

ROSEBURG PUBLIC SCHOOLS

Regular Board Meeting

Vol. 7 No. 11

January 28, 2015

BOARD MEMBERS:

Rodney Cotton	X
Daniel Endicott	X
Joseph Garcia	X
Charles F Lee	X
Paul E Meyer	X
Steve Patterson	X
Stacy Stiefel	X

ADMINISTRATION:

Dr. Larry C Parsons, Superintendent	X
David W Hanson, Assistant Superintendent/HR	X
Matthew Brausam, Director, Student Services	X
Dawne Huckaby, Director, Teaching & Learning	X
Cheryl Northam, Chief Operations Officer	X

RHS Student Representative – Garrett Wedge

MINUTES OF THE REGULAR BOARD MEETING

TIME/PLACE: A Regular meeting of the Douglas County School District No. 4 Board of Directors was held on Wednesday, January 28, 2015, at 7:00 p.m. in the Administration Office Board Room located at 1419 NW Valley View Drive.

CALL TO ORDER: Chairman Rod Cotton called the regular board meeting to order at 7:00 p.m. and welcomed all attendees. He asked RHS Student Representative, Garrett Wedge, to lead us in the pledge to the flag.

ATTENDANCE: Attendees included Board Chair, Rod Cotton, Vice-Chair Charles Lee, Directors Daniel Endicott, Joseph Garcia, Paul Meyer, Steve Patterson and Stacy Stiefel.

REVIEW OF AGENDA: Superintendent Parsons noted the addition of Agenda Item 1, RHS Course Approval.

STUDENT RECOGNITION: There were three students being recognized this evening for their accomplishments. Each student received a congratulatory letter from their school principal as well as a gift certificate from McDonalds.

Director Endicott presented Fifth Grade Sunnyslope Elementary School student, Kylan Hurley, with a congratulatory letter and McDonald's gift certificate, acknowledging him for clearly exemplifying what it means to be a "Sunnyslope Sun". Principal Gwen Stromseth shared that Kylan is a stellar example of a student leader in scholarship, kindness and cooperation.

Director Lee presented Fifth Grade Fullerton IV Elementary School student, John Silva, with a McDonald's gift certificate and letter proclaiming him Student of the Month for his dedication, perseverance and kindness. John's first language is Spanish, but he became proficient in English in less than three years, even though research tells us it takes 5-10 years to acquire a second language. John's tenacity and flexibility make him a powerful learner. Teachers value his empathy, compassion, curiosity, respect and positive outlook on life.

SPECIAL STAFF RECOGNITION: Director Patterson was pleased to present the Crystal Apple Award to Eastwood Elementary School Instructional Assistant, Jeff Jackson. Eastwood Principal, Nicki Opp, nominated Jeff for the reward for his efforts in finding ways to engage students and challenge them to improve. Mr. Jackson's dedication, sense of humor and willingness to take on any assignment make him worthy of recognition. Chair Cotton asked for a very brief recess from 7:20 – 7:23 p.m. to allow family members and school staff who attended to honor the students and Crystal Apple recipient this evening to depart.

COMMUNICATIONS TO THE BOARD: Superintendent Parsons announced that we have received resignations from Green Elementary Third Grade Teacher, Brittany Daugherty, for the purpose of retirement following nine years with the district, and a resignation from Eastwood Elementary School Third Grade Teacher, Lori Gombart. Resignations for the purpose of retirement have also been received from:

- David Jones, Fullerton IV Elementary School Music Teacher after 27 years with the district;
- Keith Kronser, Fremont Middle School Principal, after 32 years with the district;
- Jeff Plummer, Melrose Elementary Principal, after 31 years with the district;
- Donna Prchal, Fir Grove Elementary Special Education Teacher, after 34 years with the district; and
- Deanna Wells, Fremont Middle School Technology Teacher, after 6 years of teaching, following her sudden passing.

Dr. Parson's office will acknowledge these retirements on behalf of the school board.

CONSENT AGENDA: The Consent Agenda consisted of minutes from the January 14, 2015, Board Work Session and Regular Meeting and a recommendation to employ Eastwood Elementary Third Grade Teacher, Lathena Weber.

Director Endicott motioned to approve the Consent Agenda. Director Patterson seconded and the motion passed unanimously.

M7-69 Approved Consent Agenda

PUBLIC PARTICIPATION: There was none at this time. Chair Cotton noted that there would be another opportunity at the end of the meeting.

APPROVE PROPOSED COURSES – ROSEBURG HIGH SCHOOL: Chair Cotton announced that this afternoon we held a Curriculum and Instruction Committee Meeting, and the committee was excited to review five new course proposals from RHS Principal, Karen Goirigolzarri, for next school year. The board committee members believe the course offerings sound great and support the course proposals which are now before the board. Proposed courses included:

1. Fire Science – a one year course in partnership with Umpqua Community College and Douglas County Fire District 2 – one elective credit;
2. Emergency Medical Services – One year course, again in partnership with Umpqua Community College and Douglas County Fire District 2. RHS would like to pilot this one year course and UCC credits have yet to be determined. This is a one elective course.
3. Business Communication – One Semester .5 Elective Credit Course. Students preparing to enter the fields of business, government, non-profit, marketing, human resources or teaching would especially benefit from this course.
4. Veterinary Science – Spring Semester .5 Science Credit. Students will learn skills to prepare for employment or training in the veterinary or health services industry.
5. Agricultural Biology – One Semester .5 Science Credit. This agricultural science course meets Life Sciences/Biology academic content standards and earns a .5 Biology Credit (required for graduation).

Chair Cotton recognized that these courses prepare our kids for jobs that would enable them to stay local and make a good living. Director Meyer made a motion to approve the above proposed high school courses as presented. Director Patterson seconded and the motion passed unanimously.

M7-70 Approved five proposed courses for Roseburg High School

CONSULTANT REPORT ON QUALIFICATIONS INFORMATION: Chair Cotton announced that Greg McKenzie of Window to Leadership was present to update the board on recent activities regarding the executive search. Mr. McKenzie reported that the firm has completed the tour of the district, meeting with various stakeholder groups and taking input on expectations.

Mr. McKenzie presented the Qualifications Report document to the board that included the following documents:

- Memorandum presenting the Qualifications Summary, salary range recommendation, screening committee, advertising and recruiting information
- Consultant Recommendations outlining:
 - Who are we?
 - What's next?
 - Qualifications from Board Policy CBA
 - Leadership skills (from focus groups, interviews and online survey)
 - Desired candidate profile (from focus groups, interviews and online survey)
- District Policy CBA: Qualifications and Duties of the Superintendent
- Online survey summary
- September 24, 2014 brainstorming results
- Salary survey
- Executive search advertising options

Window to Leadership's memorandum to the School Board documented the activities completed during the past two weeks. A survey link on the district web site resulted in 195 responses to questions. Window to Leadership staff conducted face to face focus group meetings with staff, students and the community. He reported that his firm had contact with focus groups, online survey and personal interviews with over 250 Roseburg School District stakeholders and they believe that this was a sufficiently large and representative sample to lend credibility to their results.

Mr. McKenzie noted that the information from the survey and meetings became the basis for screening criteria and questions for candidates.

BOARD TAKES PUBLIC COMMENT ON QUALIFICATIONS: No audience members wished to comment.

BOARD DISCUSSES QUALIFICATIONS: Board members reviewed the consultant recommendations.

APPROVE PROPOSED SUPERINTENDENT POSITION QUALIFICATIONS: Mr. McKenzie noted that once the board approves the language in the consultant recommendations document, it would be used in the superintendent search literature. Director Endicott moved to approve the proposed superintendent position qualifications as proposed. Director Lee seconded and the motion passed unanimously.

M7-71 Approved the proposed Qualifications for Superintendent

APPROVE PROPOSED SUPERINTENDENT SALARY RANGE: Mr. McKenzie shared salary information based on last year's Confederation of Oregon School Administrators (COSA) salary survey in partnership with OSBA. Updated salary information will be made available to districts within the next two months. Candidates use this information for comparison purposes among districts. Mr. McKenzie explained that salary ranges are subject to many different benefit structures within districts that may include variables such as insurance, TSAs, stipends, cars, phones, etc., but suggested the district become competitive in the marketplace in comparison to similar sized districts.

Chair Cotton and Chief Operations Officer, Cheryl Northam, pointed out that as discussed at the initial consultant meeting in early January, our district provides a TSA for the superintendent and this is not listed correctly in the comparison document. This needs to be accurate in position postings.

The firm is recommending that the board consider a base salary recommendation of \$135-150 thousand with the exact amount to be negotiated with the selected candidate, as experience varies among candidates.

Director Garcia expressed one rule of thumb that you bring someone in at a lower rate than the person they are replacing and cautioned that you need to be aware of the total compensation package. He added that setting salary parameters early on takes the emotion out of the final conversation. Director Patterson indicated that he was comfortable with the proposed salary range, and the board will negotiate details with the successful candidate. Chair Cotton suggested that we have to rely on the search firm's expertise, but the goal is to hire the best possible person for the district. Mr. Cotton suggested that during negotiations you can be creative. Director Endicott shared that there is a psychology to offering up to the \$150 thousand range. Mr. McKenzie shared that he is more concerned about the bottom range number.

Director Meyer made a motion to approve the superintendent salary in the range of \$135,000 to \$145,000. Director Garcia seconded and the motion passed unanimously.

M7-72 Approved modified Superintendent Salary Range

DISCUSS SEARCH ADVERTISING/POSTING: Mr. McKenzie shared the executive search advertising options available to the district, asking for direction from the board and assuring them that the firm would not bill for any services other than those provided. The firm takes full advantage of all free advertising that is available. Director Patterson recalled that the board preferred a regional as opposed to national search. Director Lee preferred the national search option.

Chair Cotton noted that he had suggested a brief conversation about the high school principal salary range. Greg McKenzie and his firm will be assisting with the high school principal search and they are expressing concern about the salary range that they believe is low for a 6A high school. He is concerned that the district will not be competitive. Directors Patterson and Endicott reflected that the recommended \$100-110 thousand range seems reasonable and the high school principal position is a key position in this district. Director Garcia noted the importance of having the conversation and Director Lee cautioned against changing the administrative pay range.

APPROVE PROPOSED ADVERTISING BUDGET FOR EXECUTIVE SEARCH: Director Patterson made a motion to proceed with the "Package A" (Regional) search model that includes the free E-Marketing (Commercial Electronic Message) service. Director Endicott seconded and the motion passed unanimously.

M7-73 Approved Advertising Budget for Executive Search

DISCUSS SCREENING COMMITTEE PROCESS: Mr. McKenzie suggested that the board establish a screening committee consisting of stakeholder representatives from administration, classified, licensed as well as parents/community members and business leaders. Board members would be in addition to the suggested 15-20 individuals from the other stakeholder groups.

Director Garcia suggested that a screening committee would be a good idea and would prefer not asking groups to recommend individuals, but rather allow people to submit their names. Mr. McKenzie indicated that the process is not as important as being fair and equitable. Districts may either allow employee groups to choose representatives or you can have individuals submit their names.

Mr. McKenzie explained that the screening group will be reviewing the applications and giving recommendations. The decision of which applicants to interview and who is ultimately hired are decisions made by the board. The advisory group will be reviewing applications at the same time as the board. Upon conclusion of the review, we will have results of what the screening group said and also what the board said. The process takes 6-10 hours of time.

Chair Cotton indicated that if we have an overabundance of interest the board will sort it out, but his preference would be to have approximately 20 interested individuals comprise the screening committee in addition to the board. He asked Janet Kischel to get notice out to the various groups. Mr. McKenzie expressed his appreciation to Janet for her work coordinating the focus groups and search process.

2014 OREGON STUDENT WELLNESS SURVEY RESULTS: Student Service Director, Matthew Brausam, announced that he had invited Drug/Alcohol Prevention Specialist/PBIS Coach, Sam Moore, to provide an overview of results from the 2014 Oregon Student Wellness Survey for Grades 6, 8 and 11. Sam has made this presentation at the December 15, 2014 Student Services Committee Meeting. The voluntary survey is sponsored by the Oregon Health Authority and ODE and is available free to any public or charter school. Parents may opt out of the survey opportunity for their student.

Uses for the data include:

- Risk and protective factors that influence healthy youth development and student success
- In program planning, implementation and evaluation
- Information for policy makers in making decisions about behavior and health policies, services, programs and educational activities
- Helps communities and local agencies procure funding through grant writing

Sam provided the board with a copy of the actual survey and shared reviewed results across the three grade levels. Students answered questions in relation to:

- Race/ethnicity
- Assessment categories
- Supportive Atmosphere
- Attachment to School
- Opportunities to Participate
- Harassment
- Serious problem behaviors
- Benchmark items including Physical, Emotional and Mental Health, Self-Confidence, Support of Caring Adult in School, Service to the Community and Feelings of Competence
- Alcohol, Tobacco and Other Drug Use

Sam confirmed that there is a clear indicator that prescription drug use is the up and coming problem for young people today. Drug use begins at approximately age 12, and that is where prevention education needs to start. The board thanked Sam for sharing this important information.

ONLINE PROGRAM RECOMMENDATION: Student Services Director, Matthew Brausam, recalled that most of our board has had the opportunity to hear about online education models and vendors and associated recommendations as part of conversations at board committees Curriculum & Instruction and Student Services. Both committees expressed interest in looking at various alternative education programs across the district. Those committees also suggested the district consider hiring an Alt Ed Coordinator starting with the 2015-16 school year. The overriding focus next fall would be getting the online program up and running while developing alternative options.

Mr. Brausam shared that cabinet's recommendation is that we move forward with that as part of the 2015-16 budget and begin that work in July of 2015.

Research pertaining to the primary online vendors, their associated costs and student performance data was also shared. Mr. Brausam asked for guidance from the board as to the district's next steps for both the coordinator position and the online vendor.

Chair Cotton responded that the Alternative Education Coordinator position should be vetted through the budget process. Superintendent Parsons agreed with Mr. Brausam's recommendation to transition to Connections Learning as the district's online program vendor. The coordinator position would be tasked this fall with incorporating an online program with district programs and further developing our alternative programs. Teaching & Learning Director, Dawne Huckaby, advocated for having a coordinator in place in July to provide the program development needed for 2016-17. Asst. Superintendent/HR David Hanson reminded the board that there had been interested expressed in reaching out to our home school families.

Director Patterson indicated that the recommendations have been discussed at both board and subcommittee meetings and agreed that the coordinator position be vetted during budget and included in next year's budget. He reminded the board that the program will require that we supplement with additional resources as it will be an ongoing process.

Director Endicott explained that it's important to recognize that students are changing and "brick and mortar" doesn't fit the needs of all students, and we are here to help all students. Director Patterson added that online programs are for any and all students who want alternatives to select from such as college credit courses or additional electives.

Chair Cotton concluded that the district has a lot going on this year, but the district suffered when the Alternative Education Coordinator position was cut during the economic downturn. The student graduation rate in the State of Oregon is not good compared with nation-wide graduation rates. We need to do whatever we can to meet the needs of students.

Director Endicott made a motion to transition from the Insight School of Oregon online program to Connections Learning. Director Patterson seconded and the motion passed unanimously.

M7-74 Approved transitioning from online program vendor Insight School of Oregon to Connections Learning

RHS STUDENT REPRESENTATIVE REPORT:

Garrett Wedge reported that the RHS wrestlers will have a rematch this Saturday against Crook County, the team that took first place at the competition at Reser. A combination Jazz concert is scheduled this Saturday in the Rose Theater. Annual Celebration of Literacy events will take place the week of February 9-13. The Battle of the Books competition will be held on February 28th. The first Sadie Hawkins Dance is next week with Leadership planning lunchtime activities including U-Tube dance instruction. Plans for the Arts Assembly and other spring events are in process. The average GPA scores for winter sports athletes were 3.5 GPA. RHS Girls Basketball achieved the highest average of 3.63 GPA, closely followed by the Wrestling Team with 3.61 GPA. Five of our RHS students were recognized at the January 22nd Annual First Citizens banquet. Students nominated for the Future First Citizen Award included Sianna Casey, Quinlan Morrow, Christine Pons, Mason Seely and Garrett Wedge. Garrett was the recipient of the 2015 award along with the \$10,000 academic scholarship.

SUPERINTENDENT'S REPORT: Dr. Parsons shared the sad news that former RHS Media Specialist, Mary McClintock, passed away. It was also reported that the spouse of RHS Teacher, Brad Bogardus, passed away last night following a long illness.

The high school staff are excited this year to announce that instead of the annual "Tech Night" and "Artlandia" evening at RHS which typically follows Freshmen orientation activities, staff have expanded the event to include the Arts Department, Technology and other Clubs for an "RHS PRIDE" evening. Staff and students plan to showcase the varied opportunities that are available not only to incoming Freshmen (class of 2019), but to all of our high school students. The event is scheduled for the evening of April 14th from 5:30 – 8:30 p.m.

Yesterday the school district hosted approximately 20 law enforcement officers at central office who were participating in a detailed school mapping task force. This safety project would allow officers access to a three-dimensional view of areas and buildings that they would need to enter in the event of a pursuit of a criminal. This is the fifth meeting in Oregon to collect feedback for the project.

Dr. Parsons also updated the board on the Elliott State Forest. In December, 2014, the State Land Board asked the Dept. of State Lands to conduct further work on three future scenarios for the Elliott. We will provide updates as they become available.

INDIVIDUAL REPORTS BY DIRECTORS: Chair Cotton offered congratulations on the part of the school board to Garrett Wedge, for his 2015 Future First Citizen Award presented during the annual First Citizens Banquet on January 22nd. Garrett was presented with a \$10,000 college scholarship. Four other RHS seniors received \$2,000 scholarships.

Director Patterson commented that it was nice to see the combination “Artlandia” and Tech Night back at RHS. He is also looking forward to the upcoming middle, high school and UCC Jazz concert in the Rose Theater. He also reported receiving an email from the band director that staff from South Medford shared with him their belief that RHS has the best band in the conference, and they look forward to trips to Roseburg to see them play.

Director Lee commented that he is noticing the recent meetings regarding common core. He complimented the district for doing a great job getting the word out about what is happening in our schools. Dr. Parsons promised to pass the observation along to Communications Specialist, DD Bixby.

Director Endicott shared that the swim team had a great team effort in defeating South Eugene recently for the first time in a decade.

BOARD COMMITTEE REPORTS:

The January 12, 2015 Building and Sites Committee Report was given by Director Garcia. The committee discussed external groups using district facilities and the group plans to review agreements that have not been looked at recently. Chief Operations Officer Cheryl Northam added that the committee is next scheduled to meet on February 10th to determine priorities and assure that the roof can be configured to accommodate present and future needs. The 1995 agriculture truck was replaced recently. The committee reviewed the condition of district-owned rental properties and began discussion of long-range site plans. The group determined that the proposed Durham Transportation Contract Extension would be discussed at a Finance Committee meeting since it is a contractual agreement.

The January 26, 2015 Administration and Personnel Committee Report was given by Chair Cotton. Our PACE insurance representative, Craig Zolezzi, addressed the committee with regard to board policy related to employees with concealed handgun permits having handguns on school property and insurance coverage. Two potential OSBA policies will be discussed at a future meeting. The committee reviewed the proposed Durham Transportation Contract Extension. Durham has proposed some enhancements that would be good for kids, but would result in increased contract costs.

PUBLIC PARTICIPATION: There were no audience members wishing to address the board this evening.

ADJOURNMENT: With no further business before the board, Chair Cotton adjourned the meeting at 9:25 p.m.



Superintendent

Next Meeting: February 11, 2015 at 7:00 p.m. in the Administrative Office Board Room.