

ROSEBURG PUBLIC SCHOOLS

Regular Board Meeting

Vol. 1 No. 12

February 24, 2016

BOARD MEMBERS:

Rodney Cotton	X
Daniel Endicott	X
Joseph Garcia	X
Rev. Howard Johnson	X
Charles F. Lee	X
Paul E. Meyer	X
Steve Patterson	X

ADMINISTRATION:

Gerry C. Washburn, Superintendent	X
David W Hanson, Assistant Superintendent/HR	X
Richard Burton, Director, Student Services	X
Cheryl Northam, Chief Operations Officer	X
Jeff Plummer, Interim Director, Teaching & Learning	Excused
	X
RHS Student Leadership Representatives – Samantha “Sammie” Bergmann and Fallon Peters	

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, February 24, 2016, at 6:00 p.m. in the Fullerton IV Elementary School Library, 2560 W Bradford Drive, Roseburg, Oregon.

CALL TO ORDER: Board Chair, Rodney Cotton, welcomed attendees and called the meeting to order promptly at 6:00 p.m., asking Chief Operations Officer, Cheryl Northam, to lead in the Pledge of Allegiance to the flag.

ATTENDANCE: All Board members were present, with Director Garcia arriving at 6:34 pm. Teaching & Learning Director, Jeff Plummer, was excused, and all other Cabinet members were present. RHS Student Representatives, Samantha Bergmann and Fallon Peters, were in attendance. There were no media representatives present.

REVIEW OF AGENDA: Samantha Bergmann and Fallon Peters were announced as the RHS Leadership Representatives this evening. The Sunnyslope student of the month presentation was postponed to the March 16th meeting. The addition of a contract renewal for Chief Operations Officer, Cheryl Northam was noted. Director Meyer referenced a letter that was received from a concerned citizen, arguing that the federal government doesn't have constitutional authority to fund schools. This is in regard to Policy INDB, proposed for second reading this evening.

STUDENT RECOGNITION: Chair Cotton announced that the Board is honoring three students this evening who will be presented with certificates of accomplishment and McDonald's gift cards. Pictures will be posted at the Stewart Parkway McDonald's.

Director Endicott introduced fifth grade student from Fullerton IV., Mackenzie Collard, as a quiet leader who models exemplary behavior, processes information quickly, explains her thinking well, is incredibly organized and has better handwriting than her teacher. Even more remarkable is the level of compassion and care that she displays for her classmates.

Director Johnson introduced Keelin Johnson, a student at Green Elementary, as an important member of fifth grade, with strong skills in all content areas and who is a member of student council. She is mature beyond her years with a quiet demeanor, thoughtful manners and strong character. Keelin is a sought after friend and kind to everyone.

Director Meyer introduced fifth grade student, Jazmine Dake, from Winchester Elementary as a strong role model for others, with a positive, upbeat attitude. She maintains near perfect attendance and demonstrates a joy for learning. Jazmine is an avid reader, surpassing the 40-book challenge goal set for the school year and actively participates in the Battle of the Books every year.

SPECIAL STAFF RECOGNITION: Director Lee presented a letter and Crystal Apple Award to Sunnyslope Elementary Teacher, Traci Smith, highlighting some of her strengths. Traci was recognized by staff as a strong instructional leader role model and a resource for highly effective instruction. Students absolutely love her. She sets high expectations for her students and understands just how much to nudge each one to bring out their highest level of success. As an excellent teacher, Traci sets high expectations for herself and looks for new and better ways to reach students.

In addition to the letter that was written by Principal Don Schrader, Traci's First Grade Teaching Partner, Pam Menzie, shared additional accolades of appreciation and support for the last fifteen years of dedicated service and commitment that they have shared together.

RHS STUDENT LEADERSHIP REPRESENTATIVES REPORT: Chair Cotton introduced two RHS student leadership representatives, Samantha "Sammie" Bergmann and Fallon Peters.

Samantha Bergmann is a freshman who participates in volleyball, basketball, and softball. She reported that the boys' swim team participated in districts and the boys' and girls' freshman and junior varsity teams just completed their basketball season. The boys' varsity basketball team has a chance to go to the play-ins if Willamette falls out of the running, and the girls' varsity will go to the play-offs. The girls' bowling team is preparing to go to state and 19 wrestlers are going to state this weekend. Spring sports are just getting started.

Fallon Peters is a senior on the bowling team, serves in leadership and on the National Honor Society. She reported that a recent inspirational guest speaker, Reggie Jones, who was an NFL Football Player was really enjoyed by students. Fallon helped promote the Arts Assembly, to be held this Friday, as a great opportunity for art students to showcase their talents. Another upcoming opportunity for students is the Ashland Shakespearean Festival, where they will be able to see a play, an amazing experience. The Academic Feather Award is presented to students who are active in clubs, sports, and other activities, excel in college prep or college credit courses, and obtain a grade point average of 3.75 or better for four years in a row. This award and others are presented at the Evening of Excellence. Smarter Balance testing continues. The "Little Mermaid" Musical opens Thursday.

Fallon extended her congratulations to all of the students that received an award, sharing that she had received student recognition years ago and recognized that students work hard for this honor.

Chair Cotton thanked Fullerton IV Elementary Principal, Katrina Hanson for hosting this meeting and invited her to share about her school.

WELCOME TO FULLERTON IV ELEMENTARY SCHOOL:

Principal Hanson welcomed everyone to Fullerton IV Elementary, saying that she was glad that everyone could come. She presented posters that were created by each grade level, as a gift for each of the Board Members. Mrs. Hanson shared that her dedicated staff strives to better the lives of the students and to make their school a great place to learn. She shared her appreciation of their great Booster Club, whose

members work hard to provide assemblies, supplemental instructional materials, and field trips for students. She noted that two of the Fullerton staff have become foster families for three students in order to provide some consistency for those children. Fullerton has a lot of staff involved in academic leadership and mentoring peers, while students challenge themselves to become budding artists, mathematicians, writers, and athletes. OSU and the Mercy Foundation (Healthy Kids Outreach Program) have been coming to Fullerton to offer experiences in science and dental care, and the kids are loving it! Battle of the Books is a highlight, with at least 80 students participating in one way or another. Fullerton IV Elementary is a great place to be.

Chair Cotton thanked Mrs. Hanson and the RHS students for attending and providing an update for the Board this evening. Chair Cotton asked for a brief recess at 6:40 p.m. to allow school staff and the families of the students and staff member being honored tonight to depart for the evening. The meeting resumed at 6:50 p.m.

COMMUNICATIONS TO THE BOARD: Superintendent Washburn announced the resignation of Mr. Lance Lane, Fremont Middle School as the TAP Room Teacher, following 2 years with the District.

CONSENT AGENDA: The Consent Agenda this evening included Minutes from the February 10, 2016 regular Board meeting; recommendations for employment of Shirley Thomas, RHS Teacher and Lisa Lanza, RHS OdysseyWare Teacher, both temporary positions for the remainder of the 2015-16 school year; Gifts to the District and the List of Surplus Items.

Director Patterson moved to approve the Consent Agenda. Director Garcia seconded and the motion passed unanimously.

M1-62 Approved the Consent Agenda

PUBLIC PARTICIPATION: There were no audience members wishing to address the Board at this time.

RESOLUTION 15-16-12: Declaring March 7–11, 2016 as Classified Employee Appreciation Week: Superintendent Washburn noted the important role classified employees play in the education of students every day, the importance of recognizing their valuable service and invited everyone to join in celebrating with us.

Director Lee added that the Board has repeatedly talked about appreciation of our classified staff and agreed that it is worth celebrating.

Director Lee moved to approve Resolution 15-16-12 Declaring March 7-11, 2016 as Classified Employee Appreciation Week. Director Meyer seconded and the motion passed unanimously.

M1-63 Approved Resolution 15-16-12 Declaring March 7-11, 2016 as Classified Employee Appreciation Week
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RECOMMENDATION TO RENEW PROBATIONARY ADMINISTRATOR CONTRACTS:

Director Meyer made a motion to approve the recommendation to renew Probationary Administrators First Year to Second Year and Second Year to Third Year. Director Patterson seconded and the motion passed unanimously.

M1-64 Renewed Probationary Administrator Contracts First to Second Year and Second Year to Third Year

RECOMMENDATION TO RENEW PROBATIONARY TEACHERS FIRST YEAR TO SECOND YEAR:

Director Lee made a motion to approve the recommendation to renew Probationary Teachers First Year to Second Year. Director Johnson seconded and the motion passed unanimously.

M1-65 Renewed Probationary Teachers First Year to Second Year

RECOMMENDATION TO RENEW PROBATIONARY TEACHERS SECOND YEAR TO THIRD YEAR:

Director Endicott made a motion to approve the recommendation to renew Probationary Teachers Second Year to Third Year. Director Lee seconded and the motion passed unanimously.

M1-66 Renewed Probationary Teachers Second Year to Third Year

RECOMMENDATION TO RENEW PROBATIONARY TEACHER SECOND YEAR TO CONTRACT:

This is a recommendation from Fir Grove Elementary Principal, Lisa Dickover, to renew Probationary Kindergarten Teacher, Jennifer Cotton, from second year to contract. Ms. Cotton came to us from another district and has been doing very well.

Director Cotton commented that Ms. Cotton is not related to him.

Director Meyer made a motion to approve the recommendation to renew this Probationary Teacher's Second Year to Contract. Director Endicott seconded and the motion passed unanimously.

M1-67 Renewed Probationary Teacher Second Year to Contract

RECOMMENDATION TO RENEW PROBATIONARY TEACHERS THIRD YEAR TO CONTRACT:

Director Patterson made a motion to approve the recommendation to renew Probationary Teachers Third Year to Contract. Director Lee seconded and the motion passed unanimously.

M1-68 Renewed Probationary Teachers Third Year to Contract

RECOMMENDATION TO RENEW SECOND YEAR CONTRACT ADMINISTRATORS TO THREE YEAR EXTENSIONS, JULY 1, 2016 TO JUNE 30, 2019:

Director Lee made a motion to approve the recommendation to renew Second Year Contract Administrators to Three Year Contract Extensions, July 1, 2016 to June 30, 2019. Director Patterson seconded and the motion passed unanimously.

M1-69 Renewed Second Year Contract Administrators to Three Year Extensions - July 1, 2016 to June 30, 2019

RECOMMENDATION TO EXTEND CONTRACT TEACHERS FOR 2016-2017 AND 2017-2018 SCHOOL YEARS:

Director Meyer inquired if this represented half of the teachers. Assistant Superintendent/Director of Human Resources, David Hanson, agreed that it was, based on when they come in to the district.

Director Endicott made a motion to approve the recommendation to extend Contract Teachers for the 2016-2017 and 2017-2018 School Years. Director Patterson seconded and the motion passed unanimously.

M1-70 Extended Contract Teachers for the 2016-2017 and 2017-2018 School Years

RECOMMENDATION FOR RENEWAL OF PART-TIME TEMPORARY CONTRACT TEACHER FOR 2016-2017 SCHOOL YEAR:

This is a recommendation from Roseburg High School Principal, Jill Weber, to renew a part-time, temporary status, working teacher for the 2016-2017 school year.

Director Meyer asked if this staff member is part of the bargaining agreement, but out of PERS. Mr. Hanson agreed that this is correct.

Director Endicott made a motion to approve the recommendation to renew Part-Time Temporary Contract Teacher for the 2016-2017 School Year. Director Lee seconded and the motion passed by majority, with Directors Cotton and Garcia voting No.

M1-71 Renewed Part-Time Temporary Contract Teacher for 2016-2017 School Year

RECOMMENDATION TO RENEW LICENSED STAFF ON UNPAID LEAVE OF ABSENCE – CONTRACT EXTENSIONS FOR THE 2016-2017 AND 2017-2018 SCHOOL YEARS:

Director Lee made a motion to approve the recommendation to renew Licensed Staff on Unpaid Leave of Absence - Contract Extension for the 2016-2017 and 2017-2018 School Years. Director Patterson seconded and the motion passed unanimously.

M1-72 Renewed Licensed Staff on Unpaid Leave of Absence – Contract Extension for 2016-2017 and 2017-2018 School Years

RECOMMENDATION TO APPROVE NON-RENEWING POSITIONS – TEMPORARY POSITIONS EXPIRING AT THE END OF THE 2015-2016 SCHOOL YEAR:

Director Lee made a motion to approve the list of Non-Renewing Positions – Temporary Positions Expiring at the End of the 2015-2016 School Year. Director Endicott seconded and the motion passed unanimously.

M1-73 Approved Non-Renewing Positions – Temporary Positions Expiring at the End of the 2015-2016 School Year

RECOMMENDATION TO APPROVE RETIREMENTS AND RESIGNATIONS:

Director Lee made a motion to approve the recommendation to accept Retirements and Resignations as presented. Director Endicott seconded and the motion passed unanimously.

M1-74 Approved the list of Retirements and Resignations

RECOMMENDATION TO APPROVE ADMINISTRATIVE CONTRACT, CHIEF OPERATIONS OFFICER - CONTRACT EXTENSION FOR THE 2015-2016, 2016-2017, AND 2017-2018 SCHOOL YEARS:

Director Endicott made a motion to approve the recommendation to extend Administrative Contract, Chief Operations Officer, for the 2015-2016, 2016-2017 and 2017-2018 school years. Director Lee seconded and the motion passed unanimously.

M1-75 Approved Administrative Contract, Chief Operations Officer, Extension for the 2015-2016, 2016-2017, and 2017-2018 School Years

RECOMMENDATION TO APPROVE OPEN ENROLLMENT LAW:

Superintendent Washburn called everyone’s attention to the suggested motion on the last page of the agenda memo required by state statute and noted that this motion allows us to both accept and release students per inter-district transfer agreements for the 2016-17 school year.

Director Meyer asked that the 2017-18 date mentioned in Superintendent Washburn’s suggested motion, be changed to 2016-17.

Director Endicott moved that the Board of Directors of Roseburg Public Schools establish that through the open enrollment process, ORS 339.133(5)(b), no non-resident students shall receive consent for admission for the 2016-17 school year. The Board further establishes for the 2016-17 school year, that through the mutual agreement between districts process, ORS 339.133(5)(a), the district will accept any non-resident student who applies to Roseburg Public Schools. The Board further establishes for the 2016-17 school year, that through the agreement between districts process, ORS 339.133(5)(a), Roseburg Public Schools will release any resident student who applies to attend a school in another district.

Director Patterson seconded and the motion passed unanimously.

M1-76 Approved Open Enrollment Law both accepting and releasing students per Inter-District Transfer Agreements for the 2016-17 school year

BOARD COMMITTEE MEETING DAYS AND START TIMES:

Superintendent Washburn asked Board Members if committee meeting times should be reconsidered. The consensus was that Building & Sites meetings be changed from 11:30 A.M. to 7:30 A.M. and the rest of the meetings remain with their existing scheduled times.

POLICY INDB: FLAG DISPLAYS AND SALUTES, for Second Reading and Adoption: Assistant Superintendent/HR, David Hanson, presented OSBA’s proposed revised policy INDB: Flag Displays and Salutes, for Second Reading and Adoption.

Director Lee moved to approve Policy INDB: Flag Displays and Salutes, for Second Reading and Adoption. Director Patterson seconded and the motion passed unanimously.

M1-77 Approved Policy INDB: Flag Displays and Salutes, for Second Reading and Adoption

SURVEY RESULTS, PART 2 - Staff Responses:

Superintendent Washburn was encouraged by the number of survey responses received from staff. Their input will help in processes to recalibrate our mission, vision and overall goals for the district. Responses revealed that we are scattered in what those truly are. Some staff have the perception that scores are primarily what we value, but those are measures, not what is important.

The District will be working with folks that went to the Jensen Project that have worked with students in poverty. Staff is committed to taking care of students and families.

There are staff members who feel that there are measures of student engagement in place and a lot of staff that are not sure. Administrative and peer observations was a common response to measures used in the District. Student behavior seems to indicate to them that students are not engaged when they act out. Quality teaching and the level of engagement seemed to be the two most important factors to staff.

The value of student voice seems to be demonstrated most powerfully in student leadership programs and in the classroom, but the overall feeling was that it doesn’t transfer outside of the classroom.

Mr. Washburn shared that attendance is always a high marker, but what is being done in math best practices is not transferring over to language arts instruction. The scripting has unintentionally limited the capacity for teachers to engage students.

Teachers believe that the District demonstrates that we value parent voice. It is key that we connect parents with our programs, so that they feel connected to what is being offered. It is important that we find ways to help families. We have students that have needs that need to be addressed at school in order for them to be engaged in learning.

Director Garcia commented that the District should put a limit on what can be expected from teachers, not expecting employees to make all of the effort. There are parents that do not wish to be involved.

Many schools operate with a 100% poverty rate, and have figured out how to achieve a 90-100% graduation rate. We have to make sure that our staff have the tools to reach and get the message out to students that we will not let them fail. This will require that our staff is well trained and that we all understand what we can and cannot do. Connection in school may be what turns students around.

The majority of our teachers don't feel that they have a voice, others feel that they have a voice, some of the time. We need to bring them to a place where they understand what we are doing as a District and that they have a voice.

When we ask the question, "Are children developing necessary skills?" our teachers are saying that they are trying really hard to establish them, but students are coming to school with obstructions. We need some help, behavioral help and supports.

Teachers feel that their schools have a positive climate, but did not feel as strongly about a positive administrative climate.

FINANCIAL REPORT: Chief Operations Officer, Cheryl Northam referred to the Revenue and Expenditure Summary General Fund (unaudited) for the Fiscal Year Ending June 30, 2016.

SUPERINTENDENT'S REPORT: Mr. Washburn reported that the district's phone system issues appear to be resolved, adding that he received an email from an Office Manager expressing that their phone situation was 100% improved.

The Cow Creek Band of the Umpqua Tribe of Indians is overall supportive of sustaining the high school mascot. We are currently addressing curriculum and student issues, such as student voice and student clubs. There have been some questions about graduation, which will be addressed on a case by case basis. They are encouraging districts to allow students to continue to wear memorabilia.

Director Meyer cautioned that families, in the past, have inquired about the option of their student wearing military uniforms.

Mr. Washburn shared that there are ways to meet student's needs in this area such as, adding an eagle feather in the diploma, which doesn't require the wearing of memorabilia.

Gerry shared how extremely fortunate this District is to have had Physical Plant Manager, Tracy Grauf's experience to respond quickly in the matter of the Roseburg High School gym floor damage. His timely response to install fans, prevented additional, more extensive damage. Further great news was that the Painter and Stainer will come back when the area is ready.

Cabinet Members have begun staffing discussions and looking at instructional priorities. Director of Student Services, Rick Burton, is looking at student behavioral needs. Title 1 funding continues to decline.

INDIVIDUAL DIRECTORS' REPORTS: Director Garcia mentioned that the Fremont Jazz Band fundraiser at Logger's Gourmet Pizza was a great success.

COMMITTEE REPORTS:

Curriculum & Instruction – February 17, 2016. Director Endicott celebrated the committee moving in a positive direction. He commended Eastwood Elementary staff on the great job they are doing to manage all that they have going on at their school. Dan mentioned the Career and Technical Education (CTE grant), with its specific curriculum goals and tasks to master, adding that he was looking forward to increased courses. Students will be able to earn college credits through Southern Oregon University (SOU). The 2015 graduation rate at Roseburg High School of 76.59 percent was higher than the state average of 74 percent. Director Endicott shared Superintendent Washburn's assurances that these rates would continue to increase. In conclusion, budgetary concerns were discussed.

PUBLIC PARTICIPATION: There was no public participation.

ADJOURNMENT: With no further business before the Board, Chair Cotton adjourned the regular meeting at 7:50 p.m. The Board immediately convened into Executive Session pursuant to ORS 192.660(2)(d)

Gerry C. Washburn, Superintendent
GCW/psb

Executive Session
ORS 192.660(2)(d) to discuss labor negotiations

The Board convened into Executive Session at 7:55 P.M. Meeting adjourned at 8:10 P.M.

NEXT MEETING:

The March 16th School Board meeting will be held in the Board Room at the Administrative Office.