

ROSEBURG PUBLIC SCHOOLS

Regular Board Meeting

Vol. 1 No. 4

September 23, 2015

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
Dawne Huckaby, Director, Teaching & Learning	X
Cheryl Northam, Chief Operations Officer	X
RHS Student Representative: Julia Weiss	Excused

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, September 23, 2015, at 7:00 p.m. in the administrative office board room at 1419 NW Valley View Drive, Roseburg, Oregon.

CALL TO ORDER: Chair Cotton welcomed attendees and called the meeting to order promptly at 7:00 p.m., asking Teaching & Learning Director Dawne Huckaby to lead in the Pledge of Allegiance to the flag.

ATTENDANCE: All cabinet members and our seven board members were present. Reporter Kyle Bailey was also present.

REVIEW OF AGENDA: Superintendent Washburn announced that he would have one additional administrative resignation to announce during his superintendent's report. We have also been advised that Julia Weiss, our RHS student representative, was scheduled to work this evening and will be unable to attend. She does plan to be at the October 2015 board meetings. Therefore, Agenda Item No. 6 has been removed.

COMMUNICATIONS TO THE BOARD: Superintendent Washburn shared that we have received the following licensed and administrative employee resignations:

- Rolf Bloomquist, Social Studies Teacher at Roseburg High School after nine years with the district.
- Dawne Huckaby, Teaching & Learning Director, has submitted her letter of resignation after accepting the Assistant Superintendent in the Instruction, Standards, Assessment & Accountability at the Oregon Department of Education. Dawne will be leaving in early November following six years with the district. The administrative team wishes Dawne the best as she embarks on this new phase in her career.
- Kristen Kuykendall Garcia, Principal of Green Elementary School, for the purpose of retirement following twenty years with the district. Kristen plans to complete the 2015-16 school year.

Superintendent Washburn introduced audience member, Melissa Locke-Warnicke, to the Board, explaining that Melissa is the new Principal of Winchester Elementary School, and thanked her for attending this evening.

CONSENT AGENDA: The Consent Agenda this evening consisted of Minutes from the August 26th regular Board Meeting, recommendations for employment, and a current list of Gifts to the District.

Assistant Superintendent/HR David Hanson shared the following employment recommendations:

- Codi Berggreen – Health/Physical Education Teacher at Joseph Lane Middle School (temporary for 2015-16);

- Dr. Melanie Kellam – School Psychologist;
- Jonathan Pugsley – Social Studies Teacher at Roseburg High School (temporary for 2015-16);
- Jennifer Steinacher – First Grade Teacher at Melrose Elementary School (temporary for 2015-16); and
- John “Ira” Wier – Science Teacher at Roseburg High School (temporary for 2015-16).

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

M1-28 Approved the Consent Agenda

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

DISTRIBUTION AND OVERVIEW OF iPads TO MEMBERS OF THE BOARD: Technology Director Gary McFarlane provided a brief introduction of the technology to the board members. Mr. McFarlane reminded the group that the iPads are provided to facilitate their duties as board members, and are governed by the Acceptable Use Policy of the District.

POLICY AC: NONDISCRIMINATION FOR SECOND READING AND ADOPTION: Assistant Superintendent/HR David Hanson explained that this is the second look at this policy which was revised pursuant to OSBA recommendations. Human Resources plans to bring forward an associated AR to the board at a future date as OSBA is requiring boards to also adopt the AR.

Director Patterson moved to approve Policy AC: Nondiscrimination for Second Reading and Adoption. Director Garcia seconded and the motion passed unanimously.

M1-29 Approved Policy AC:
Nondiscrimination for Second Reading and
Adoption

POLICY IKH: CREDIT FOR PROFICIENCY, FOR FIRST READING: Teaching and Learning Director Dawne Huckaby explained that this policy is being revised pursuant to state recommendations to reflect language of “shall” vs. “may” in granting credit for students who demonstrate proficiency through means other than coursework. This recommended policy language from OSBA also contains examples of alternate activities that meet the intent of the regulation which our current policy lacks.

Director Endicott moved to adopt Policy IKH: CREDIT FOR PROFICIENCY for First Reading and Director Garcia seconded. Ms. Huckaby explained to Vice-Chair Lee that this is part of the personal education plan for each student that begins in ninth grade, essentially mapping out what courses will be taken and when, and should be coordinated with the student’s school counselor. Motion passed unanimously.

M1-30 Approved Policy IKH: Credit for
Proficiency – for First Reading

CONTRACT RATIFICATION WITH CLASSIFIED EMPLOYEES UNION (OSEA): Assistant Superintendent/HR David Hanson provided copies of the proposed agreement, along with a synopsis of contract changes.

The OSEA union leadership and the District have reached an agreement. The classified union members took a vote on Friday afternoon, September 18th, to ratify the tentatively approved CBA with a 95% affirmative vote. This contract is effective July 1, 2015 through June 30, 2018, and includes contract reopeners for both salary

and insurance. Efforts were made to equalize distance between salary steps, and David Hanson thanked Tim Stoelb and Budget and Accounting Manager Venice Anderson for their work in equalizing the steps at 4.5 percent at each additional step. Classified employees who are retiring and being replaced by newer staff at lower steps essentially results in a zero impact. The insurance cap was increased by \$25.00 to a total of \$1,000 for the district-paid portion, the same as the agreement with licensed staff. There are a few language changes, and three outstanding MOUs are now incorporated into regular contract language with regard to time away for OSEA officers, front-loaded vacation hours, and PERS pick-up.

Director Lee moved to approve the contract between Douglas County School District No. 4 and the Classified Employees Union (OSEA) for the period of July 1, 2015 - June 30, 2018. Director Patterson seconded and the motion passed unanimously. Mr. Hanson again thanked Director Lee for his work on the Bargaining Committee.

M1-31 Approved Contract between the District and the Classified Employee Association (OSEA) for the period of July 1, 2015 through June 30, 2018
--

BOARD MEETING START TIMES: Superintendent Washburn shared that he would like the Board to consider moving the board meeting start time from the current 7:00 p.m. to 5:00 or 5:30 p.m. Mr. Washburn reflected that staff have to leave and return due to the late start time, and contentious topics can result in considerable discussion. After lengthy discussion on various start times and associated criteria, the board reached consensus to change the meeting start time to 6:00 p.m. Chair Cotton reflected that this seems to be a good compromise.

SUPERINTENDENT REPORT: Superintendent Washburn commented that as he has found opportunities to be in our school buildings, he has observed the obvious pride that our custodial and maintenance staff members take in their work. He wanted to be sure to publicly comment on the quality of work being done within our facilities and grounds. During his many years in education, Mr. Washburn admitted that he has never seen floors shine as brightly as they do in our buildings.

The past two Tuesday afternoons, the superintendent also had an opportunity to attend Cribbage Club. While he was humiliated the first time, he did win this week. Mr. Washburn explained that this type of club activity represents the kind of school partnerships that work for our kids. There are multiple adults coming in to help kids with their math skills. This creates opportunities for kids who are not involved in athletics or other activities to be involved in after-school functions. The superintendent expressed his opinion that this is the sort of project that will make Roseburg Schools special and over time, great.

The group reviewed enrollment with current numbers being down 65 students from one year ago. We continue to be concerned with enrollment trajectory. Record requests have yet to be received for 13 kids who dropped from our enrollment and apparently are not enrolled elsewhere.

The Oregon Education Department has issued a letter of guidance on how districts may potentially retain high school mascots. ODE Deputy Superintendent of Public Instruction, Salam Noor, has directed superintendents to follow guidance from the law that was actually passed. It appears that districts who obtain formal agreements with one of the nine tribes in the state can keep their mascots. The letter is in line with the legislation. Superintendent Washburn intends to immediately contact the Cow Creek Band of Umpqua Tribe of Indians to have a discussion about entering into a formal agreement. Chair Cotton noted that the Tribe has always told the district that they would support us. Directors Garcia and Patterson participated in meetings

some time ago regarding the mascot issue. Superintendent Washburn expressed his intent to get this issue resolved so that we can focus on student academic success.

The superintendent shared that the high school staff is finding that students are in danger of having to enter a GED program or leave the system because they cannot attend school regularly. This is directly related to marijuana usage either by the student or the family. It is imperative that we embark on intensive credit recovery and counselling for those students to help them stay in school. Drop-out rates and declining enrollment will have a negative impact on the district. Mr. Washburn cautioned that while marijuana has always been an issue in Douglas County, the impact is now exacerbated under the auspices that it's perfectly fine to use it recreationally. Kids are led to believe that there is nothing wrong with it.

The group discussed developing individual contracts with students, possibly including later start times with a clear agreement on how to pick up credits. ADAPT or another counseling program might also be considered. Director Lee shared that the general school of thought is that kids would do better with a later school start time. Asst. Supt./HR David Hanson noted that research shows that elementary kids should go in earlier and secondary start later. The topic will be discussed during a meeting with principals next week. One of the districts on the coast is running a virtual school successfully. The group talked about the online research that the district has already done. Director Johnson explained that there are kids as young as 5 to 6.5 years old today who know more about drugs than adults. Director Garcia commented that the County Juvenile Department has cut over 50% of staff in terms of actual probation officers. They are seeing 18 and 19 year olds who are completely addicted.

Student Services Director Rick Burton shared that the high school is seeing the dynamics of kids coming in from families embedded that marijuana use is okay, not recognizing the magnitude of what they are doing since culturally at home it's acceptable. The superintendent agreed with Director Johnson that it's important to identify kids at risk as early as possible in order to put them on a path to where they believe they can be successful. Director Endicott suggested a drug policy for students in athletics so that kids can get the help they need. Mr. Burton added that drugs are a risk for students in CTE programs where equipment is in place.

Director Lee summarized that none of the solutions to the drug problem are cheap. Alternative education programs that are effective are those that involve staff working directly with kids. Superintendent Washburn shared that we have to make sure school is rewarding so that students want to be there, and he is committed to finding ways to make school relevant to kids who are attached to the land, as many are in Douglas County.

INDIVIDUAL DIRECTORS' REPORTS:

Director Johnson confirmed that the board and cabinet have received an invitation to tour the new cross laminate process at D.R. Johnson Lumber Company on October 20th at 9:00 a.m. RHS CTE teachers will attend to learn ways we might possibly involve the CTE program in training kids to have jobs on the outside. Board members interested in attending need to reserve a space with Janet.

Director Cotton commented that he attended the recent OSBA Fall Regional Meeting. The attendees heard about the paid sick leave that starts January 1st. Coaches and substitute teachers will fall into that category and could be costly. This is something new that the district has not budgeted. They also heard about matching fund grant programs that will be distributed on a priority basis. Carol Samuels will be attending a Building and Sites Committee in November.

Director Patterson complimented Tracy Grauf's staff and Adroit Construction workers who have done a fantastic job on the athletic facilities at the high school. This project could have been a detriment to the school and the

athletic programs, and has instead resulted in accommodations that the students are reluctant to give up.

Director Garcia asked for a curriculum adoption update. Dawne Huckaby explained that we have funding for 9-12 grade math. We need monies for Language Arts. We established years ago that we should be putting away \$600,000 each year for curriculum adoption and we haven't been able to do that.

COMMITTEE REPORTS:

Building & Sites: Director Patterson reported on the September 9th Building & Sites Committee Meeting where the committee received an update on the RHS gym roof. The cranes came down today and the wood flooring delivery date remains on schedule. There is some concern regarding the old sound system and how it will work with the new acoustics. Adroit Construction has agreed to install at cost the five large windows facing the field that were boarded up years ago. This will provide ample natural light and give good aesthetics to the façade, along with potential energy savings. District staff attended an ODOT meeting to provide public comments regarding various ODOT proposals to alleviate traffic back up at the 124 Exit off interstate 5.

Engineer Russ Carter is currently reviewing both Fullerton IV and Green Elementary Schools for potential seismic rehab grant applications. Facilities Manager Tracy Grauf is investigating potential costs for creating an additional bus access to Fremont Middle School that would provide added safety for our students.

The committee heard a report of an RHS alumnus who stopped in to see the principal, explaining that the school kept him engaged and inspired him to become a successful professional. Chair Cotton added that the man's family provides a scholarship at RHS in the mother's name. He continued that this is yet another reason we need to create a foundation.

Chair Cotton also mentioned that in the past we have stayed away from business sponsorships for expensive items such as score boards and sound systems, etc. Businesses should rightfully be recognized for their contributions to the schools. This recognition can be done tastefully. Many other districts have been doing this for some time now and it's time for further discussion in our district. Mr. Cotton noted that the stadium in North Bend was contributed by corporate sponsors and is in very good taste.

Curriculum & Instruction: Director Endicott reported that the committee reviewed Policy IKH, which was approved for first reading this evening. He reviewed the Phoenix Contract, explaining that one board member from the District and from Phoenix will be part of the review panel for academics.

The committee discussed online instruction programs, student attendance and state data on the Smarter Balanced assessment. Staff are working on submitting a CTE revitalization grant application.

PUBLIC PARTICIPATION: Mr. Tim Stoelb thanked Director Charles Lee and members of the District Bargaining Team for their patience in working through labor negotiations. Chair Cotton noted that it was good to see Tim at the board meetings again.

ADJOURNMENT: With no further business before the board, Chair Cotton adjourned the meeting at 8:52 p.m.

Gerry C. Washburn
Superintendent

GCW/jlk