

ROSEBURG PUBLIC SCHOOLS

Regular Board Meeting and Executive Session

Vol. 2 No. 2

August 10, 2016

BOARD MEMBERS:

Rodney Cotton	Excused
Daniel Endicott	X
Joseph Garcia	Excused
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	X

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, August 10, 2016, at 6:00 p.m. in the administrative office Board Room at 1419 NW Valley View Drive, Roseburg, Oregon.

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

ATTENDANCE: Vice-Chair Endicott and Director Cotton were both excused for the evening. All other Board members and cabinet members were in attendance. No media representatives were present.

REVIEW OF AGENDA: Superintendent Washburn announced the addition of Agenda Item No. 1, Student Presentation "Project SOS: Solarize our Schools"; and noted that his planned annual State of the District report will be rescheduled for a future board meeting so that all Board members have an opportunity to be present.

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

- Melanie Billiu, Special Education Teacher at Roseburg High School, after two years with the District;
- Susanne Cuatt, Special Education Teacher at Roseburg High School, after eight years in the District; and
- Sylvia Oilar, Sixth Grade Teacher at Fremont Middle School, for the purpose of retirement at the conclusion of the 2016-17 school year, after 28 years in the District.

CONSENT AGENDA: The Consent Agenda this evening included Minutes from the July 13th Board meeting; personnel transactions; and Gifts to the District.

Employment recommendations were as follows:

- Brendan Bigos, Special Education Teacher in TAP (a temporary position for the 2016-17 school year);
- Lauren Broussard, Fremont Middle School Counselor;
- John Flaten, Third Grade Teacher at Green Elementary School;
- Christina Hall, Special Education Teacher in the DLC; and
- Alicia Wishart, Roseburg High School Spanish Teacher.

The Board also considered the recommendation to hire Mr. Adam Blue as Assistant Principal of Roseburg High School.

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

M2-12 Approved the Consent Agenda

PUBLIC PARTICIPATION: Mr. Owen Dykema, 3264 W. Normandy Avenue, Roseburg, Oregon, inquired about the alternative energy presentation on the agenda as he would like to be involved, and Chair Lee explained that it was first on the agenda and Mr. Dykema was welcome to observe the presentation. Mr. Dykema commented that we are running out of all kinds of energy over the next 30-50 years, and urged the Board to consider this recommendation.

STUDENT PRESENTATION: “SOLARIZE OUR SCHOOLS

Superintendent Washburn introduced former RHS student, Daniel Koenig, sharing that Daniel had sought him out at the end of the previous school year after taking up the torch from former student, Alex Loznak, who has advocated for the installation of a solar array at Roseburg High School. Mr. Washburn had requested that Daniel arrange for a student-driven presentation as the Board would like to hear directly from students as to what they would like to see in our schools.

Daniel Koenig presented a proposal to install a solar energy array at Roseburg High School, noting that Umpqua Community College and Phoenix School have utilized similar projects. Daniel commented that he enjoyed his time at RHS, finding new passions in politics and language, as well as having faculty members inspire him to make gains in his education. Daniel shared that students become discouraged in theoretical concepts in education if they don't have opportunities for hands-on learning that can be applied to their lives. Believing that electrical generation creates more alternatives for students to move into higher education paths.

Mr. Koenig introduced former RHS Student, Mason Seeley, a 2015 graduate now attending Santa Clara University with a focus on medicine. Mason explained that technology is a balance between function and sustainability, and students interested in engineering, medicine and business can benefit from gaining knowledge and becoming conscious of renewable energy. Conceptual and tactile knowledge connections are powerful, and Mason explained that it better prepares students for careers. If RHS were to install solar panels, it would demonstrate to the community that the district is committed to investing in our youth and their potential. Many students are passionate about Project SOS: Solarize our Schools.

Former student, Kirk Phillips, was introduced, sharing his perspective that sometimes students don't connect with subjects such as science and English, but might with drafting and welding. Kirk was president of the RHS Skills USA club in his senior year, preparing him for the world of work. He was employed with local North River Board during his senior year. Students in the woods program are able to participate in projects such as the Sutherlin Light Parade. These skills put RHS students above those from other schools.

Sophomore, Azure Sensabaugh, pledged support for the project after spending the last year focusing on education and discussion skills. As a musician, Azure recognizes that educators have to find a balance in instruction, and believes that this project could help the high school become more energy efficient while providing more opportunities for students in the future.

Current Columbia University Student, a 2015 RHS graduate, Alex Lozano reflected that renewable energy

projects can improve outcomes and help a student with a career or to enter college. He interned with David Longthorne of Newcastle Solar for two years and believes that the experience helped him gain access to Columbia University where he is studying sustainable development. Growing up on a farm that his great grandmother founded, Alex learned about cash crops and sustainable timber, and believes we need to be creative in finding ways to get people back to work.

Mr. Koenig proposed implementing renewable energy tie-ins with the curriculum, suggesting that this project would not cost RHS anything, and would benefit once the solar array is installed.

David Longthorne of Newcastle Solar addressed the Board, thanking the District for the opportunity to hear this presentation. He noted that he felt honored to help these kids in their mission and has spoken with several administrators about their ideas. Currently, incentives are available via Pacific Power "BlueSky" and the Oregon Department of Energy to assist in the development of energy alternatives. USDA has a Renewable Energy Development Grant. He noted that Pacific Power is burning coal in two-thirds of their energy production. He shared his belief that this proposal is a win/win and this is a good time. He has a grant writer in house to assist in acquiring funds for students to have access to a system to acquire and study. Solar provides applications in science, math, economics and physics.

Mr. Koenig encourage the Board to consider this proposal and move toward implementing the curriculum tie-ins and install a solar array at RHS. Daniel believes this is an opportunity to revolutionize the learning system at RHS.

Chair Lee commented on the UCC program. Superintendent Washburn shared that Western University in Colorado has a sustainable energy program as part of an environmental science degree. Director Johnson asked about the return on investment if third party investors are needed. Daniel responded that if grants are not sufficient to cover the cost of the project, investors can be paid back slowly via metered energy at the site. The business model is that the investor receives federal tax credits. Director Johnson pointed out that the price of electricity is unstable right now. Director Patterson inquired about the threshold of funds that would need to be available for purchase of a system, and it would depend on the size and type of the array. Daniel stated that if other sources failed, you could partner with a third party or ultimately resort to fundraising, and his group is willing to help with that.

Director Garcia thanked the participants, particularly those who came back to Roseburg, sharing that it's nice to have them spend time with the Board who is very interested in connecting the decision making process with students as it helps in the development of district strategic goals. He further questioned Mr. Longthorne on the direct dollar amount of an entry level system, and was informed that a small system would be approximately \$80,000 for a 20,000 watt system. The proposed project would be a good candidate for BlueSky as it would be a good example of a community-wide project. Mr. Longthorne indicated that there is \$1.5 million available in annual grants for renewable energy development, and close to that with BlueSky each year.

Student Services Director, Rick Burton, commented that he appreciates the differentiated instruction for kids and development of hands-on technical skills. Mr. Longthorne indicated that with suppliers being global, it's a tremendous business model for students to study. Chair Lee shared that trying to teach students useful skills such as computer drafting, combined with community participation with visible change in how the community works, is very interesting. It's important to have projects targeted to meet the needs of kids to feel productive. He informed the group that he was impressed with their salesmanship.

Superintendent Washburn expressed that there is no clearer evidence of the quality of our students than those

attending tonight. He shared that there is no question of the RHS commitment to hand-on, minds-on instruction. RHS Principal, Jill Weber, is committed to student success and the expansion of the CTE program. We also have a very clearly defined process that must be followed to add a class. This is Board policy and we are required to assure that curriculum meets the standards and that staff is available to teach. If this is an option that students wish to explore, bridges need to be cross, and one was crossed tonight. While the wheels of change turn slowly, they do turn.

The superintendent expects that he and Principal Weber will be talking further, and agreed with Director Garcia that it's important that kids advocate for what is important to them. He shared that we are also hearing from students who are advocating for expansion of the auto program. We are planning the installation of a greenhouse, and it might lend itself to a small solar project. There are many factors to consider.

Mr. Koenig added that it's easy to pursue the path of adding to the math and science classes. Chair Lee and Superintendent Washburn thanked all of the presenters for taking the time to present to the Board.

PUBLIC ACKNOWLEDGEMENT OF THE METAL ART SCULPTURE DONATED TO THE DISTRICT BY THE 2015-2016 RHS WELDING STUDENTS

Superintendent Washburn presented the metal sculpture presented to him at the end of the 2015-16 school year, by student Josh Arnold, a member of the 2015-16 CTE class. The artwork is a clear example of the work these kids are doing. Mr. Washburn has begun conversations with Jill Weber and Craig Stinnett regarding the CTE students exploring entrepreneurial avenues and begin marketing their wares. This too, will take some time to develop.

The metal artwork will be mounted in the Board Room for all to appreciate. Dr. Washburn stated that it was difficult for him to express how proud he is of the kids in the district, and the staff who lead them. Our staff cares and these kids are engaged in learning. Work such as this is just as important as essays, differentia equations, etc. Mr. Washburn applauded the Board as well, recalling that when he came to Roseburg he complimented the Board on the number of programs they had been able to maintain in the face of economic challenges.

ATTENDANCE INITIATIVE AND RESOLUTION 16-17-9: DECLARATION OF SEPTEMBER 2016 AS ATTENDANCE AWARENESS MONTH

As was done last year, the District would like to adopt Resolution 16-17-9, declaring September 2016 as Attendance Awareness Month to publicly address this critical component to student success.

Teaching and Learning Administrative Coordinator, Kristina Kelso, will work with the City of Roseburg to have them pass a similar initiative to promote attendance awareness by our local community in support of students throughout our District. Director Garcia shared that he is not a huge fan of attendance awards as he believes it has an adverse effect on those who don't have ability to achieve that goal. Sometimes attendance is difficult in situations where due to adults, the student is unable to maintain perfect attendance.

M2-13 Adopted Resolution 16-17-9 Declaring September 2016 as Attendance Awareness Month

DESIGNATION OF SUPERVISORY AND CONFIDENTIAL EMPLOYEES

Collective Bargaining Law requires that public employers designate supervisory employees as “any individual having authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or having responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection therewith, the exercise of the authority is not of a merely routine or clerical nature, but requires the use of independent judgement.”

Robert Freeman referenced the list of supervisory employees on Page 12 of the board packet, noting that it includes the administrative changes this year.

Director Patterson motioned to approve the 2016-2017 list of Supervisory Employees. Director Garcia seconded and the Motion passed unanimously.

M2-14 Approved Designation of Supervisory Employees for the 2016 – 2017 school year

Robert Freeman also referenced the list of Confidential Employees for 2016-2017.

Director Patterson motioned to approve the 2016-2017 list of Confidential Employees. Director Garcia seconded and the Motion passed unanimously.

M2-15 Approved Designation of Confidential Employees for the 2016 – 2017 school year

BOARD MEMBER COMMITTEE ASSIGNMENTS

Chair Lee shared his proposed committee roster for the 2016-2017 school year. He shared that he has requested that the individual cabinet members present a monthly report at a board meeting to create a broader understanding of district priorities on a timely basis. Mr. Lee further shared that Bargaining Committee members need to be aware of important considerations throughout the year pertaining to curriculum and instruction and services provided to students.

Director Garcia motioned to approve the 2016-2017 roster for Board Committees. Director Patterson seconded and the Motion passed unanimously.

M2-16 Approved Board Member Committee Assignments for the 2016 – 2017 school year

POLICY BBAA: INDIVIDUAL BOARD MEMBER’S AUTHORITY AND RESPONSIBILITIES, For First Reading

Superintendent Washburn related that Oregon School Boards Association (OSBA) is working with ODE during the federal transition year (2016-17) to revise OSBA suggested policies to comply with the reauthorization of the Elementary and Secondary Education Act, now known as the Every Student Succeeds Act (ESSA). OSBA Policy Services is conducting a review and rewrite of their generic policies and recently completed review of Section AB, and is recommending updates to Policy BBAA.

Director Garcia drew attention to the wording relating to legal questions related to a majority of the Board and asked for confirmation that it does take a majority of the Board to pursue legal opinions. Director Meyer suggested adding the word “individual” to the last sentence in Section 5., Board Member’s Relationship to Administration.

Director Patterson moved to approve Policy BBAA: Individual Board Member’s Authority and Responsibilities, for First Reading as amended above. Director Garcia seconded and the Motion passed unanimously.

M2-17 Approved Policy BBAA: Individual Board Member’s Authority and Responsibilities, as amended for First Reading

POLICY BBC: BOARD MEMBER RESIGNATION, For First Reading

Superintendent Washburn related that this is another one of the policies from Section AB that the OSBA recently reviewed and has recommended updating. This policy was originally adopted in 1995 and revised in 1997.

Director Patterson moved to approve Policy BBC: Board Member Resignation for First Reading. Director Garcia seconded and the floor opened for discussion.

Director Meyer questioned the language allowing a board member to rescind a resignation within three days after submitting a written resignation. He recalled Attorney Dan Clark previously explaining that once a resignation is tendered, it is done. Director Patterson amended the motion to bring Policy BBC: Board Member Resignation back for First Reading in September to allow for further research through OSBA to determine if a board member has any legal standing once a resignation is submitted.

M2-18 Policy BBC: Board Member Resignation, was tabled until September for First Reading.

POLICY BD/BDA: BOARD MEETINGS, For First Reading

Superintendent Washburn related that this is another one of the policies from Section AB that the OSBA recently reviewed and has recommended updating. This policy was originally adopted in 1989, and revised in 1991, 1995, 1997, 2009 and 2010.

Director Garcia moved to approve Policy BD/BDA: BOARD MEETINGS, for First Reading. Director Patterson seconded and the floor opened for discussion.

Director Patterson recommended allowing the optional wording on Page 18 regarding weapons to be included. The second paragraph in Section 1, Regular Special and Emergency Meetings, was changed to

“Special meetings can be convened by the Board or by common consent of the Board at any time to discuss any topic.”

With discussion concluded, the Motion to approve Policy BD/BDA: Board Meetings as amended, for First Reading passed unanimously

M2-19 Policy BD/BDA: Board Meetings, was approved as amended for First Reading

POLICY BDC: EXECUTIVE SESSIONS, For First Reading

Superintendent Washburn related that this is another one of the policies from Section AB that the OSBA recently reviewed and has recommended updating. This policy was originally adopted in 1991, and revised in 1995 and 1997.

Director Garcia moved to approve Policy BDD: BOARD MEETINGS, for First Reading. Director Patterson seconded and the floor opened for discussion.

It was requested that the first sentence in the second paragraph be modified to reflect:

“An Executive Session may be convened by the Board Chair or by common consent of the Board for a purpose authorized under Oregon Revised Statute (ORS) 192.660, during a regular, special or emergency meeting.”

Director Meyer also suggested that the superintendent verify that the ORSs listed be confirmed to be the comprehensive list of potential executive sessions prior to the second reading. With discussion concluded, the Motion to approve Policy BDC: Executive Sessions as amended, for First Reading passed unanimously

M2-20 Policy BDC: Executive Sessions, was approved as amended for First Reading

POLICY BFC: ADOPTION AND REVISION OF POLICIES, For First Reading

Superintendent Washburn related that this is another one of the policies from Section AB that the OSBA recently reviewed and has recommended updating. This policy was originally adopted in 1981, and revised in 1995, 1997 and 2010.

Director Patterson moved to approve Policy BFC: ADOPTION AND REVISION OF POLICIES, for First Reading. Director Garcia seconded and the Motion passed unanimously.

M2-21 Policy BFC: Adoption and Revision of Policies, was approved for First Reading

POLICY KGB: PUBLIC CONDUCT ON DISTRICT PROPERTY, For First Reading

Superintendent Washburn related that this is another one of the policies that OSBA recently reviewed and has recommended updating. This policy was originally adopted in 1997 and was revised in June of 2016.

Director Garcia moved to approve Policy KGB: PUBLIC CONDUCT ON DISTRICT PROPERTY, for First Reading. Director Patterson seconded and the floor opened for discussion.

It was requested that the following changes be incorporated:

- No. 6 – select “unless granted permission from the superintendent or designee.
- Last Paragraph: insert and/or before ejected from the premises

The District administration plans to work with law enforcement to learn to recognize gang activity. With discussion concluded, the Motion to approve Policy KGB: Public Conduct on District Property, was approved as amended for First Reading and passed unanimously.

M2-22 Policy KGB: Public Conduct on District Property, was approved as amended for First Reading
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INDIVIDUAL CABINET MEMBER REPORTS:

Teaching and Learning

Director, Robert Emerson, shared that he has been meeting with the Instructional Team regarding needed assessment information, in consideration of a comprehensive data analysis system that could potentially take the place of time-consuming data gathering from up to seven sources and performed by individual staff members. Essentially technology does the work instead of tasks performed manually. This is particularly helpful in timely identifying students encountering negative attendance, discipline and credits at the secondary level, very similar to what IRRE was able to pull together for our District earlier this year. He is particularly interested in improving the promptness of information being available for staff so that response time can be shortened to better impact student outcomes. Mr. Emerson will keep the Board apprised of his discoveries in this area.

August professional development activities will include new teacher training in the areas of ELA, math instructional strategies and classroom management. Teachers will be offered Math Best Practices professional development, and administrators will be learning to better understand the IRRE data to assist with school improvement efforts. SBAC data will be analyzed for effective use at the start of the school year.

Mr. Emerson attended the state assessment conference to receive the latest information on ODE’s planning process for ESSA implementation, and he outlined ODE’s assessment and accountability recommendations.

Human Resources

Director, Robert Freeman, reported that work continues on the hourly employee tracking system, Veritime, necessitated due to the Affordable Care Act. Staff in the Business Operations and Human Resources areas are already testing the program. Veritime works in tandem with the current AESOP Program that is used to record staff absences. Acknowledging that a change in culture is always difficult, Mr. Freeman shared that the program is very user friendly and tracks both comp and sick time. Payroll staff can pull reports and are hopeful that this will eventually eliminate the need for our current PR-4 and PR-5 forms that track extra time worked by employees, such as for staff trainings. Classified staff will clock in and out for lunch periods.

Mr. Freeman also noted that the District has been advised by first responders to move away from the traditional lock down system in emergency situations, and consider the ALICE system (Alert, Lockdown, Inform, Counter and Evacuate). The theory behind the system to reduce the number of casualties. A review of the system is on the agenda for the Administrative Staff Meeting at Central Office. Feedback from site principals on how to roll the system to the schools will be solicited. The research behind the system is solid, and Superintendent Washburn reflected that it allows trained adults to select the best option of response to an emergency situation. Director Meyer shared his belief that the Board be involved in this process, and Superintendent Washburn

responded that a presentation will be scheduled as early as possible, either in August or September.

Staff are currently being provided with updated training on Epi Pen administration, along with the annual Safe Schools training.

There are eleven positions remaining to be filled before the start of the 2016-17 school year. Mr. Freeman will follow up on the superintendent's request to research why staff leave the district, whether it be to retire, return to areas where family members live, or accept positions in other districts or states. Chair Lee indicated that the market for licensed staff is very different from five years ago. Director Johnson encouraged the district to initiate exit interviews to obtain a pertinent analysis of why staff members are leaving. Mr. Freeman indicated that he will plan to address that with the administrative team.

Student Services

Director, Richard Burton, reported that the Alt Ed program continues to move forward, consistent with the Board's priority of striving to retain students who might consider leaving. New program Coordinator, Randal Olsen, has been very helpful in developing online opportunities, and has a meeting scheduled with Oregon Connections Academy on Friday. Staff is also working with Admentum on specific pieces of the program. Our existing Odysseyware Program will continue to be used for credit recovery and to retain students. Office Manager, Janet Simlness, will be transferred to the former Rose School site to better support our alternative programs, staff and students.

We are again offering the Para Pro Academy with the goal of helping staff feel competent in their specific roles. This paid two-day academy focuses on first-hour needs, communications, incident reporting, data use and tracking and learning to work collaboratively.

A University of Oregon psychologist intern will be working with high needs kids this year, supervised by our two licensed psychologists. Efforts continue to recruit staff to fill our Developmental Learning Centers (DLCs). Mr. Burton shared the concept of recruiting and "growing our own" for this skills area.

Phoenix Charter School again offered their summer program this year, including summer camps, Earth connect, computer technology, etc. They successfully hired three additional teachers. Phoenix is anticipating fall enrollment to include 159 returning students. They are expecting 20 new 9th grade students, and the 11th and 12th grades are currently filled. Their goal is to have a total of 200 students. Kelly Rush has taken over the Principal position at Phoenix.

Karma Clarke Jung is now working at Creekside.

Business Operations

Chief Operations Officer, Cheryl Northam, updated the Board on the most recent PERS rate estimates, explaining that rates go into effect 18 months after evaluations of the funds are completed. PERS conducts fund evaluations on December 31st of each year. An "evaluation" rate is used every other year, and districts have been working with an "advisory" rate set in 2014. In September 2016, the actual rate for 2017 will be established. If Oregon employers were charged "uncollared" PERS rates for the next biennium to make the fund 100% whole, the rate increase would actually be 11%. The "collared" rate for school districts will be an estimated 5% increase. Our district anticipates an approximate 5.25% rate increase, which would result in an additional \$1.5 million in PERS payroll expense for the school year 2017-18.

SUPERINTENDENT'S REPORT: Superintendent Washburn shared that he was informed that his Dissertation Defense earlier today was successful, and he can now happily conclude his doctoral studies.

INDIVIDUAL DIRECTOR'S REPORTS: No reports were given due to the late hour.

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

EXECUTIVE SESSION: The Board convened into Executive Session pursuant to ORS 192.660(2)(d) to discuss labor negotiations at 9:07 p.m.

REGULAR SESSION: The Board reconvened into Regular Session at 9:30 p.m.

ADJOURNMENT: With no further business before the Board, Vice-Chair Lee adjourned the regular meeting at 9:30 p.m.

Gerry C. Washburn, Superintendent

GCW/jlk

NEXT MEETING: The August 24th School Board meeting will be held at the administrative office Board Room.