



**Jefferson County Education Service District
BOARD MEETING AGENDA**

Wednesday, March 4, 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 1 253 215 8782 US (Tacoma)

Meeting ID: 832 6432 3676 Passcode: 238756

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, Dani Cowdrey, Cody Roberts (online) and Board Advisor Paul May (online)

ABSENT: Joan Starkel

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. Board Secretary noted board member attendance for the record.

2. AGENDA ADOPTION

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

Dani Cowdrey made a motion to adopt the agenda as presented, the motion was seconded by Maurice Langsev. A vote was taken and passed unanimously – **APPROVED 6/0** (1 Absent).

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

3. COMMUNICATION / PRESENTATIONS / REPORTS / DISCUSSION

3.1. Classified Appreciation Week (March 2-6) Proclamation

Superintendent Shay Mikalson formally recognized Classified Employees Appreciation Week, observed March 2–6. He explained efforts to celebrate classified staff, including messages of appreciation and the distribution of treats, cards, and small gifts. He clarified that JCESD employs ten classified staff members, whose contributions were described as both behind-the-scenes and front-facing.

Superintendent Shay Mikalson acknowledged the range of classified staff, including those working

within the building, supporting special education programs, and serving on the technology team. He noted that these individuals collectively support the organization’s mission and are recognized under the classified employees association. Superintendent Shay Mikalson expressed gratitude for their work, noting that all staff function as one unified team despite differing roles.

Board Chair Heidi Casper read the formal proclamation from page 4 of the board packet, recognizing Classified Employees Appreciation Week. The proclamation highlighted the importance of public education and emphasized the vital role classified employees play in supporting students, educators, and school operations.

3.2. ~~JCESD 2025-2026~~ 2026-2027 Local Service Plan Final Update

<u>APPROVED / ADOPTED BY THE BOARD</u>	
JCESD:	<u>January 7, 2026 @5:30pm</u>
JCSD 509J:	<u>January 12, 2026</u>
Black Butte:	<u>January 13, 2026</u>
Culver:	<u>January 22, 2026</u>
Ashwood:	<u>February 12, 2026</u>

Superintendent Shay Mikalson directed board members to pages 5-17 of the board packet to present the update on the 2026-2027 JCESD Local Service Plan. He reminded them that one of the primary roles of the ESD Board is to provide oversight and accountability for the Local Service Plan funds that are distributed to our component school districts, and by statute, we are required to allocate at least 90% of those funds to services agreed upon by our component districts. The law specifies that approval must come from at least two-thirds of the districts, representing a minimum of 50% of our student population. He reported that the plan was presented to the 509J, Black Butte, Culver, and Ashwood school districts, and all four have unanimously approved it. He thanked Vice Chair Sean Gallagher, who attended three of those four presentations; and shared that the meetings provided valuable opportunities to connect and engage directly with our district partners and let them meet the regional representative on the OSBA Legislative Policy Committee (Sean Gallagher).

Superintendent Shay Mikalson took time to recognize the importance of the JCESD’s partnerships with the component districts, explaining that these relationships are what enable us to function effectively as a service district. For example, Ashwood had inquired about additional support, and Sean Gallagher was able to participate in those discussions. While that specific need has since shifted—due to a student now receiving services through Culver—it reflects the type of responsive support we aim to provide. He said Culver requested assistance with the superintendent transition, and he will be facilitating a board work session there tomorrow evening.

Superintendent Shay Mikalson concluded that the LSP is an annual plan brought forward for approval each year. If approval had not been secured, we would continue refining and revisiting it with our districts. However, given the unanimous support, tonight’s update is to inform them of the progress.

He also added, that Director of Special Programs Manda Currier has continued to provide teacher evaluation services for Ashwood under an existing agreement, and that work has been ongoing throughout the year.

3.3. Marie Glenn Honorary Service Scholarship/Grant Awards Update – Congratulations!

3.3.1. Presentation Schedule

Scheduled Date	Time	Location	Scheduled Date	Time	Location
02/02/26	1:45PM	JCMS	02/10/26	1:30PM	WSK8
02/02/26	1:45PM	JCMS	02/11/26	1:00PM	BUFF
02/03/26	1:30PM	JCESD	02/20/26	10:00AM	Culver
02/05/26	11:00AM	Madras Ele	02/23/26	9:10AM	Metolius
02/10/26	1:30PM	WSK8	02/23/26	9:20ish	Metolius

3.3.2. Thank You Notes & Comments to/from the Board

Superintendent Shay Mikalson recognized the work the board secretary did in coordinating the teacher visits to present the Marie Glenn awards. He explained, we had the opportunity to present in schools and connect directly with new educators. The names of the teachers awarded are on page 18 of the board packet: Ashley Nito, Eliza Raines, Shadany Sanchez-Felix, Madden Shanks, Isabel Leal, Jessica Stinson, Daniel Erickson, Jamie Hurd, Shannon Curly and Tina Dixon.

It was an honor to represent Marie Glenn and celebrate their contributions. Each teacher received a recognition packet with a certificate, information about Marie Glenn, and the words of the person who nominated them. They also received \$400 to support their classroom or professional growth, which was a delightful surprise for them.

Superintendent Shay Mikalson said the board secretary's coordination made everything run smoothly, even when schedules changed. This first annual event was well received, and it is exciting to think about opportunities to include more educators next year. He concluded, overall, it was a meaningful way to welcome and support our new educators while recognizing the impact of their work in Jefferson County.

3.4. Teacher of the Year (TOTY) Update

Superintendent Shay Mikalson explained that Oregon has shifted to a regional Teacher of the Year recognition as the first step in the State Teacher of the Year process. Each ESD (Education Service District) is responsible for recognizing a Teacher of the Year within its boundaries, and we have been actively handling that work. The board secretary communicates with all of our component districts to get the word out.

He shared that we received eight nominations, representing five distinct teachers (some teachers were nominated more than once). These five nominees have been officially submitted to the state. At this stage, the nominees must submit an application if they want to be considered for the State Teacher of the Year. The application deadline is April 9, 2026. Supporting teachers through this process is crucial. He explained that we reach out to each district and ask the principals or the communication directors to encourage the nominees and assist them as needed. The board secretary helps with this support. We cannot guarantee that all five nominees will complete an application process.

Superintendent Shay Mikalson concluded, in May, the executive/administrative team, along with up to two board members, will serve on the blue-ribbon panel that selects the Regional Teacher of the Year. The selection process uses a scoring rubric to review applications. If it is clear who should be chosen, the panel can do this electronically, but if it's close, they may meet in person or via Zoom to

finalize the decision. All information remains confidential until next fall. This update is to inform the board where we are in the process and to highlight the opportunity for one or two board members to join the blue-ribbon selection panel which is reflected as an action item later in the meeting.

3.5. Steve Rankin Mini-Grant Program Update

Superintendent Shay Mikalson shared a quick update on the Steve Rankin Mini Grant program. We can continue to highlight this in this meeting and others to help elevate awareness. The Steve Rankin Mini Grants program, which we have offered for a number of years to honor former board member Steve Rankin, is currently open for applications and will close on May 8, 2026. Once the application period closes, we will bring submissions to the board for review and selection.

At this point, we have received one application. The board secretary has been working with our technology team for the website post, sending information to districts, and continuing outreach to encourage participation.

3.6. 2026 Legislative Session Discussion

Superintendent Shay Mikalson informed the board while not officially concluded, the legislative session is nearing its end. Many concerns going into the session did not materialize, particularly regarding cuts to K-12 education. There is a minor reduction in funding for "Safe Routes to School" programs, but the State School Fund and Student Success Act funding remain intact. The state did not draw from rainy day funds. Despite this, many districts are still facing financial challenges, with some making mid-year cuts, reducing staff, or negotiating furloughs.

Superintendent Mikalson also highlighted declining enrollment trends, both statewide and locally in Jefferson County. Oregon's overall enrollment has dropped about 10% over the past seven years, with few districts experiencing growth. Local funding is directly tied to enrollment, and changes impact districts immediately. Jefferson County's enrollment decline began before COVID, with some districts tracking the state average. The next few years are expected to see further declines due to decreasing birth rates. Migration patterns, particularly fewer families moving into the area, are also contributing to this trend.

Vice Chair Sean Gallagher encouraged board members to read the legislative update provided by Superintendent Mikalson. He also recommended signing up for weekly OSBA updates to stay informed. The short legislative session (ending March 8th) focused on funding and procedural bills (e.g., policies on ICE presence, law enforcement interactions, and attendance reporting). Although this session saw over 300 bills proposed, only a few passed. A more active long session is expected.

Superintendent Shay Mikalson concluded, retention rates have improved, with about 60% of students staying from kindergarten through graduation. However, migration into the area has slowed, with a significant drop in new families, particularly in the 509J district, contributing to the enrollment decline.

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 submitted and no one signed up to speak this evening.

5. ACTION ITEMS

5.1 CONSENT AGENDA

- 5.1.1 Approval of January 7, 2026 Meeting Minutes [no meeting in February]
- 5.1.2 Personnel [Angela David – page 32 of board packet]
- 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.

Dani Cowdrey made a motion to approve the consent agenda as presented, the motion was seconded by Cody Roberts. A vote was taken and passed unanimously – **APPROVED 6/0** (1 Absent).

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

5.2 RENEWALS, NON-RENEWALS, EXTENSION & NON-EXTENSIONS OF CONTRACTS

Board Chair Heidi Casper called for a motion to approve the Renewals, Non-Renewals, Extension & Non-Extensions of Contracts.

Vice Chair Sean Gallagher made a motion to approve the Renewals, Non-Renewals, Extension & Non-Extensions of Contracts, the motion was seconded by Maurice Langsev. A vote was taken and passed unanimously – **APPROVED 6/0** (1 Absent).

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

5.3 BOARD MEMBER(S) FOR BLUE RIBBON PANEL FOR REGIONAL TEACHER OF THE YEAR

Board Chair Heidi Casper opened up for board interest and called for a motion to bring forth nomination(s)/appointment(s) for the Regional Teacher of the Year Blue Ribbon Panel.

Both, Cody Roberts and Barb Ibrahim expressed an interest in being on the Regional Teacher of the Year Blue-Ribbon Panel.

Dani Cowdrey made motioned to nominate/appoint both, Cody Roberts and Barb Ibrahim to be the JCESD Board representation for the Regional Teacher of the Year Blue Ribbon Panel; the motion was

seconded by Vice Chair Sean Gallagher. A vote was taken and passed unanimously – **APPROVED 6/0** (1 Absent).

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

6. BOARD HIGHLIGHTS

- Board Chair Heidi Casper said she was really thankful to be able to be present when two teachers at WSK8 were awarded the Marie Glenn award. She said they were surprised that people actually nominated them and wanted to know who the people were so that they could thank them.
- Vice Chair Sean Gallagher said after visiting the boards of the component districts with Superintendent Mikalson the past couple months, it is very apparent the role of the ESD. He thinks sometimes that people don't understand the importance, but noticed that those board members do, and that was impressive to see. He shared that it was very nice to see the mission of our work and the purpose of our work. Good job everybody.
- Barb Ibrahim said she was able to hear about some of the Black History Month activities in February. They had events at the Madras COCC campus, and they talked about the relationships between indigenous people and black Americans and the importance of that, and some of the history. She encouraged others to attend any of those events next February if they have the opportunity.

Board Chair Heidi Casper thanked them for their highlights and proceeded to the reminders.

REMINDERS:

- JCESD Regular Session Board Meeting – **April 1, 2026**
- OAESD Spring Conference 2026, Sunriver Resort – **May 14 – 15, 2026**

7. REGULAR SESSION MEETING CLOSURE/ADJOURNED

With no further business and without objection, Board Chair Heidi Casper adjourned the meeting at **6:09PM**.

Draft to Board for approval at next meeting,

~~Wednesday, April 1, 2026~~

[April meeting cancelled]

Wednesday, May 6, 2026

Tessa Bailey, Executive Assistant

JCESD Board Chair Heidi Casper

JCESD Superintendent Shay Mikalson

Date

Date