22 or February 26, 2026

Discussion took place about the continual work, partnerships and representation for all component districts.

Superintendent Shay Mikalson and Board Chair Heidi Casper opened up to any questions or comments about the local service plan.

Cody Roberts stated that he has two questions –

First question: On page 79 you mentioned that two thirds of our component school districts and at least 50% of total number of students enrolled. Can you break down our component of school districts by that percentage, is 509J over 50%?

[Reference on page 79 - Amendment process: The JCESD Local Service Plan can be amended by a two-thirds vote of the JCESD component school district's Board of Directors, representing at least 50 percent of the total number of students enrolled in component school districts of the JCESD.]

Superintendent Shay Mikalson confirmed, yes. And summarized the percentages of each district. He clarified that the weighted aspect comes into this as well in terms of funding is well over 50%, and 509J could be a veto aspect of anything related to that. He explained that we have really great partnerships with our component districts right now, but we work really hard at keeping that, and that is critically important for the smaller districts, to have that representation.

Dani Cowdry weighed in and stressed how important it is to have that representation.

Second question: It mentions often that we can provide entrepreneurial services to non-component school districts. Do we currently?

Superintendent Shay Mikalson and CFO Brad Henry confirmed that we currently have one. Martha Bewley (former CFO) is going out to the Columbia Gorge ESD as they came and asked for some expertise, she is on slight contract here to provide support for their CFO coming on at Columbia Gorge. So, it comes and goes, but not very often.

Chair Heidi Casper, piggybacking off what Cody was asking about the amendment process, asked if it is this legislated?

Superintendent Shay Mikalson confirmed, yes it is.

Sean Gallagher noted that he did not see HR services listed and asked for clarification – is that a requested service or are we deferring those services elsewhere?

Superintendent Shay Mikalson clarified, Jayel Hayden is a .12 FTE HR Director for this organization, and that is the role, again, for the component districts. He further clarified that last year, the HR director retired in 509J, and instead of replacing it fully, they asked, if Jayel would be willing to serve .50 FTE there. CFO Brad Henry weighed in and explained that the numbers they are looking at here are last year's numbers, that is why it is zero. But when they see this over the next year, they will see a large number, because, we are paying Jayel to serve 509J as well.

Joan Starkel explained that the JCESD also contracts with HDESD as needed for other aspects, such as legal services.

With no further discussion, they proceeded to the next agenda item.

3.4. Marie Glenn Honorary Service Award - Board Scoring Review/Discussion - Action Item

Superintendent Shay Mikalson said we are always open to feedback related to this, but we want to recognize Marie Glenn. This is the first annual award for her legacy as both an educator and former JESD board member for decades, and as they heard from her, in person, it is really dedicated to trying to celebrate educators who are new to Jefferson County with the spirit of those that bring curiosity and enthusiasm to their classroom.

Superintendent Shay Mikalson directed board members to page 90 of the board packet to see the scoring summary for the 2026 Marie Glenn award nominations and explained, there were 10 nominees that the Board had an opportunity to look at, although there were more than 10 nominations, some nominees received multiple nominations. He explained that this is a time for them to discuss, because this is new, there is a budget of \$4,000 they could talk about perhaps a \$400 award for each nominee.

Board discussion took place with board comments, questions and suggestions about:

- The nomination and award process.
- Consideration of a sub-committee to think things through in the future.
- Consideration as to if the nominees this year can be considered again.
- To keep in mind as the budget gets tighter and tighter – they had carryover and also have the Steve Rankin awards.
- This is a great honor for new teachers to be recognized this way.
- It brings attention to the JCESD, a lot of people do not know about this entity.
- Having the awards personally presented, invite Marie Glenn and board members to attend as desired.
- Pleased with how well this was received with fourteen nominations (ten different individuals).
- Possibly contact local media (Madras Pioneer) to see if they would like to do a story.
- Recognizing and honoring new teachers can be an extension to staff retention.

After board discussion, Chair Heidi Casper expressed her opinion to have \$400 awarded to each person nominated. Joan Starkel and Dani Cowdrey both agreed with Heidi, and expressed the desire to have the awards presented in person and invite Marie Glenn to attend

the presentations if she would like. The board came to a consensus for the Marie Glenn Awards for 2026 and will take action later in the meeting.

Board Chair Heidi Casper asked if there are any other questions or discussion.

Cody Roberts said it is important that the board be mindful of the precedence we are setting; just being very clear and mindful of what we are doing and the plans for the future.

Superintendent Mikalson reminded the board of the suggestion to perhaps have a sub-committee in the future to expand on the process and consider the scenarios. The board agreed.

A brief discussion about concern about setting a precedence and working within the budget in the future.

With no further discussion, Board Chair Heidi Casper proceeded to the next agenda item.

3.5. **2025-2026 Steve Rankin Awards Update**

Superintendent Shay Mikalson directed board members to page 91 and explained the timeline for the Steve Rankin Awards that will be coming up in February through May, and the boards role in that process.

3.6. **2026-2027 Teacher of the Year**

3.6.1. Program Introduction & Review [presentation of photos of 2025-2026 awards]

3.6.2. Teacher Of The Year 2026-2027, Nominations Are Open

➤ Deadline: February 11, 2026

Superintendent Shay Mikalson explained that the 2026-2027 Teacher of the Year program has started and open for nominations online with a deadline of February 11, 2026.

3.7. **2026 Legislative Session Discussion**

3.7.1. LPC DRAFT Calendar Update *[OSBA Board will vote Jan 2026]*

[LPC Meeting Dates: January 24, 2026; May 19, 2026; August 11, 2026 and November 12, 2026]

Superintendent Shay Mikalson shared the dates of the upcoming Legislative Policy Committee meetings and said that there will be a standing agenda item each month for Sean Gallagher to share an update as desired.

3.7.2. Funding Formula Advocacy Updates

Superintendent Shay Mikalson explained there has been a lot of conversation about special education, and funding, and those are important conversations to continue, but there is new conversation starting related to how we fund students in poverty. In Sean's new LPC role he may hear this topic brought up.

He explained, he thinks most people probably know poverty, more than almost anything else, has a strong correlation to academic achievement. Take any demographic - poverty is a big contributing factor in terms of how successful our students are. In and across Oregon, our state recognizes that by weighting poverty, like we talked about in the weighting, like they do

with Special Ed, they give 1.25 weight. We know something around that aspect that it is being weighted. But very interestingly, how they get those numbers of students who are in poverty is they use the census data in the financial side and a couple of years ago, interestingly enough, the state made a decision that it is not very accurate. So, in the academic side, they made a change, and they use direct certification. Direct Certification is how many of those families who qualify have signed up for SNAP benefits, etc.; that is direct certification over here. He shared an example using JCSD 509J, acknowledging that the numbers are not exact, only an example - roughly 500ish students identified in poverty, in direct certification. It has roughly 1500 students.

Superintendent Shay Mikalson further explained, there is a research study out that is connected to that that shows Oregon's ability to deliver that differentiated funding to students in poverty, actually put us 48th in the nation. Further explaining, when you look at that, you could see that gap. Look at 509J and that weighting of 500 kids versus 1500 students. And what is interesting is they are holding us accountable for academics to these 1500 in those measures, but not financial. They are describing that there is a discrepancy here, and an undercounting of that mathematically. That 500 gap to 1500 gap that you saw just in one of our component school district's as an example that undercounting could be almost \$300 million statewide. We do not have \$300 million to solve it, and probably don't have the political will to take from that, and he doesn't know the solution, but he just wanted, especially since Sean is on the Legislative Policy Committee and the January meeting will be coming for the board to hear that it was something that he didn't know until the last month related to that. So, as far as any change around this is, he knows it is a long process, but there is solid argument, and at least there is some seeds planted to look at it.

Discussion took place about the funding formula topic, the pros and cons; how difficult the population is to identify; how important the conversation is for the state of Oregon considering the number of students in poverty, and also understanding that this is a very long process with no clear solution.

4. HEARING OF CITIZENS, DELEGATIONS AND STAFF MEMBERS:

(Option 1) (Board Chair will offer opportunity during meeting) The Board of Directors reserves this time for citizens to speak to the Board; because time is limited, as a standard practice, and courtesy to others and to maintain our meeting schedule, guests will be allotted three minutes (or less if needed, based board chair prerogative) to speak. If you have a group attending regarding the same topic, you will need to appoint one speaker.

- **Remote access attendees:** Please raise your hand and enter your name in the chat to be called on by the board chair.
- **In-Person attendance:** Sign-in on the sign-in sheet at the room entrance and wait to be called on by the board chair.

(Option 2) Written Comment: The JCESD Board may accept public comment in writing prior to the meeting. If you are a member of the community and wish to provide a public comment they will be taken in written format ONLY. Written comments must be received by 1:00pm [the date of the board meeting] and may be read during the public comment section of the virtual meeting. Thank you for your understanding and cooperation.

There were no comments this evening.

Board Chair Heidi Casper proceeded to the action items.

5. ACTION ITEMS

5.1 CONSENT AGENDA

- 5.1.1 Approval of November 5, 2025 Meeting Minutes *[no meeting in December]*
- 5.1.2 Personnel (if any)
- 5.1.3 Accounts Payable Vouchers
- 5.1.4 Financials

Board Chair Heidi Casper called for a motion to approve the consent agenda as presented.

Cody Roberts made a motion to approve the consent agenda as presented, the motion was seconded by Joan Starkel; a vote was taken and motion passed unanimously – **Approved 7/0.**

Board Member:	Heidi Casper	Sean Gallagher	Maurice Langsev	Joan Starkel	Cody Roberts	Barbara Ibrahim	Dani Cowdrey
Vote:	Y	Y	Y	Y	Y	Y	Y

5.2 APPROVE JCESD 2026-2027 LOCAL SERVICE PLAN

Board Chair Heidi Casper called for a motion to approve the 2026-2027 Local Service Plan as presented.

Dani Cowdrey made a motion to approve the JCESD 2026-2027 Local Service Plan as presented, motion was seconded by Barbara Ibrahim; a vote was taken and motion passed unanimously – **APPROVED 7/0.**

Board Member:	Heidi Casper	Sean Gallagher	Maurice Langsev	Joan Starkel	Cody Roberts	Barbara Ibrahim	Dani Cowdrey
Vote:	Y	Y	Y	Y	Y	Y	Y

5.3 1ST ANNUAL (2025-2026) MARIE GLENN AWARDS

Board Chair Heidi Casper asked for further discussion or a motion relative to the Marie Glenn Awards as discussed previously in the meeting.

Joan Starkel made a motion to award \$400 to each teacher nominated for the award, and to have JCESD Superintendent personally deliver each award; the motion was seconded by Maurice Langsev. A vote was taken and motion passed unanimously – **APPROVED 6/0 (1 abstained).**

Barbara Ibrahim stated a potential conflict of interest due to the fact a family member is on the list to receive an award and abstained from voting.

Board Member:	Heidi Casper	Sean Gallagher	Maurice Langsev	Joan Starkel	Cody Roberts	Barbara Ibrahim	Dani Cowdrey
Vote:	Y	Y	Y	Y	Y	Abstain	Y

5.4 APPROVE THE JCESD ANNUAL AUDIT ACTION PLAN *[letter to the Oregon Secretary of State]*

Board Chair Heidi Casper called for a motion to approve the JCESD Annual Audit Action Plan as presented.

Joan Starkel made a motion to approve the JCESD Annual Audit Action Plan to be sent to the

Secretary of State as presented; the motion was seconded by Sean Gallagher. A vote was taken and motion passed unanimously – **APPROVED 7/0.**

Board Member:	Heidi Casper	Sean Gallagher	Maurice Langsev	Joan Starkel	Cody Roberts	Barbara Ibrahim	Dani Cowdrey
Vote:	Y	Y	Y	Y	Y	Y	Y

Board Chair Heidi Casper proceeded to the board highlights.

6. BOARD HIGHLIGHTS

- Heidi Casper shared that she was kindly taken in at the ESD right before Christmas during a recent power outage at Warm Springs. It was so nice to participate in the Holiday luncheon, she really appreciated the kindness.
- Superintendent Shay Mikalson ~~Sean Gallagher~~ expressed appreciation for the work of Sherri and Sue Ellen in the preparations for the luncheon and shared that the JCESD adopted a family for the holidays and the team was very generous. *[correction made 3/5/26]*.
- Joan Starkel shared that she has an annual wreath making and Elizabeth Rankin (widow of Steve Rankin) attended, she said she would love to come to a JCESD meeting if someone presents on the Steve Rankin Awards and was thrilled that we are honoring Marie Glenn. She sends her best to all of the board.

7. REMINDERS:

- School Board Appreciation Month - **January 5 – February 4, 2026**
- JCESD Regular Session Board Meeting – **March 4, 2025** *(No board meeting in February)*

8. REGULAR SESSION MEETING CLOSURE/ADJOURNED

With no further business, Board Chair Heidi Casper adjourned the meeting at 6:55pm.

Draft to Board for approval at next meeting,

Wednesday March 4, 2026

[no meeting in February]

Tessa Bailey, Executive Assistant

JCESD Board Chair Heidi Casper

JCESD Superintendent Shay Mikalson

Date

Date