

# ROSEBURG PUBLIC SCHOOLS

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## *Public Hearing and Regular Board Meeting*

Vol. 2 No. 15

March 15, 2017

### **BOARD MEMBERS:**

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

## ***PUBLIC HEARING***

### ***TO PROVIDE PUBLIC INPUT REGARDING THE PROPOSED AGREEMENT WITH THE COW CREEK BAND OF UMPQUA TRIBE OF INDIANS REGARDING THE HIGH SCHOOL MASCOT***

**PLACE:** A Public Hearing before the Douglas County School District No. 4 Board of Directors was held on Wednesday, February 22, 2017, in the Administrative Office Board Room located at 1419 NW Valley View Drive, Roseburg Oregon.

**ATTENDANCE:** Board members and Cabinet members were in attendance, with Director Meyer being excused. Reporters Kyle Bailey and Vera Westbrook were in attendance. District Legal Counsel, Mr. Dan Clark, was in attendance and available for any questions regarding the high school mascot agreement and process.

**CALL TO ORDER:** Board Chairman, Charles Lee, welcomed attendees and called the Public Hearing to order at 5:30 p.m. Chair Lee noted that this is the opportunity for the public to express their views or concerns regarding the high school mascot agreement. No one in the audience chose to come forward. As audience members continued to arrive, Chair Lee repeatedly invited concerned citizens to come forward.

**ADJOURNMENT:** Chair Lee adjourned the Public Hearing promptly at 6:00 p.m.

## ***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, March 15, 2017, at 6:00 p.m. in the Administrative Office Board Room located at 1419 NW Valley View Drive in Roseburg Oregon.

**ATTENDANCE:** Board members and Cabinet members were in attendance, with Director Meyer being excused. Reporters Kyle Bailey and Vera Westbrook were in attendance.

**CALL TO ORDER:** Board Chairman, Charles Lee, again welcomed attendees and called the regular meeting to order at 6:00 p.m., and asked audience member, Mr. Owen Dykema, to lead in the Pledge of Allegiance.

**REVIEW OF AGENDA:** There were no changes to the agenda.

**COMMUNICATIONS TO THE BOARD:** Superintendent Washburn announced that Director Meyer was excused and that there were no resignations from licensed staff to report.

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

Director Patterson introduced RHS Senior, Maaria Chaudhry, who was unanimously selected by her division leaders due to her character traits, volunteering and rigorous academics that include calculus, art, wood working and piano. Maaria aspires to become a physician and plans to attend the University of Missouri at Kansas City. A critical thinker, Maaria is highly regarded by the RHS staff for her positive contributions to her classes.

Director Garcia introduced Fifth Grade Fullerton IV student, Cheyenne Morgan, who was congratulated for her kindness, compassion, perseverance and respectful demeanor. An excellent artist, Cheyenne never gives up on a task and is always willing to lend a hand to fellow classmates. A thirst for knowledge has inspired Cheyenne to aim to become a veterinarian.

Director Endicott introduced Fifth Grade Winchester student, Gavin O'Connor, who was honored for his being a role model to others. A conscientious student, Gavin has an inquisitive, positive attitude and is able to work independently. His teachers feel he is outstanding, and congratulate him for being the first in his class to reach his reading challenge in Battle of the Books.

**SPECIAL STAFF RECOGNITION – CRYSTAL APPLE AWARD**

Director Johnson presented the Crystal Apple Award to Winchester Elementary School Custodian, David Kemmerle. Nominated for the honor due to his positive attitude, David has a contagious comic personality and vigilantly maintains the Winchester campus. Courteous to everyone, David encourages students, making each one feel special. Fellow staff members appreciate his being such a persistent bright spot in their world.

**STUDENT LEADERSHIP REPORT:** RHS Leadership students, Gretchen Lucido, Marinda Carlyle and Samantha Bergmann shared recent spring sports results. Student have submitted registration forms for next school year and Academic Feather Award applications are due on Friday. AP exams are coming up soon. The RHS Robotics Team placed first in districts and 8<sup>th</sup> at state, an inspiring finish. The first softball game was yesterday and the girls won. The boys Lacrosse team won yesterday as well. The golf team is expected to do well this year. Both tennis teams won vs. Grants Pass. Varsity track will compete on Saturday.

Preparations continue for upcoming events including Prom on April 29<sup>th</sup> with an "Enchanted Garden" theme at the Douglas County Fairgrounds; The Mr. RHS "Men of Disney" fundraiser on April 7<sup>th</sup>; the Volley "Buff" tournament between classes on April 27<sup>th</sup> with the winner playing vs. teachers; the Mother-Daughter Tea in May and the senior "Homegoing" and "Good-Bye" events for our outgoing senior class.

Dr. Washburn encouraged everyone to get out and watch the girls' softball team if they haven't yet taken the opportunity.

**CONSENT AGENDA:** The Consent Agenda consisted of minutes from the February 22<sup>nd</sup> Board Meeting.

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

M2-89 Approved the Consent Agenda
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**PUBLIC PARTICIPATION:** There were no audience members wishing to address the Board.

Chairman Lee asked for a brief recess at 6:33 p.m. to allow school staff and families of students and staff members being honored to depart for the evening. The meeting was reconvened at 6:35 p.m.

**HIGH SCHOOL MASCOT AGREEMENT – COW CREEK BAND OF UMPQUA TRIBE OF INDIANS:** Superintendent Washburn explained that following the Public Hearing to discuss the proposed high school mascot agreement between the District and the Cow Creek Band of the Umpqua Tribe of Indians, and hearing no public concerns or objections, his recommendation is for approval of the agreement.

Director Cotton moved to approve the high school mascot agreement with the Cow Creek Band of the Umpqua Tribe of Indians. Director Patterson seconded and the floor opened for discussion.

Director Cotton thanked the administration, particularly Superintendent Washburn, and the Tribe. He noted that this effort began a long time ago and after a long haul, he considers it to be a Win-Win. He expressed that he is glad to finally get to this point. Director Garcia echoed the sentiments of Director Cotton, adding his thanks to the high school staff for their work. Even though the Agreement consists of only a few pages, it took a great deal of work to put it together. Chair Lee stated that he has been involved in the District a long time and has been impressed with the amount of progress in the community's ethnic recognition and behaviors with regard to ethnic and Native American issues. Also impressive is the Agreement providing the Tribe some voice in how their background and culture will be address in the curriculum. Our community has an interest in wanting to keep the existing mascot for its current value to the community as well as its history and tradition.

Following discussion, the Motion passed by majority with Director Johnson voting against.

M2-90 Approved the high school mascot agreement between the District and the Cow Creek Band of the Umpqua Tribe of Indians
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**DESIGNATION OF OFFICIAL NAME FOR ALTERNATIVE SCHOOL:** Superintendent Washburn reflected on his recommendation that the Board entertain the idea of keeping the name of Rose School for our alternative school. The District has had a Rose School for decades, and having the alternative school named Rose School would honor that tradition and assure consistency as we move forward with this program.

Director Patterson moved to designate the official name of "Rose School" for our alternative school. Director Cotton seconded the Motion.

Director Garcia stated that he recalled that Rose School was always an elementary school and he did not agree that retaining the name would be for a historical purpose of what we are currently doing in that building. He expressed concern with confusing the public; i.e., we just closed Rose School and now we are opening Rose School. Dr. Washburn responded that in looking at history, Rose was a high school at one point in time, so from a historical perspective it has already served in that purpose. While he understands potential concerns, he expressed his belief that the district has communicated clearly with the public of our intentions and the reasons why. Our commitment is to every child and making sure they can all graduate. Repurposing that building will

provide that opportunity in allowing us to reach a point where we are allowing another educational program to bloom and flourish. The name is important in terms of what it does for the community. Chair Lee recalled that there was formerly an old high school on the upper portion of the campus, and a community swimming pool as well. As a student of history, he expressed his appreciation for keeping Aaron Rose's name in some prominence in our community.

Following discussion, the Motion passed by majority with Director Garcia voting against.

M2-91 Approved the name "Rose School" as the name of the new Alternative Education Program

**POLICY EFAA: DISTRICT NUTRITION AND FOOD SERVICES, for First Reading:** Chief Operations Officer, Cheryl Northam, indicated that this revised policy reflects very few changes. The national school lunch program is now called the Child Nutrition Program, and the new Item No. 8 reflects on standards for foods and beverages sold to students.

Director Garcia moved to approve Policy EFAA: District Nutrition and Food Services for First Reading. Director Cotton seconded and the Motion passed unanimously.

M2-92 Approved Policy EFAA: District Nutrition and Food Services, for First Reading

**ENROLLMENT AND ATTENDANCE REPORT:** Superintendent Washburn indicated that student enrollment continues to be stable. Core enrollment is down 61 from last year at this time. The alternative school is up 42 students from last year at this time, offsetting the 42 that the high school is down. Phoenix is down six, elementary is up by 12 and the middle schools are down 21. We will continue to monitor this closely. Alternative Education Coordinator, Randal Olsen, is doing a great job of outreach to families with students interested in online options.

Staff are meeting their attendance goals, with attendance numbers for elementary teachers reaching 91.05%, surpassing the 90% goal for staff. This also takes into account the 97 days for curriculum development. The high school percentage is 90% with curriculum development totaling 105 days.

Student attendance is improving with more progress needed. Chronic non-attendance at the high school is 26.23%, an improvement over last year. While all schools have improved, Melrose, Hucrest, Sunnyslope and Green have all been very successful in getting their numbers down, a significant improvement over last year.

Director Cotton encouraged everyone to read the article in last Sunday's News Review focusing on the new alternative school.

**CABINET MEMBER REPORTS:**

**STUDENT SERVICES DIRECTOR, RICHARD BURTON,** reported that he has been working with the Shelter program

located in Fowler House. We are seeing a surge of students coming into the program from out of Douglas County. Of approximately 30 students, only nine are Douglas County students. Fowler House serves students through age 21 by enabling them to stay in house and learn life skills. In the past, students in the program had not graduated. Students are now working on GED and modified diplomas. Our goal is to remain as cost neutral as possible while meeting the educational requirements of all students being served. Chair Lee inquired if our food service program provides meals at the shelter, and was informed that our Nutrition Services Director, Kyle Micken, has arranged for providing services to those students. The program also has a commercial kitchen on site to assist with life skills training.

Mr. Burton shared an impactful event earlier in the week where Touchstone Program employee, Karma Clarke-Jung partnered with community member, Scott Wadsworth, to provide an opportunity for a youth interview for a student interested in a CTE career track. Inspired by mentoring from Bill Vian many years ago, Mr. Wadsworth of Wadco Construction demonstrated coal and gas forging and blacksmithing to the young man. The importance of schooling and the persistence in obtaining marketable skills was emphasized during the interview. The student has now earned his modified diploma. Director Johnson noted that Mr. Wadsworth is the spouse of retired Douglas County Clerk, Doris Wadsworth.

**TEACHING AND LEARNING DIRECTOR, ROBERT EMERSON**, reported that he hopes to be able to report on an anticipated grant award at the next board meeting. The proposed grant would be useful in meeting some of our professional development needs.

**CHIEF OPERATIONS OFFICER, CHERYL NORTHAM**, pointed out the most recent Financial Report and State School Support Fund estimate from the Oregon Department of Education. A more recent version will be published shortly. A work group has met to discuss school budgets. The first meeting focused on school revenues and the second focused on expenditures in an effort to provide history and background for individuals involved in the budget process.

**HUMAN RESOURCES DIRECTOR, ROBERT FREEMAN**, announced that our District hosted a PERS workshop recently, reporting that 41 percent of licensed staff turned over in the past two years. The workshops targeted employees within 1-3 years of retirement, or 3-5 years. Seventy-two employees attended the first session, and 23 attended the second. The attendees reported that the overview was very educational and appreciated the District inviting a PERS representative to Roseburg to provide this information locally.

Mr. Freeman recently attended an insightful Oregon School Personnel Association (OSPA) workshop focusing on employee bargaining and other personnel matters. Mr. Brian Hungerford was the principal speaker and he reviewed different types of bargaining and their accompanying processes.

The District has met with classified representatives in bargaining. This first meeting was introductory in nature and no proposals were exchanged. Mr. Freeman suggested the Board meet in executive session to determine the Board's direction.

Mr. Freeman described a cohort opportunity through Pacific University that would allow individuals with bachelor degrees a path to an education degree in a compressed time frame and reduced cost over what it would be to attend a program on the university campus. Local access makes this an ideal program for working families in that participants would not be traveling. The cohort could accommodate 12-15 students and will begin this summer and conclude in the final term of 2018. At that point, the participants could be employed while completing their student teaching. The Salem school district has reported that a similar program has been

very beneficial to their district. The program has no cost to the districts. The Ford Foundation is pleased about the possibility of a local cohort of teachers and may be a resource for scholarship funding.

The District's insurance provider, PACE, has a tool kit districts can utilize in order to receive substantial discounts. The district must show compliance in areas including hiring, termination, discipline, administrative trainings, etc., in order to qualify for up to \$5,000 in discounts. A portion of the upcoming Leadership Team meeting will be utilized to complete segments of the requirements. The PACE representative expressed appreciation for the work the administration has done so far.

Board Director Patterson has provided valuable recruiting insights to our Human Resources Department staff. We have traditionally utilized a "push-out" model. An alternative "Pull-in" model was suggested that highlights the quality of life opportunities in Douglas County. An "Umpqua Life" web site provides exceptional photos of hiking/camping and fishing activities in our region. In addition, a future site, "Umpqua Works" will provide a job board for the entire community, something that would be extremely helpful for two-career families. Mr. Freeman thanked Director Patterson for sharing his vast marketing experience. Credit was also given to RHS students, Boone Olson, Emily Leeper, and staff members Mary Eckman and Kathy Nelson, who were instrumental in designing recruiting banners that district staff will utilize at recruitment job fairs. The finished products will be shared at a future board meeting.

**SUPERINTENDENT'S REPORT:** Superintendent Washburn shared that there will be an abundance of committee work to finish before the end of the school year, including the seismic rehabilitation work to be done the summer at Green Elementary, the modular at Fir Grove and the potential additional Fremont bus lane. This is in addition to Budget Committee work and we realize we are asking a lot of our Board members.

Dr. Washburn was recently in Salem meeting with Senator Kruse and Representative Heard and had productive conversations. He had the good fortune to be there at the same time the RHS CTE students were doing a presentation associated with Measure 98. The students did a phenomenal job selling the CTE program and the legislators were impressed with our youth representatives. Both Sheri Carson and Brett Steinacher are doing a great job marketing the program. Members of the public have been surprised to learn of the number of young women currently involved in the woods and metals programs at RHS. These, along with child development and culinary arts, are providing great learning opportunities for kids.

The wood shop students have accepted the challenge of constructing a replacement sign for the front of district office. The classes are very full in CTE and the students are looking forward to the auto shop coming back on line. We are moving forward with forging partnerships for apprenticeship programs with local businesses.

Dr. Washburn has been assisting with the Provost search for Umpqua Community College and the process should be completed next week. He has appreciated making connections with the UCC staff. They have educators interested in communicating with elementary and middle school students to inform them of what UCC has to offer.

The superintendent added that he is very appreciative of the staff who work here at district office, as they make his job much easier.

**COMMITTEE REPORTS: CURRICULUM & INSTRUCTION (March 8, 2017):** Director Endicott commented that this was the first time he had seen courses presented for approval from the middle schools. Both schools are

planning to integrate robotics as electives. The robotics cost is likely to be covered through ODE grants when courses are a part of the regular schedule. Fremont is looking to change their schedule to allow upper level technology, and will move from quarters to semesters, resulting in better cohesion between planning and Synergy. This will allow a higher degree of technology for the 7<sup>th</sup> and 8<sup>th</sup> grades. Director Cotton encouraged the administration to assure that both middle schools offer close to the same course offerings. Superintendent Washburn responded that the long-term plan is to have both schools on the same program.

Mr. Emerson provided the committee with a brief overview of Schoolzilla and shared that his staff are communicating regularly with the vendor and revamping data. Administrators are enthusiastic about the increased availability of data that will enhance their ability to connect with kids. In the future there will be real time data for our stakeholders through the Mosaic program. Director Cotton agreed that the program appears to have been a good investment.

**INDIVIDUAL DIRECTOR'S REPORTS:** Director Garcia noted that we have many former students who have gone on and achieved success in their chosen fields. He suggested that the district consider identifying former students and facilitating communication between them and current students in order to share success stories and provide learning opportunities. This could develop into pathways to student internships as well.

Director Cotton added that Director Garcia's idea was a good one, and another reason to be working on a RPS Foundation. Superintendent Washburn responded that the high school is working very hard on bringing a proposal forward in the not too distant future.

Director Paterson shared that he and his wife belatedly heard about the Ukrainian team of wrestlers competing with Southern Oregon wrestlers on Sunday. The Roseburg audience heard the Ukrainian national anthem and observed the exchange of gifts. The team demonstrated their talent in free-style wrestling and it was very interesting to watch. He suggested that future events be better publicized so that more members of the community can attend. The RHS Band will perform a Spring Concert next Thursday at 7:00 p.m. Mr. Paterson will be travelling as a chaperone on the Disneyland trip the first week of April. The band and choir are scheduled to perform and will receive valuable feedback from the Disney directors.

Director Endicott noted that he attended a great pancake breakfast fundraiser at Applebees. He attended the production "Once Upon a Mattress" and discovered it to be very well done and entertaining. He appreciated the effort that went into the production, from the sets to the acting. It is also encouraging to see our facilities being used, with lots of different functions happening that help to make our community better.

Chair Lee attended the recent "Battle of the Books" with the RHS student center teeming with elementary readers. The event was highly competitive with a "sport-like" atmosphere. The same with the middle school. Mr. Lee was involved with moderating the high school matches and it was quite exciting watching the volunteers, teachers and kids honing their skills.

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

**ADJOURNMENT:** With no further business before the Board, Chair Lee adjourned the meeting at 7:38 p.m.

**Gerry C. Washburn, Superintendent**  
GCW/jlk

**NEXT MEETING:** *The April 12, 2017, School Board meeting will be held in the Central Office Board Room located at 1419 NW Valley View Drive, Roseburg, Oregon.*