

# ROSEBURG PUBLIC SCHOOLS

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## *Regular Board Meeting and Executive Session*

Vol. 3 No. 16

February 28, 2018

### **BOARD MEMBERS:**

Rodney Cotton	X
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	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, February 28, 2018, at 6:00 p.m. in the Fir Grove Elementary School Library, located at 1360 W. Harvard Blvd, Roseburg, Oregon.

**CALL TO ORDER:** Board Chairman, Charles Lee, welcomed attendees and called the meeting to order at 6:00 p.m. and asked RHS Leadership Student, Josie Campbell, to lead in the Pledge of Allegiance.

**ATTENDANCE:** Board members and cabinet members were in attendance, with the exception of Director Paul Meyer, who 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:** One of our RHS Student Leadership representatives, Veronica Campbell, had a sports commitment and is excused.

Dr. Washburn announced three resignations:

- Codi Berggreen, PE Teacher at Joseph Lane Middle School, will be resigning at the conclusion of the 2017-18 school year, after three years in the District;
- Karissa Morrow, RHS Science Teacher, is also resigning at the conclusion of the 2017-18 school year, after nine years in the District; and
- Jenny Friedman-Gaskins, RHS Language Arts Teacher, is resigning effective at the end of the 2017-18 school year, after two years in the District.

### **WELCOME TO FIR GROVE ELEMENTARY SCHOOL**

Principal Lisa Dickover drew attention to the student art work, fifth grade American Revolution writings and projects on display, and spoke about recent events at the school. A recent "Jump Rope for Heart" fundraiser succeeded in raising nearly \$2,500 and Principal Dickover wore a tutu and tiara to school as promised. Teachers are busy gathering examples of student work to share with parents at upcoming conferences. Music Teacher, Harmony Klingemeyer, led Fir Grove Choir members in a lovely a capella rendition of "Oh How Lovely is the Evening" highlighting how elementary students are benefiting from the expanded year-long music program.

**STUDENT RECOGNITION:** Certificates of achievement and gift certificates from McDonald's were presented to the following deserving students:

Sophia Stewart-Swallow, a Fifth Grade Fir Grove Elementary School Student, was introduced by Principal Dickover, who shared staff comments that Sophia is very kind, an avid reader and skilled math student who loves writing. Her favorite subject is history and her future goal is to become either a professor or nurse practitioner. Sophia participates on the Battle of the Books team and is a witty, clever, bright and artistic role model for her fellow classmates.

Savannah Ashby, Fifth Grade Student at Green Elementary School, was introduced by Principal Rodriguez, who shared that Savannah enjoys both reading and math, drawing, baking and robotics. She someday aspires to become a robotic engineer. Her teachers report that Savannah exemplifies the “best of the best” and demonstrates a quest for knowledge while always being kind and possessing social responsibility.

Grace Brand, Seventh Grade Student at Fremont Middle School, was introduced by Principal Bentea, who shared that Grace is a member of the top two choirs at the school, and enjoys impromptu performances. Grace is striving to become the best of the class of 2023. She serves as editor in her journalism class, and is an artist as well with a talent for drawing. Standing out as a top student, Grace will be joining the National Junior Honor Society.

**STAFF RECOGNITION:** Principal Lisa Dickover proudly presented a Crystal Apple Award to Fullerton IV Teacher, Jennifer Morrow, sharing that she has a wonderful way of helping all students feel special. Unwilling to give up on a student and expecting excellence from them, students in her classroom make huge gains during their time with her. Committed to excellence while having a great sense of humor, Jennifer is a teacher-leader at her grade level and has become a role model for both staff and students. Her Crystal Apple award says it all, “Kind, Dedicated, Loyal, Passionate, Artistic, Humorous, Creative and Hard-Working”.

**RHS STUDENT LEADERSHIP REPORT:** RHS Student Leadership students Josie Campbell and Rourke Martin presented current student activities. Josie reported that posters are being created in support of students affected by the Florida school tragedy. Students are looking forward to the April 13th Mr. RHS “Superhero” event in the Rose Theatre, where 11 students will compete. The fundraiser supports Saving Grace Animal Shelter, Casa De Belen and the FISH Food Pantry. The newly installed orange school safety signs have been well received. Student attendance remains a focus of attention and students are eligible to win a laptop or Kindle Fire as positive incentives. Staff members continue to nominate students for PRIDE recognition awards. Rourke shared that spring sports are starting, including golf, tennis, track, baseball, softball and lacrosse. For the first time, the RHS unified basketball team is one of only four teams qualifying for the upcoming March 9-10<sup>th</sup> OSAA 5A State Championship. RHS students plan an enthusiastic send-off for the team next Friday. Josie confirmed that she has committed to Wyoming for college.

**Recess:** At 6:35 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 6:38 p.m.

**CONSENT AGENDA:** The Consent Agenda included Minutes from the January 21, 2018 Board meeting.

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

M3-97 Approved the Consent Agenda
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**PUBLIC PARTICIPATION:** With no audience members wishing to address the Board, the business portion of the meeting continued.

**IN-SCHOOL SUSPENSION UPDATE:**

RHS Principal Weber introduced Asst. Principal Adam Blue, and In-School Suspension Teacher, Heath Howington, to update the Board on this vital new program. Mrs. Weber reflected that a similar program existed years ago, and with frustration over the past few years with the suspension process, this position was added last year. Asst. Principal Blue did research over the summer to help develop a program specific to RHS. Instructor, Heath Howington, has implemented the program to keep students academically engaged while remediating their behavior by providing them with skills in conflict resolution.

Students are referred to the program upon being assigned a 3-5 day suspension by administrators. Infractions typically involve drugs, bullying, harassment, theft or repetitive minor violations. Students meet with their counselor as well as Mr. Howington and are provided structure and support during suspension, and follow-up mentoring from Mr. Howington once they complete the program to assure they are progressing and moving forward.

Mr. Howington walked through what the program looks like, sharing that expectations include mutual respect, no electronic devices, minimal talking and no sleeping during class time. Many students get breakfast and lunch in the room, and many assist custodial staff and help clean the lunch room area. For some, these are the only meals they receive. Completed school work is submitted to the student's teachers. They are not allowed to linger on campus after school. With a wide range of students being referred, Mr. Howington reflected that the biggest challenge is to make connections. Early data appears to indicate that the number of student expulsions are decreasing. One of the goals of the program is to prevent repeat offenders. It will take time to determine if grades are positively impacted. Student referrals can be broken down by month through the SWISS data reporting system. Students appreciate the positive connections made through the program and parents believe the students are staying engaged academically.

Director Garcia thanked the high school staff for keeping students in school and creating some balance.

**FORD FOUNDATION GRANT – WINCHESTER ELEMENTARY:**

Student Services Director, Rick Burton, introduced Winchester CDS Teacher, Ann Carey, who has taught for 21 years. Mrs. Carey thanked the Board members for their service to the schools and community, acknowledging that it can be difficult at times. She presented a grant proposal for a K-1 transition classroom at Winchester Elementary effective April 2018 through June 2019, including the total project budget and Logic Model for Implementation.

From an economic perspective, Winchester Elementary families qualifying for Free and Reduced lunches moved from 40% in 2007, 85% in 2015, to our current 73%. Some students are living in difficult conditions/trauma at home, which impacts behaviors and learning. Teachers report that incoming students lack the ability to self-regulate their behavior and we are seeing repeated incidents of physical aggression, disruptions and classroom room-clears that in turn impact school safety and academic progress. Ann emphasized that this is not a Douglas County specific issue, but rather state-wide, especially areas lacking in mental health support.

IRRE data and student referral data reflect that approximately 50% of referrals are actually our K-1 students, along with increases in grades 2 to 5 as well. Boys are involved in at least 85% of referrals, resulting in instructional strategies to better suit boys.

Three important components of the proposed K-1 Transition Classroom include teaching academics, social skills and technology/structured play. Early intervention helps students gain skills through small group instruction. The proposed approach includes supporting teachers, parents, transition students and all students. A parenting piece gets families engaged by offering family events. Winchester already provides parenting education and support groups for families who are interested.

Mrs. Carey shared her appreciation for working with Director Burton while she finishes her master's program through Portland State University. She credited Mr. Burton with the idea behind this grant, reflecting that it really fits for our K-1 students.

The program is being developed with input from an interdisciplinary team, community resources, teacher input, collaboration with the Kindergarten Review Team and community assessment with Pre-K and K. Community partnerships include church, community volunteers, Umpqua Counseling, Portland State University and Umpqua Valley Tennis Center (who hope to provide mentor experience for children interested in athletics).

Ann reviewed the three proposed phases to occur in April-June 2018; August 2018-February 2019 and March-June 2019. Director Burton expressed pride in the work Mrs. Carey is doing, particularly in thinking globally in how to impact all of our schools, not just Winchester. The Board was asked to support Mrs. Carey's completed grant application so that the proposal may move forward.

Director Endicott moved to approve the Winchester Elementary Ford Foundation Grant proposal in support of a K-1 Transition Classroom as presented. Director Cotton seconded and the Motion passed unanimously.

M3-98 Approved the Winchester Elementary Grant Proposal to the Ford Foundation in support of a K-1 Transition Classroom

**RESOLUTION 17-18-15: CLASSIFIED EMPLOYEE APPRECIATION WEEK:** Superintendent Washburn presented Resolution 17-18-15: Classified Employee Appreciation Week to be recognized March 5<sup>th</sup> through 9<sup>th</sup>. Dr. Washburn acknowledged the critical role that our classified employees play as members of our school family.

Director Cotton moved to approve Resolution 17-18-15: Classified Employee Appreciation Week as presented. Director Endicott seconded and the Motion passed unanimously.

M3-99 Approved Resolution 17-18-15, declaring the week of March 5-9, 2018 as Classified Employee Appreciation Week

**RESOLUTION 17-18-16: 2018-19 ESD Local Service Plan:** Copies of the proposed 2018-19 Douglas ESD Local Service Plan were distributed to the Board members prior to the Board meeting for review. School districts need to approve resolutions approving service plans no later than March 1<sup>st</sup> of each year. Superintendent Washburn acknowledged that the Board has expressed reservations about the Service Plan, and noted that we are recommending a joint board meeting to discuss the 2018-19 Service Plan and changes the District would like to make. Dr. Washburn recommended the Board approve the Service Plan with discussion to occur with the ESD Board about future improvements in the coming year.

Director Cotton moved to approve Resolution 17-18-16 approving the Douglas ESD 2018-19 Local Service Plan as presented. Director Patterson seconded. Director Garcia commented that he states each year that we are

approving a plan with generic and insufficient information from the ESD specific to what monies are going to what services through the delivery model, and at some point need to vote 'No' due to lack of information. The Motion passed with Director Garcia voting 'No'.

M3-100 Approved Resolution 17-18-16 approving the Douglas Educational Service District 2018-19 Local Service Plan, with discussion to occur with the ESD Board

**SCHOOL BOARD PERSONNEL ACTIONS:**

Human Resources Director, Robert Freeman shared his annual personnel action recommendations as follows:

**RECOMMENDATION TO RENEW PROBATIONARY ADMINISTRATOR CONTRACTS:**

Director Garcia moved to approve the recommendation to renew Probationary Administrators First Year to Second Year, Second Year to Third Year, Second Year to Contract and Third Year to Contract.

Director Patterson seconded and the Motion passed unanimously.

M3-101 Approved the Renewal of Probationary Administrator Contracts

**RECOMMENDATION TO RENEW SECOND YEAR CONTRACT ADMINISTRATORS TO THREE YEAR EXTENSIONS:**

Director Garcia moved to approve the recommendation to renew Second Year Contract Administrators to Three Year Extensions for the 2018-19, 2019-20 and 2020-21 school years. Director Endicott seconded and the Motion passed unanimously.

M3-102 Approved the Renewal of Second Year Contract Administrators to Three Year Extensions

**RECOMMENDATION TO RENEW PROBATIONARY TEACHERS FIRST YEAR TO SECOND YEAR:**

Director Endicott moved to approve the recommendation to renew Probationary Teachers First Year to Second Year. Director Cotton seconded and the Motion passed unanimously.

M3-103 Approved the Renewal of Probationary Teachers First Year to Second Year

**RECOMMENDATION TO RENEW PROBATIONARY TEACHERS SECOND YEAR TO THIRD YEAR:**

Director Garcia moved to approve the recommendation to renew Probationary Teachers Second Year to Third Year. Director Patterson seconded and the Motion passed unanimously.

M3-104 Approved the Renewal of Probationary Teachers Second Year to Third Year

**RECOMMENDATION TO RENEW PROBATIONARY TEACHERS THIRD YEAR TO CONTRACT:**

Director Garcia moved to approve the recommendation to renew Probationary Teachers Third Year to Contract. Director Patterson seconded and the Motion passed unanimously.

M3-105 Approved the Renewal of Probationary Teachers Third Year to Contract

**RECOMMENDATION TO EXTEND CONTRACT TEACHERS FOR THE 2018-19 AND 2019-20 SCHOOL YEARS:**

Director Garcia moved to approve the recommendation to extend Contract Teachers for the 2018-19 and 2019-20 school years. Director Patterson seconded and the Motion passed unanimously.

M3-106 Approved Extension of Contract Teachers for the 2018-19 and 2019-20 School Years

**RECOMMENDATION TO RENEW LICENSED STAFF ON UNPAID LEAVE OF ABSENCE – CONTRACT EXTENSIONS FOR THE 2018-19 and 2019-20 SCHOOL YEARS:**

Director Garcia moved to approve the recommendation to renew Licensed Staff on Unpaid Leave of Absence – Contract Extensions for the 2018-19 and 2019-20 school years. Director Patterson seconded and the Motion passed unanimously.

M3-107 Approved the Renewal of Licensed Staff on Unpaid Leave of Absence – Contract Extensions for 2018-19 and 2019-20 School Years

**RECOMMENDATION TO APPROVE EXPIRATION OF TEMPORARY CONTRACTS**

Director Garcia moved to approve the list of Temporary Positions Expiring at the End of the 2017-18 school year. Director Patterson seconded and the Motion passed unanimously.

M3-108 Approved Expiration of Temporary Contracts Expiring at the end of the 2017-2018 School Year

**RECOMMENDATION TO APPROVE TEACHERS AND ADMINISTRATORS NOT RETURNING (RESIGNATIONS / RETIREMENTS):**

Director Garcia moved to approve the list of Non-Renewing Positions Expiring at the End of the 2017-18 school year. Director Endicott seconded and the Motion passed unanimously.

M3-109 Approved Teachers and Administrators Not Returning at the End of the 2017-18 School Year

**POLICY IGBAK: SPECIAL EDUCATION – PUBLIC AVAILABILITY OF STATE APPLICATION, for Second Reading and Adoption:**

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. This policy was approved for First Reading at the February 21<sup>st</sup> Board Meeting.

Director Patterson moved to approve Policy IGBAK: SPECIAL EDUCATION – PUBLIC AVAILABILITY OF STATE APPLICATION, for Second Reading and Adoption. Director Endicott seconded and the Motion passed with Director Johnson not present.

M3-110 Approved Policy IGBAK: SPECIAL EDUCATION – PUBLIC AVAILABILITY OF STATE APPLICATION, for Second Reading and Adoption
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**REPORTS BY CABINET MEMBERS:**

**Chief Operations Officer, Cheryl Northam,** reported that the Building and Sites Committee met on February 21<sup>st</sup> to review the seismic rehabilitation grant projects. We are very close to where we budgeted, and recommend paying an additional \$80,000 to complete work that would result in cost savings by being completed during the construction process. Due to a grant through ODE, we had building assessments completed at five sites, and would like to have a Board Work Session for the Board to receive the reports. The report was included in the fees for the assessments, and Director Garcia encouraged the District to schedule that review from Cooperative Strategies as recommended.

**Teaching and Learning Director, Robert Emerson,**

Director Emerson and HR Licensed Specialist Tracy Powell attended a worthwhile higher education summit where representatives from nearly all higher education entities, mentors and first year teacher mentees talked openly about teacher preparation programs. Teachers reflected that their prep programs did not adequately prepare them for specific aspects of their profession. Changes are needed to prepare them to respond to social/emotional challenges. Some entities are responding to the need by taking data from the Mentoring Project to direct program changes in response to teacher surveys that address gaps. ODE staff members advocated to have the group meet more than annually to increase responsiveness. Director Burton pointed out that families have changed and districts need to change in response. The summit attendees pointed out that student teachers and their cooperating teachers must be the very best available to improve the process.

An area of concern shared at the summit was that the number of students entering the education field have declined dramatically, a trend being seen in other states as well.

**SUPERINTENDENT’S REPORT:** Superintendent Washburn spoke about safety, reporting that Facilities Manager, Tracy Grauf, has been visiting all of our schools and attending school evacuation and lock down drills with fire and law enforcement personnel, to help identify areas where we can work to improve, such as rallying points and escape routes. Resulting recommendations and actions included installation of ‘No Trespass’ signage, window privacy film, removal of vegetation/trees, and enlargement of exit gates. Mr. Grauf is also working with Eastwood Principal, Nicki Opp, and the County in planning stages for an off-site evacuation and reunification plan in the event of an emergency, using lessons learned from UCC. A School Resource Officer

(SRO) is now certified to deliver ALICE training. Building leaders will be encouraged to make the training available at least to staff, with encouragement to include students at the secondary level with elementary to follow with possible abbreviated training. Principal Weber plans to communicate with staff and RHS student families that this training is ready to be rolled out. Green Principal, Amy Rodriguez, has completed that training with her staff. The District continues to review the 'confront' portion for elementary age students, but we believe the high school students are ready and capable of understanding the training. Dr. Washburn confirmed for Chairman Lee that crisis plans for protecting staff and students are in place.

**INDIVIDUAL DIRECTOR'S REPORTS:**

Director Garcia congratulated those present who had their contract renewed, and thanked them for the work that they do.

Director Johnson announced the birth of Great Grandchild No. 7 last night, born to Jared and Hannah LaVern. Everything went well and the newborn and family are doing well.

Chairman Lee noted that it's been a challenging week, but encouraged everyone to come out to the Battle of the Books happening at RHS this Saturday.

**PUBLIC PARTICIPATION:**

There were no audience members wishing to address the Board.

**ADJOURNMENT:** With no further business before the Board, Chairman Lee adjourned the meeting at 8:00 p.m.

**EXECUTIVE SESSION:** At 8:10 p.m., the Board Chairman entered into Executive Session pursuant to ORS 192.660(2)(d) to receive a negotiations update from Human Resources Director, Robert Freeman. 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 8:35 p.m.

**Gerry C. Washburn, Superintendent**

GCW/jlk

**NEXT MEETING:** The March 14<sup>th</sup> School Board Meeting will be held at 6:00 p.m. in the Administrative Office Board Room, located at 1419 NW Valley View Drive, Roseburg, Oregon.