

ROSEBURG PUBLIC SCHOOLS

Regular Board Meeting and Executive Session

Vol. 3 No. 16

February 21, 2018

BOARD MEMBERS:

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

ADMINISTRATION:

Gerry C. Washburn, Superintendent	X
Richard Burton, Director, Student Services	X
Robert Emerson, Director, Teaching & Learning	Excused
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, February 21, 2018, at 6:00 p.m. in the Administrative Office Board Room, located 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 Fullerton IV Student, Talan Leonard, to lead in the Pledge of Allegiance.

Chairman Lee expressed that it was heartening to see such a crowd attending the meeting, and shared that there would be two opportunities for public participation, one after Student Recognition and the other at the end of the regular meeting. A half hour will be allowed during both opportunities. Speakers were advised to limit their comments to no more than three minutes, not repeat previous speakers, and noted that it would be unnecessary to read materials that had already been provided to the Board.

ATTENDANCE: Board members and cabinet members were in attendance, with the exception of Directors Cotton and Meyer, who were excused. Teaching and Learning Director, Robert Emerson, was excused. News Review sports reporter Sanna Godfrey was present, as well as Reporter Kyle Bailey.

REVIEW OF AGENDA: Superintendent Washburn indicated that there were no changes to the agenda.

COMMUNICATIONS TO THE BOARD: Dr. Washburn announced six resignations:

- Patsy Meeker, Third Grade Teacher at Green Elementary, is resigning at the conclusion of the 2017-18 school year to move closer to family in Corvallis;
- Vicki Pennington, First Grade Teacher at Winchester Elementary School, after 19 years in the District, will be retiring at the conclusion of the 2017-2018 school year;
- Anela Plunkett, School Psychologist, is resigning effective April 17, 2018 to pursue full-time employment with another district;
- Judy Royce, Second Grade Teacher at Fullerton IV Elementary, is resigning at the conclusion of the 2017-18 school year after 22 years in the District;
- Kelly Rush, Alternative Education Teacher, will be resigning effective June 15, 2018, after one year in the District; and
- Lindsey Wilson, AG Science Teacher at RHS, has submitted her resignation effective February 15, 2018 after one and a half years in the District.

STUDENT RECOGNITION: Certificates of achievement and gift certificates from McDonalds were presented to the following deserving students:

Talan Leonard, a Fifth Grade Fullerton IV student, was introduced by Principal Hanson, who shared that Talan has impressed both students and teachers with his kindness and compassion. Talan models exemplary behavior and can always be relied upon to bring 100% effort in the classroom. He has demonstrated talent as an artist and is interested in pursuing a career as a Karate teacher. His instructors believe he would be successful teaching anything he ultimately chooses.

Jacob McGinnis, Fifth Grade Student at Sunnyslope Elementary School, was introduced by Principal Schrader, who honored him as an outstanding student committed to excellence. Jacob embodies the Sunnyslope values of grit, self-motivation, kindness, and desire to be a leader. Jacob volunteers to help kindergarten students, assists in the cafeteria and helps with the school recycling project. With a love of math, Jacob would eventually like to study to become an engineer.

STAFF RECOGNITION: With Principal Weber out of town, AD Russ Bolin presented the Crystal Apple Award to RHS Library Assistant, Joni Carlson. A graduate of RHS, Joni has worked in the media center for the past 11 years and is the “go to” person for all technology needs, and enjoys a special connection with many students, having earned their admiration. The inscription on her Crystal Apple sums it up: *‘The Purpose in life is to give it away’ (Pablo Picasso)*, and Joni has found her place at RHS and shares her gifts with students and staff daily.

RHS STUDENT LEADERSHIP REPORT: RHS Student Leadership students Devon Brooks, Isabelle Hervey and Alexia Wren presented current student activities. Isabelle is involved in Leadership and the Interact Club; and Alexia devotes time to Leadership, Link Crew and the U-Dub Club. Devon shared that it’s time for pre-registration and there is excitement about next year’s medical terminology, business and auto shop classes. OAKS testing is underway in Science classes. The upcoming March 3rd Lookingglass Block Run/Walk event will raise funds for the RHS Cross Country Team. A Young and Famous Art Exhibit will continue through March 9th. RHS is a designated Unified School and will be receiving a plaque in that honor. The recent ARTS assembly highlighted 11 acts. Motivational speaker, Keith Hawkins, recently encouraged students to be kind to one another and appreciate each other’s uniqueness. Students are fundraising for the Robotics Club state competition, and promoting suicide prevention awareness with white and purple bracelets. Students are preparing for the National FCCLA state competition in March. Planning is in progress for the April 28th “Starry Night” Prom dance to take place in the student center. RHS wrestling and swim team members were celebrated for their recent individual and team successes. Our swim team placed third at state. Senior Robert Gosman broke two school swim records. The wrestling team placed first at state for the fifth consecutive time; Hunter Sparks and Branden Jeffers are state champions; and Coach Lander was selected as 6A Coach of the Year. We offer congratulations to all of our student/athletes and coaches. Well Done!!

CONSENT AGENDA: The first portion of the Consent Agenda included Minutes from the January 24, 2018 Board meeting, Gifts to the District and Surplus Items listing.

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

M3-91 Approved the Consent Agenda

Human Resources Director, Robert Freeman, shared that Winchester staff assisted with screening of applicants for the Winchester Elementary Principal position and five staff members participated in the interviews. Mr. Richard Snyder emerged as the number one candidate, and the Medford School District is graciously releasing him to join the District with an April 6th start date. Director Freeman also publicly acknowledged retired Principal, D. Keith Kronser, for doing such a phenomenal job stepping in as interim principal through this Friday. Sunnyslope, Fullerton IV and Melrose principals will be covering Winchester until Mr. Snyder's arrival, and Mr. Freeman expressed his appreciation for their willingness to assist. Director Freeman also made the recommendation to hire Angela Chenoweth as Agricultural Science Teacher at RHS, a temporary position for the 2017-18 school year.

Director Endicott moved to approve the recommendation to hire Richard Snyder and Angela Chenoweth as recommended. Director Garcia seconded and the Motion passed unanimously.

M3-92 Approved the recommendations to approve the hiring of Richard Snyder and Angela Chenoweth

Recess: At 6:15 p.m. there was a brief recess while family members and friends of the students and staff member being honored departed for the evening. The meeting resumed at 6:20 p.m.

PUBLIC PARTICIPATION: With numerous individuals wishing to comment, Chairman Lee reminded the audience that they were welcome to give comments/information, but the Board would be taking no action or responding. He further cautioned that comments could not be critical or hostile to district employees. Human Resources Director, Robert Freeman, agreed to keep a three-minute timer.

Cheryl Yoder, PO Box 895, Winchester, Oregon questioned why if allegations were without merit and 33 coaches signed a request to reinstate the volleyball coach, why did the superintendent not follow past practice and reinstate the coach? Chairman Lee thanked Ms. Yoder.

Jane Michaelson (no address provided) stated that her granddaughter is one of the athletes, and inquired about past practice and process for evaluating coaches; inquired if the coach had been evaluated in first five years as head coach; and who evaluated the coach this year? Chairman Lee thanked Ms. Michaelson.

Kris Gerretsen (no address provided) thanked the Board for their dedicated service to students and community, pointing out community donations made through fundraisers, posters, scholarships, sponsorships, attending events, etc. Ms. Gerretsen stated that the Board is elected to represent and given power through the community, and asked that policy not be self-serving and based on one person's decision. Chairman Lee thanked Ms. Gerretsen.

Tim Swenson (no address provided) a local business owner and father of a returning volleyball player, thanked the Board for their service and noted that not everyone is happy with decisions, and is troubled as a stakeholder that six players, if true, were able to appeal and roughly 29 players not including freshmen were not allowed to be part of the discussion. Chairman Lee thanked Mr. Swenson.

Gwen Bartlett, RHS, (no address provided), shared that she was present as a teacher and as the new track coach starting Monday, and is concerned and confused at the decision-making process at the highest level. Chairman Lee's letter deferred to the Superintendent's experience, skill and judgement, and is trusted to do his job. She questioned why the Superintendent, who oversees building administrators and after meeting with 33 coaches,

had the authority to determine it is in the best interest of the school to have new leadership. Ms. Bartlett met with the athletic director and reviewed high school sports policy including ethics, goals and duties and suggested that those at the highest levels second guess the Superintendent's actions. Chairman Lee thanked Ms. Bartlett.

Mandie Pritchard (no address provided) shared she is a parent of a varsity volleyball player and JV coach and has spent years sharing a gym, bus rides and attending games and tournaments with the former coach. Ms. Pritchard thanked Russ Bolin for taking time to hear concerns and giving input regarding the program. Dr. Washburn had stated that in meeting with coaches when a decision is made to not renew, they would know why. If the coach was male, would the decision be based to protect him from public scrutiny, or due to being emotional? Given timelines in the media, and if the coach was not guilty, what criteria was used to determine the need for change? Chairman Lee thanked Ms. Pritchard.

Kyle Dever (no address provided) as an RHS coach expressed concern about setting precedence. In coaching 80-100 students, not all of them will be happy and he questioned how to protect himself against a student hiring a lawyer or if he should be worried if complaints are made at higher levels. Chairman Lee thanked Mr. Dever.

Micki Hall (no address provided) thanked the Board for approving her retirement last year and thanked Jill and Russ for setting a positive and nurturing tone at RHS. In view of timelines, Ms. Hall alleged that the only person found guilty during investigation was the Superintendent and questioned why he not be subject to appeal or hearing by the Board? Chairman Lee thanked Ms. Hall.

Fred Sabins, (no address provided) presented himself as a coach, parent and business owner stated his concern that students don't understand why the decision cannot be overruled and why they were not allowed to be on the agenda. All we get is 'we can't discuss it'. Chairman Lee thanked Mr. Sabins.

Kevin Crawford (no address provided) shared that he is the father of triplets who attend RHS and one is a surviving member of the varsity volleyball team who attends every practice. He asked the attorneys who serve on the Board if during a court case a judge met with only the prosecution and their witnesses and rendered a decision, would that be fair? Because that is what happened in this case. Chairman Lee thanked Mr. Crawford.

With no more audience members wishing to address the Board, the business portion of the meeting continued.

CELEBRATE FEBRUARY AS "LOVE THE BUS MONTH":

Superintendent Washburn announced that we would be joining the American Bus Council and school districts across the nation in declaring February as "Love the Bus Month", part of the annual Love the Bus campaign bringing recognition to the dozens of dedicated local bus drivers who diligently arise before sunrise to safely transport our students to and from school and activities.

APPROVE BUDGET COMMITTEE MEMBER:

Dr. Washburn shared that the District advertised for two vacancies on the Budget Committee on January 17th, 20th and 23rd. A local resident, Bonnie Dauterman, asked to be considered by the Board for one of these appointments. She has already begun acquainting herself with prior Budget minutes and becoming educated on the District's budgeting process. Directors were provided with ballots with which to vote, and Ms. Dauterman received a unanimous appointment to join the District's Budget Committee.

M3-93 Appointment of Bonnie Dauterman as the newest Budget Committee Member

OPEN ENROLLMENT PROCESS FOR 2018-2019:

Superintendent Washburn explained that this is the process the District has undertaken each year since 2012. The law requires districts to determine in advance the number of non-resident 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. Boards are required to take formal action each year prior to March 1st to choose whether to establish the provisions of HB 3681, or not establish these provisions and continue with the traditional method of mutual consent for inter-district student transfer requests.

Director Garcia moved that the 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 2018-19 school year. The Board further establishes for the 2018-19 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 2018-19 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.

M3-94 Approved both accepting and releasing students per inter-district transfer agreements for the 2018-19 school year

COMMITTEE REPORT – CURRICULUM & INSTRUCTION:

Director Endicott reported on the highlights of the February 7th committee meeting, reviewing science curriculum and the Oregon and national standards, moving toward those national standards. AP and honors courses are being aligned better with courses offered at community colleges. Goals include students working toward receiving certificates in the CNA program, alignment of chemistry and physics; business courses to help students obtain basic skills in industry; and reintroduction of auto mechanics. The woods program is evolving and there is a proposed name change in the Music program.

APPROVE NEW COURSE OFFERINGS FOR RHS:

Dr. Washburn shared that the following courses are being presented for approval upon the recommendation of Principal Weber and direction of the Curriculum & Instruction Committee. The new course recommendations include:

Medical Terminology 1 and 2; Introduction of Health Sciences; Career Development; Business Leadership and Ethics; Advanced Applied Business; Auto Mechanics I and II; moving Woods from construction to fine carpentry; and updating the name of the music program, New Voice, to Music in Motion.

Director Garcia moved to approve the course additions and changes as presented. Director Patterson seconded the Motion. Director Garcia suggested that the school endeavor to bring in business to educate our partners how the courses relate to their business and solicit advice and encouragement in order to build relationships from the onset as industry is moving quickly. The Motion passed unanimously.

M3-95 Approved new courses for RHS effective fall of 2018.

POLICY IGBAK: SPECIAL EDUCATION – PUBLIC AVAILABILITY OF STATE APPLICATION, for First Reading:

Student Services Director, Richard Burton shared that districts are responsible for ensuring documents are available to parents should they wish to see the information or make comments. This compliance is specific to the Special Education program and how policies and procedures are placed in the District, such as dispute resolutions. OSBA has recommended very slight changes as a result of the Every Student Succeeds Act (ESSA) passed in December 2015.

Director Garcia moved to approve Policy IGBAK: SPECIAL EDUCATION – PUBLIC AVAILABILITY OF STATE APPLICATION, for First Reading. Director Johnson seconded and the Motion passed unanimously.

M3-96 Approved Policy IGBAK: SPECIAL EDUCATION – PUBLIC AVAILABILITY OF STATE APPLICATION, for First Reading
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ANNUAL PHOENIX CHARTER SCHOOL REPORT:

Dr. Washburn reported that he and Directors Burton and Emerson were invited to attend the annual Phoenix Performance Review. As noted earlier, Director Emerson is excused this evening. During the review, it was apparent that the charter is not hitting the mark on most of the performance measures. In discussing timelines for renewing the District charter, the group talked about options for charter if they determined not to continue is a District Charter School. This would require a discussion by the Phoenix Board prior to any discussion with the District. We anticipate that at some point they will approach us regarding the performance measures and what they would like to do moving forward.

Chairman Lee commented that this is an interim report, and Dr. Washburn explained that it is an annual requirement for them to report on specific performance measurements each year.

STUDENT ATTENDANCE AND ENROLLMENT:

The Superintendent was happy to report that student enrollment remains above 6,000 and we are up a little over 50 students from last year, approximately 40 students over our projection. ODE’s funding adjustment will occur in May of 2019 when they “true up” the 2017-18 fiscal year. Director Garcia inquired about student numbers in Green Kindergarten and Eastwood First Grade, and Director Freeman assured him that support has been added at both sites. He added that student numbers at Fir Grove also triggered additional IA support, and that is in place as well.

REPORTS BY CABINET MEMBERS:

Human Resources Director, Robert Freeman, shared that Oregon is unique in that two evaluation systems operate in co-existence for our licensed and administrative staff. The non-renewal process must be completed by March 15th of each year. Mr. Freeman will be bringing those recommendations forward at the next Board Meeting, February 28th.

Both employee associations have indicated they are prepared to start bargaining. Informational discussions have begun with the licensed group. We were able to identify language that the union and District agreed upon. There have been no discussions regarding monies as yet. We received the invitation from Classified to open bargaining and have responded and are gathering information. The Board will be updated at the March meeting on how the District would like to proceed with both of these groups. Chairman Lee pointed out that the legislature passed a bill regarding class sizes, but it is unknown if it will pass the Senate. Mr. Freeman explained that there was no funding tied to that legislation.

Student Services Director, Richard Burton, thanked Director Howard Johnson for attending the Phoenix Charter review and catching some math errors. He also thanked Director Dan Endicott for coming to the Rose site to participate and learn about the processes.

We are in the process of changing student physical intervention to eliminate having to touch kids by establishing verbal, problem-solving and relationship-building to keep students safe in classrooms and in school, and to prevent them from injuring themselves or others by utilizing proper techniques within the confines of state regulations. Chairman Lee commented that training is becoming more sophisticated, Mr. Burton noted that we are moving to a systems approach so that more staff across the district are trained instead of a small cohort. We deal with complex cases and expect a lot from IAs in supporting youth with significant needs.

Student Services Administrative Coordinator, Deborah Thiessen, has been instrumental in completing the annual SPR&I exercise. Select students files are reviewed for potential errors to assure that all our sites are working in congruence for all of our approximately 676 Special Education Program students. Deborah is now working to establish training for measuring goals for IEP's tied to the common core state standards.

SUPERINTENDENT'S REPORT: Superintendent Washburn attended the AASA convention last week, joining with the Oregon Superintendents' Executive Council, and taking the opportunity to attend valuable presentations on the pace of student instruction and longitudinal study results impacted by effects of students in poverty. Minor changes in the pace of instruction can drive up student performance markedly. This can include providing kids more processing time during assessments. This again ties in with John Hattie's work. Findings also support the importance for students to have an adult they can trust involved in their life. The attendees also listened to Bill Dagger speak about systems change in schools of excellence. The Superintendent and Principal Weber recently addressed this year's Project Leadership Team. Yesterday was devoted to a day at Melrose, visiting classrooms in the DLC, 1st, 3rd and 4th grades. i-Ready assessment data is providing principals with benchmark data on how our students will do on standards-based assessments. Currently six out of eight schools are on pace to exceed last year's SBAC scores, and seven out of eight are close to having 50% of students proficient in reading. The District Boundary Committee has completed its work and is preparing to present the data to our local community. The District's Leadership Team is actively engaged in utilizing DuFours' research in development of mission and vision for instructional planning. The last Kindergarten Readiness group will be meeting soon with Kindergarten teachers to discuss their findings from their visitation to Bend, and determine next steps to be shared with all Kindergarten teachers.

INDIVIDUAL DIRECTOR'S REPORTS:

Director Garcia shared that he had the privilege of visiting Melrose Elementary recently. He told Superintendent Washburn he was pleased he visited the DLC last week, as he believes student populations continues to increase. Even with our tight resources, he encouraged the District to find a way to determine resources facility-wise to better accommodate these students. Mr. Garcia also inquired how the substitute system was working, and if there might be a better way of doing it. He noted scheduling teachers out of the office creating the need for substitutes. Any work done in this area would be appreciated. The director also reflected on reviewing what expectations we have for principals. Dr. Washburn assured him that Robert Emerson has been working on this and will be presenting his proposal to the principals. And last, congratulations to the RHS Wrestling team!

Director Patterson inquired if there was an issue with the boiler at the Rose site, and Ms. Northam responded that the part is on order but had to specially fabricated, resulting in the delay that has impacted the Head Start

classrooms recently. Mr. Patterson echoed his congratulations to both the Wrestling and Swim Teams.

Director Endicott shared that he looks forward to spring sports, even with snow on the horizon! He encouraged everyone to attend a performance of *The Sound of Music* as the hills definitely are alive! He appreciated seeing the students in a different light than in the classroom. Mr. Endicott also expressed that it is nice to see patrons attend the meeting and suggested school would be a better place with more community involvement, and it's important for us to hear what you have to say. He also enjoyed spending time at Rose.

Chairman Lee asked the Superintendent if this is one of the nights when he has to get up at 4:00 a.m. to gauge road conditions, and Dr. Washburn responded that the weather report indicates that the worst of it has been delayed until Friday.

PUBLIC PARTICIPATION:

John Parker (no address provided) thanked Chairman Lee for representing citizens on term limits for the County. His statement tonight, unrelated to volleyball, instead relates to the recent school shooting in Florida and the 2015 tragedy at UCC. Mr. Parker explained that he was present at UCC during the event and fellow students who were anti-gun were visibly relieved and thankful that he carried concealed. He advocated that the District consider training and arming staff at school, not to pursue an active shooter, but to be able to defend themselves and providing counter-resistance for those around them. The idea is to protect yourself and in turn protect those near you. Mr. Parker shared that he has three children, one at RHS, one at Jo Lane and one at Melrose. He encouraged the Board to think about having someone there to protect our children. Chairman Lee thanked Mr. Parker.

Jane Michaelson (no address provided) addressed the Board for a second time stating that what the coaches went through, and the JV team, the girls were affected by the complaints and whole procedures. The Board is supposed to represent these girls and making everything great for them. She applauded the girls and thanked them for playing under these circumstances. Chairman Lee thanked Ms. Michaelson.

Rachel Jackson (no address provided), an RHS English teacher, stated that she would not be able to do her job if she did not trust her administration. She expressed concern that a precedence has been set by the Superintendent's action, suggesting that if false allegations were made against her, found to be false by her administrators, would they be overruled? She informed the Superintendent that she feared his leadership created a climate of distrust at the high school. Chairman Lee thanked Ms. Jackson.

Kristen Sandfort, (no address provided) stated she is a parent of RHS students who play sports other than volleyball and expressed concern about the recent decision and her agreement with Ms. Jackson's comments. She proposed that the Superintendent's decision-making eroded trust and credibility in leadership and the system and she is concerned for the community as well as impacting our ability to inspire teachers to teach to inspire students to become good decision-makers and leaders; as well as impacting our ability to attract volunteers and coaches.. She informed that Board that it is their responsibility to ensure that for the citizens of Douglas County and the students of RHS. Chairman Lee thanked Ms. Sandfort.

Jeff Jackson (no address provided) shared his opinion that this format is lacking as there have been many questions; while six people were able to get a special "hearing". He suggested these people need a similar forum and the Board should just rehire the coach. There was a failure to show support for school administration, the AD and coaches and these peoples are showing they care, and it feels like you are "shining on". Mr. Jackson

requested that the Board figure out a way to hear this in a way that people feel heard. Chairman Lee thanked Mr. Jackson.

Pam Crawford (no address provided) stated she is a parent of a varsity team member. Her daughter requested to be put on the agenda. She asked that the board take into consideration and let people be heard and have a discussion, stating it's not fair to listen to one side and not the other, and you need to hear it all. Chairman Lee thanked Ms. Crawford.

Micki Hall (no address provided) addressed the Board for the second time, stating that rules are there for a reason, words matter and actions have consequences. Words of investigators have been ignored and principles sacrificed for expediency. Understanding that there cannot be a public hearing, she suggested errant decision-making by the Superintendent. Chairman Lee thanked Ms. Hall.

Breeze Hanson (no address provided) stated she is a returning varsity player concerned with the perception of bias starting to rule our justice system. Ms. Hanson stated her belief that the coach is an amazing person who tells the girls she is here to create strong independent women. This coach is at no fault. Chairman Lee thanked Miss Hanson.

ADJOURNMENT: With no further business before the Board, Chairman Lee adjourned the meeting at 7:52 p.m.

EXECUTIVE SESSION: At 8:10 p.m., the Board Chairman entered into Executive Session pursuant to ORS 192.660(2)(i) to discuss the process for evaluation of the Superintendent. News Review Sports Reporter, Sanna Godfrey remained in the room.

ADJOURNMENT: With the discussion concluded, Board Chairman Lee adjourned the Executive Session, and reconvened the regular session for purposes of adjournment at 8:36 p.m.

Gerry C. Washburn, Superintendent

GCW/jlk

NEXT MEETING: The February 28th School Board Meeting will be held at 6:00 p.m. in the Library of Fir Grove Elementary School, located at 1360 W. Harvard Blvd, Roseburg, Oregon