

ROSEBURG PUBLIC SCHOOLS

Regular Board Meeting and Executive Session

Vol. 2 No. 13

February 8, 2017

BOARD MEMBERS:

Rodney Cotton	X
Daniel Endicott	X
Joseph Garcia	X (6:03 p.m.)
Rev. Howard Johnson	X
Charles F. Lee	X
Paul E. Meyer	X
Steve Patterson	X

ADMINISTRATION:

Gerry C. Washburn, Superintendent	X
Richard Burton, Director, Student Services	X
Robert Emerson, Director, Teaching & Learning	X
Robert Freeman, Director, Human Resources	X
Cheryl Northam, Chief Operations Officer	

MINUTES OF THE REGULAR BOARD MEETING

TIME/PLACE: A meeting of the Douglas County School District No. 4 Board of Directors was held on Wednesday, February 8, 2017, at 6:00 p.m. in the administrative Board Room at 1419 NW Valley View Drive in Roseburg Oregon.

CALL TO ORDER: Board Chairman, Charles Lee, welcomed attendees and called the meeting to order at 6:00 p.m., and asked Student Services Director, Richard Burton, to lead in the Pledge of Allegiance.

ATTENDANCE: All Board members and Cabinet members were in attendance. News Review Reporter, Vera Westbrook was also in attendance.

REVIEW OF AGENDA: Superintendent Washburn announced that a few of the RHS VOICES committee members would be presenting the "Cliff Notes" version of their recent VOICES Assembly. We have also added Agenda Item No. 1, Love the Bus Month to acknowledge our valued school bus drivers.

COMMUNICATIONS TO THE BOARD: Superintendent Washburn announced the following licensed resignations:

- Mary Griffith, Second Grade Teacher at Fullerton IV Elementary School. Mrs. Griffith is currently on a leave of absence through the 2016-17 school year, will not be returning for the 2017-18 school year.
- Lisa Long, DLC Teacher at Sunnyslope Elementary School, following two years in the District; and
- Curtis Ray, Turnaround Program Teacher at Fullerton IV Elementary School, after one year with the District.

STUDENT RECOGNITION: The following students were recognized as students of the month at their respective schools. Recipients received congratulatory letters from their principals along with McDonald's gift cards:

- Jacquelin Ledbetter, Sunnyslope Elementary School Fifth Grade Student, was introduced by Director Endicott, who shared Principal Schrader's letter acknowledging the 100% effort Jacquelin applies to her work. A conscientious and dedicated student, Jacquelin also finds time to provide positive and thoughtful leadership to others. With a smile that can light up a room, Jacquelin hopes to eventually become a famous singer.
- Preston Smith, Fremont Middle School Seventh Grade Student, was introduced by Board Chairman Charles Lee, who shared Principal Bentea's letter describing him as a quiet leader who exemplifies the school core values of responsibility, integrity, cooperation and perseverance. Preston participates in

Leadership, the audio/visual crew for assemblies and dances, concert band, Math Counts, Robotics, track and soccer. This top student is also a member of the Boys Scouts.

- Spencer Whitaker, a Roseburg High School Senior, was introduced by Director Meyer, who shared Principal Weber's letter honoring him for his natural intelligence and a maturity beyond his years. Spencer drives to RHS from Glide every school day to take part in AP/CC English and Government and Calculus. Activities include band, Jr ROTC, football, and basketball manager. Spencer has embraced the challenges resulting from frequent relocations due to his father's duties as a Navy Chaplain, and plans to major in Economics and Business in college, with a focus on Environmental Science.

SPECIAL STAFF RECOGNITION – CRYSTAL APPLE AWARD: Director Johnson presented the Crystal Apple Award to Sunnyslope Elementary School Instructional Assistant, Amy Wilson. Amy was honored for her passion for education and being a true advocate for all Sunnyslope students, particularly those with high-needs. Amy willingly accepted the challenge of assisting the middle schools in offering her expertise and support in providing new techniques to achieve student success.

LEADERSHIP REPORT: RHS Leadership students, Lucas Ball, Jenna Smith and Jessica Grubbs shared updates of winter sports activities, as well as the upcoming February 10th "Orange and Black" dance; the March 3rd "Monsters, Inc." Arts Assembly; and the Mr. RHS Pageant and charity event scheduled for April 7th. Lucas shared that students just completed first semester, and finals week went well.

STUDENT PRESENTATION: Three students from the 25-member VOICES Committee, including Maddie Lee, Lucas Ball and Sophia Garcia, distributed a flyer and shared a video representing the recent VOICES Assembly at RHS that was presented separately to the four different grade levels. The students explained that the event was intended to help people understand the concept of empathy and that voice matters and how it affects others. The goal was to encourage empathy through reducing stereotyping and negative interactions. The valuable message was created and delivered by students via multi-media, skits, videos, live poetry, and negative words written on blackboards. The group expressed their gratitude to Principal Weber and Vice Principal Blue and others for their support of the project.

Chair Lee commented that the assembly was given a terrific write-up in the local paper, highlighting the need to break down barriers between people. Director Cotton stated that adults should see this video, and Lucas responded that the group is working on a full video and their hope to get it out into the community. Dr. Washburn commended the students for their courage and shared that their voices drive the school, and that having the right voice is important. He noted that it was also important for the staff to have the courage and trust to give them that voice. Maddie shared that creating the event was cause for much self-reflection on the part of the students, and Mr. Washburn assured them that they had an impact far beyond the 25 students involved in the project, and encouraged the students to reach out beyond the school with their inspiring message.

COMMUNITY SERVICE CLUB DONATION: District Homeless, American Indian Education and McKinney Vento Liaison, Juliana Marez, introduced local Lions Club members, Mr. Ron Oliver and Mr. Melvin Wilcox. The Lions Club is excited to help support the ongoing needs for this student population and hopes to continue to contribute in the future. Juliana expressed gratitude to the club for their \$500 donation in support of homeless student transportation needs related to after school activities and after regular school day academics. The students often need transportation in order to access laundromats to clean their clothes. The bus passes may also be shared with parents of students to enable them to attend student conferences. Juliana also thanked

Student Services Director, Rick Burton, for being so supportive, as well as Transportation Supervisor, Denny Austin, who helped to move 600 food security bags so kids would have food to eat over the weekends.

There was a brief recess at 6:45 p.m. to allow parents, students, guests and staff members who wished to leave to depart for the evening. The meeting resumed at 6:55 p.m.

CONSENT AGENDA: The Consent Agenda this evening included Minutes from the January 25th Board Meeting and Gifts to the District.

Director Patterson moved to approve the Consent Agenda as presented. Director Endicott seconded and the Motion passed unanimously.

M2- 68 Approved the Consent Agenda

REQUEST FOR LEAVE OF ABSENCE: Human Resources Director, Robert Freeman, presented a Leave of Absence request from Susan Prouty, an Instructional Assistant at Roseburg High School.

Director Endicott moved to approve the Leave of Absence Request as presented. Director Patterson seconded and the Motion passed unanimously.

M2-69 Approved Leave of Absence Request for Susan Prouty

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

CELEBRATE FEBRUARY AS “LOVE THE BUS” MONTH: Superintendent Washburn announced that the District will be joining in the American School Bus Council’s observance of “Love the Bus Month” during the month of February. We are also designating the week of February 13-17 as “Love the Bus Week. Dr. Washburn reflected that every day nearly 70 people get up between 4:30 and 5:00 a.m. to arrive at the buses to transport 40-80 kids to school safely. We are happy to do what little we are able to express our thanks to these dedicated individuals. Chair Lee added that the District has been happy with our bus drivers, and Director Endicott shared that these are the first people our students see each school day.

POLICY KM: SCHOOL VOLUNTEER POLICY, for First Reading: Superintendent Washburn noted that prior to bringing a new Volunteer Handbook to the Board, he felt we should have supporting policy in place. Chair Lee commented that he appreciated the staff drafting an original policy specific to our district.

Director Cotton moved to approve Policy KM: School Volunteer Policy, for First Reading. Director Patterson seconded and the Motion passed unanimously.

M2-70 Approved Policy KM: School Volunteer Policy, for First Reading

POLICY JEBA: ADMISSION TO KINDERGARTEN AND FIRST GRADE, for First Reading: Teaching and Learning Director, Robert Emerson, explained that this proposed policy is in addition to the one currently in place. We do not have a procedure for principals to use other than to decline if a parent wishes to enroll a child who does not meet the eligibility definition. Parents with children who have attended either private school or public

school out of state with earlier enrollment parameters expect to enroll in our district. Staff recognizes that there are times when it would be appropriate, but need to be able to test and make sure it makes sense for the child. Other districts have established a fee for the testing, as school psychologists have to provide that service.

Director Cotton moved to approve Policy JEBA: Admission to Kindergarten and First Grade, for First Reading. Director Endicott seconded and the Motion passed unanimously.

M2-71 Approved Policy JEBA: Admission to Kindergarten and First Grade, for First Reading

HEALTHY AND SAFE SCHOOL PLAN, for Second Reading and Adoption: Facilities Manager, Tracy Grauf, presented the proposed Healthy and Safe Schools Plan for First Reading at the January 25th Board Meeting, reviewing anticipated projects and timelines.

Director Garcia moved to approve the Healthy and Safe Schools Plan for Second Reading and Adoption. Director Patterson seconded and the Motion passed unanimously.

M2-72 Approved the Healthy and Safe School Plan at Second Reading

HB 3681: Open Enrollment Law: Superintendent Washburn shared that House Bill 1381, the Open Enrollment Law, went into effect January 1, 2012. This law requires the District to determine in advance the number of nonresident students they will admit without the consent of the sending district, if the district chooses to establish and enact this provision. The traditional methods available to districts through inter-district transfer and mutual consent are still available, and are not subject to provisions through HB 3681. School Boards are required to take formal action each year prior to March 1 to choose whether to establish the provisions of HB 3681, or not establish these provisions and continue the traditional method of mutual consent for inter-district student transfer requests.

Director Patterson motioned 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 2017-18 school year. The Board further establishes for the 2017-18 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 2017-18 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 Endicott seconded, and the Motion passed unanimously.

M2-73 HB 3681: Approved the Open Enrollment Law process for 2017-18 as presented

DRUG AND DISCIPLINE ISSUES UPDATE: Dr. Washburn shared that we are on track to potentially double the number of drug incidents this year compared to last year. The problem is accelerating. While on the surface it might appear to be a high school problem, it really has become a systems problem. In debriefing with students

and our prevention staff member, Sam Moore, these students have been habitual users since the fifth and sixth grades. The expulsion hearings deal with second offenses and students dealing drugs on campus. High school students using on campus are deep in the addiction cycle. Sam's research reminds us that we have many students who are not using, and if we can prevent kids from using, there is a 79% chance they won't ever start. Prevention is needed at the earliest age possible as children are using earlier and earlier. The legalization of marijuana sends a mixed message as portions of the population feel that it's acceptable.

District policies reflect that drugs are not welcome on our campuses and we hesitate to change that message. However, our response of removing students from school is having unintended consequences when they are unsupervised at home.

The secondary principals are considering putting in-school suspension in place for offenses other than dealing and weapons with intent to harm. Students who have a second offense could remain in the in-school suspension program until they are scheduled for a meeting with the Hearings Officer. The officer could implement a Conditional Attendance Agreement that students must comply with. Suspension rooms would need to be staffed with someone who could serve as conditional attendance monitor and mentor. This would require a person firm enough to move students forward while having enough compassion to make a positive connection.

Expelled students currently attend the ACES Program in the morning. We would make it a condition that students must attend counseling sessions and complete academic work. The message is that we still expect you to be in school; your behaviors need to change; you need to make lifestyle changes; and we want you to graduate. The current process essentially gives these students a 10-90 day vacation from school.

Once counseling and prevention programs have been put in place, we could then have conversations with the community regarding drug testing. While implementing the in-school suspension program would need to be built into the budget, Dr. Washburn pointed out that the expense of dealing with these issues now is taking considerable time from administrators. One recent incident involved 30 students.

Prevention Coordinator, Sam Moore, is currently researching available age-appropriate curriculum for teachers to deliver to various grade levels. There are also some stand-alone presentations such as "Talk Tough" dealing with edibles and dabs, etc. Dr. Washburn cautioned that this prevention program will take time; i.e., in looking at tobacco use, prevention programs have had to stay in place for a long period of time. Director Cotton was saddened that parents and guardians are not a part of this conversation. Mr. Washburn responded that when expelling students, part of the counseling would involve families. Unfortunately, some families are of the opinion that schools are looking for an excuse to wash their hands of their child. Our system really is designed to get children through school, not out of school. Director Garcia was disappointed that there is not more interaction between the schools and the juvenile department. School Resource Officers only cite a student if they possess a certain amount.

Dr. Washburn summarized that we would like to put things in place to meet the academic needs of students. Some of the counseling/diversion could be woven into single fabrics to make a cleaner model that is more impactful. Principal Weber pointed out that ADAPT does do screening and diversion, and the high school keeps them busy. Director Garcia suggested reaching out to students who feel isolated, and Principal Weber shared that staff are working on reaching out and talking to students about what is working and not working and asking for their input. Having students ask other students has been a good way to solicit that information. Her goal is to have every student involved in something at the school.

Director Endicott agreed that the end goal is to raise graduation rates and keep kids in school. He will look forward to hearing how to budget for the staff required for in-school suspension. Dr. Washburn shared that in researching other districts, it was found that the typical response was to create an alternative school. Districts try one thing and then have to continually adjust.

CABINET MEMBER REPORTS:

HUMAN RESOURCES DIRECTOR, ROBERT FREEMAN, publicly acknowledged his staff for keeping the department running efficiently during his recent recuperation following an accident. He expressed his frustration at missing time, not having done so previously during his entire career.

Mr. Freeman has been reviewing staffing projections for next year. He reflected that in the past two years, the District has experienced a licensed staff turnover of 41 percent. Openings in special education are hard to fill as they require a unique skill set. The department is gearing up for the April Job Fair in Portland. Students at RHS are assisting with updating our recruitment banners that will accompany staff to any job fairs. Tracy Powell reserved a more advantageous space at the Portland event, and we will be aggressive in trying to find good candidates. We realize that Roseburg and Douglas County lends itself to a certain lifestyle, much different from that of the city, which is quite appealing to some individuals interested in natural resources and raising families. Dr. Washburn also shared that there are states where licensed staff are very unhappy with their evaluation systems and could be prime candidates for this area. There are surveys that indicate Oregon is one of the best areas in which to teach. Mr. Freeman will be contacting Director Patterson with regard to target marketing. Mr. Patterson shared that the 1000 area hiking trails and water falls are of great interest to applicants.

Both union representatives have submitted letters of intent to bargain and staff are gathering requested information.

STUDENT SERVICES DIRECTOR, RICHARD BURTON, reported that a due process case has been extended for two days and should be completed on the 15th and 16th of February. The final outcomes will be discussed during an executive session.

An assistant superintendent and legal analyst from ODE will be meeting with Mr. Burton on February 15th concerning a complaint they received pertaining to lack of regional support and lack of services in the county.

Overseers of the Therapeutic Classroom will be meeting with Student Services staff to discuss day treatment supports for high needs kids. Our district also continues to get good positive feedback from school psychologist interns. Four of our school psychologists will be attending a training/conference in San Antonio. Staff have also attended a conscious discipline training in California to learn about collaborate problem solving with children and families.

STUDENT ATTENDANCE AND ENROLLMENT REPORT: Dr. Washburn shared student attendance and enrollment information, noting that our core enrollment is down 45 from last year at this time, with total district-wide enrollment down 14 students. This continues to improve over prior years. The most recent ADM reconciliation shows us down 10, and we will monitor the March reconciliation.

Alternative Education Coordinator, Randal Olsen, will attend the February 22nd Board Meeting to discuss the opening of the alternative school. We appear to be on track to open next year for approximately 60 students.

Transfers in and out had been improving, but did slip in December. We are, however, seeing more recent transfers in. Chronic non-attendance numbers were impacted by weather early in January. Melrose Elementary reduced their percentage to 9.55%; Sunnyslope is 13.5%; Fullerton is 14.21% and Green is 15.17%. All of our schools have seen a decline from last year. As confirmed by the RHS marquee, "attendance matters". Staff attendance at the elementary level is 91.56% and secondary level is 91.93%. Curriculum required absences do impact that number, and would be closer to 95% without curriculum.

SUPERINTENDENT'S REPORT: Superintendent Washburn announced that a legislative day will be held in Salem on March 13th. He plans to meet with both Senator Kruse and Representative Heard. Board members are welcome to attend. Mr. Washburn also invited the Board to join him in supporting the Unified Basketball team at the game next Wednesday at RHS. Watching the student body support these special needs kids is awesome. As he reported previously, the Washburn family will be out of town February 24th to see their son prior to his deployment overseas.

INDIVIDUAL DIRECTOR'S REPORTS: Director Patterson announced that the RHS Band is holding Bingo Night tomorrow, with prizes to include a 43-inch TV donated by Good Vibrations, and guest passes to Wildlife Safari.

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

ADJOURNMENT: Chairman Lee recessed the regular meeting at 8:20 p.m.

EXECUTIVE SESSION: The Board entered into Executive Session at 8:30 p.m. pursuant to ORS 192.660(2)(d) to discuss negotiations. With discussion concluded at 8:55 p.m., the members of the Cabinet departed for the evening.

At 9:00 p.m., the Superintendent and Board entered into Executive Session to discuss Superintendent Goals pursuant to ORS 192.660(2)(i). The Executive Session concluded at 9:45 p.m.

ADJOURNMENT: Chairman Lee called the regular meeting back to order and it was also adjourned at 9:45 p.m.

Gerry C. Washburn, Superintendent
gcw/jlk

NEXT MEETING: *The February 22, 2017, School Board meeting will be held in the Media Center of Fir Grove Elementary School, located at 1360 W. Harvard Blvd., Roseburg, Oregon.*