

# ROSEBURG PUBLIC SCHOOLS

## *Regular Board Meeting and Executive Session*

Vol. 3 No. 20

April 11, 2018

### **BOARD MEMBERS:**

Rodney Cotton	X
Daniel Endicott	X
Joseph Garcia	X
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, April 11, 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 invited Board Director, Paul Meyer, to lead in the Pledge of Allegiance.

**ATTENDANCE:** Board members and cabinet members were in attendance, with Director Garcia arriving at 6:21 p.m. News Review sports reporter Sanna Godfrey was present.

**REVIEW OF AGENDA:** Superintendent Washburn indicated Policy IGDJ: Interscholastic Athletics, for Second Reading, was postponed to allow for further editing. No. 11 – Private Mental Health Provider in Schools report was also added to the agenda.

### **COMMUNICATIONS TO THE BOARD:**

Dr. Washburn announced the following resignations:

Licensed:

- After four years in the District, Isaac Klander, Hucrest Elementary School Music Teacher, is resigning at the end of the school year to be closer to family in Washington;
- After six years in the District, Justin Rush, RHS Arts Teacher, is resigning at the end of the current school year.

Administrative:

- Bill Bartlett, Principal at Joseph Lane Middle School, has submitted his resignation from his administrative position effective June 30, 2018.

**SPECIAL STAFF RECOGNITION:** Nutrition Services Director, Kyle Micken, presented the distinguished Crystal Apple Award to the highly-deserving 18-year Nutrition Services staff member, Barbara Grant. In addition to preparing up to 570 meals daily, Barb was instrumental in assisting with three separate nutrition audits this school year. Barb has been able to prepare not only breakfast and lunch meals, but also supper after school for students working on reading and math skills. In addition, meals are provided through the Lunch Box Express, benefiting students during both winter and spring breaks. Meals have also been provided to the Family Development Center students adjacent to Green Elementary. During the first weeks of school this year, meals were also prepared for Head Start. Mr. Micken shared his tremendous appreciation for the work accomplished by Barbara as she positively impacts the lives of children here in Douglas County. Congratulations, Barb!

**RHS STUDENT LEADERSHIP REPORT:** RHS Student Leadership students Andrew Grafiada and Mikayla Sanguins shared that all spring sports teams have been active in games, matches, tournaments and meets. The tennis team is undefeated and will be in Bend for a tournament next weekend. The next home track meet takes place on April 25th. Mikayla encouraged everyone to attend a Lacrosse competition as it is quite intense. The girls' golf team is first in the league. RHS hosted a choir festival today. The band has returned from a recent trip to Disneyland. The Mr. RHS fundraiser takes place this Friday at 6:00 p.m., with all proceeds going to charity. Other upcoming events include the "Starry Night" Prom (April 28<sup>th</sup>), the Mother-Daughter Senior Tea (May 26<sup>th</sup>), Homegoing, ASB Elections and the One-Act Festival (April 17<sup>th</sup>). Congratulations were conveyed to Ms. Jamerson, Drama Teacher, who received a Ford Family Teaching Grant to travel to New York City to attend classes and four plays.

**Recess:** At 6:20 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 6:21 p.m.

**CONSENT AGENDA:** The first portion of the Consent Agenda included Minutes from the March 14, 2018 Board meeting and Gifts to the District. Dr. Washburn also acknowledged the generous \$8,000 donation from the Grande Masonic Lodge of Oregon to make possible a much appreciated MMSAP training for eight of our staff members.

Director Patterson moved to approve the Minutes and Gifts to the District as presented. Director Endicott seconded and the Motion passed with Director Meyer abstaining as he was not present at the March 14<sup>th</sup> meeting.

M3-120 Approved the Minutes and Gifts to the District portion of the Consent Agenda
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**Recommendations for Hire:**

Human Resources Director, Robert Freeman, drew attention to the retractable posters on display that will be used at various job fairs, etc., to promote our district. Staff have already attended hiring fairs at venues including Southern Oregon University and Portland. He also introduced Mr. Ahrien Johnson, OSEA Field Representative. Mr. Freeman then presented the following recommendations for hire:

Licensed Staff:

- Bill Bartlett, Science Teacher at Roseburg High School;
- Angela Chenoweth – Agricultural Science, Roseburg High School, a temporary position for 2017-2018;
- Jeffery Fisher, Music Teacher at Fullerton IV Elementary School, a temporary position for 2017-2018;
- Chelsea Hanner, First Grade, Winchester Elementary School;
- Colin Hurowitz, Music Teacher at Hucrest Elementary School; and
- Tasha Stevens-Garcia, Language Arts Teacher at Roseburg High School.

Director Patterson moved to approve the Recommendations for Hire as presented. Director Endicott seconded and the Motion passed unanimously.

M3-121 Approved the Recommendations for Hire portion of 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.

**INSTITUTE FOR RESEARCH AND REFORM (IRRE):** Mr. Steven Amstutz shared that through the generosity of The Ford Family Foundation, a number of local districts, including Roseburg, have been gathering and using student and teacher data surveys to help guide decision making for improving student instruction. Information more often than not raises more questions, hopefully resulting in staff going beyond the data to get more information. The focus of directors, leaders and principals is to improve student outcomes.

The Board was provided with a broad overview of the survey results, focusing on student learning experiences. Optimal responses are highly predictive of future student success. Indeterminate responses indicate a level of confidence, but not as high as you would want them to be. Responses in the Risk category indicate students are disengaged with school, have a lack of confidence and do not believe staff care about them.

Mr. Amstutz reported that no other district in the country achieves such a tremendous level of support (survey response), giving confidence in the results and assuring that no groups are left out of the conversation. There is a huge challenge across the nation in keeping students engaged and keeping school interesting and relevant.

Participation in this year's teacher survey was 10% higher than two years ago, indicating that teachers believe that what they are saying is being heard and valued, speaking volumes to the District culture. Teachers are reporting that the challenges students are bringing to school have increased, leading them to question what they can do differently to be successful with all students.

Survey results also reflected that district office is making assessments available and are being used for improving instruction in the district. Teachers are using assessments to influence lesson planning and identifying students for tutoring, etc.

The IRRE staff greatly appreciates the braveness in Roseburg of staff willingness to dig deeper into the data to find opportunities to improve, even though it can be unnerving, realizing that this is how schools get better. Mr. Amstutz also gave credit to The Ford Family Foundation for their financial support in making this research available to Roseburg Public Schools.

**MEMORANDUM OF UNDERSTANDING (MOU) WITH THE ROSEBURG EDUCATION ASSOCIATION:**

Human Resources Director, Robert Freeman, presented the proposed Memorandum of Understanding with the Roseburg Education Association changing current contract language to allow a .4 FTE licensed employee to join the union and pay union dues. The MOU will be in effect through the end of the current contract, June 30, 2018, and was vetted at the Administration and Personnel Committee Meeting on March 19<sup>th</sup>.

Director Endicott moved to approve the Memorandum of Understanding (MOU) with the Roseburg Education Association. Director Meyer seconded and the Motion passed unanimously.

M3-122 Approved MOU with Roseburg Education Association allowing a .4 FTE licensed employee to join the union, effective through the end of the current contract, June 30, 2018.
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**POLICY EEAE: STUDENT TRANSPORTATION IN PRIVATE VEHICLES, for First Reading:**

Human Resources Director, Robert Emerson, presented Policy EEAE: Student Transportation in Private Vehicles, for First Reading. Current policy about staff transporting students is vague, and this language was vetted at the Administrative and Personnel Committee Meeting on March 19<sup>th</sup>. This language does not prohibit staff from transporting students, but requires a procedure for a teacher or staff person to be able to do so. The language is also in accordance with Oregon seat belt laws.

Director Meyer moved to approve Policy EEAE: Student Transportation in Private Vehicles, for First Reading. Director Endicott seconded. Director Meyer pointed out that the committee felt that some of the changes were important in that it requires a second adult to be present in the vehicle and the revised policy is a vast improvement. Director Johnson suggested that the adults be unrelated to each other. Director Endicott noted that the policy language also references extraordinary circumstances. Director Johnson pointed out that you could never write a policy to cover every situation, but you can put reasonable constraints on a staff member grooming a student for abuse. This should make parents and students feel safer. Chief Operations Officer, Cheryl Northam, agreed to submit the proposed policy to our liability insurance carrier for a pre-loss evaluation. The Motion passed unanimously.

M3-123 Approved Policy EEAE: Student Transportation in Private Vehicles, for First Reading

**POLICY CM: COMPLIANCE AND REPORTING ON STANDARDS, for Second Reading and Adoption:**

Teaching & Learning Director, Robert Emerson, presented Policy CM: Compliance and Reporting on Standards for Second Reading and Adoption. Mr. Emerson commented that the language has remained unchanged since 1997. Reporting is in reference to our annual Division 22 Standards that are presented annually to the Board and reported to the Oregon Department of Education. There are no substantive changes to the policy.

Director Patterson moved to approve Policy CM: Compliance and Reporting on Standards for Second Reading and Adoption. Director Garcia seconded and the Motion passed unanimously.

M3-124 Approved Policy CM: Compliance and Reporting on Standards, for Second Reading and Adoption

**POLICY IKF: GRADUATION REQUIREMENTS, for Second Reading and Adoption:**

Teaching & Learning Director, Robert Emerson, presented Policy IKF: Graduation Requirements, for Second Reading and Adoption. Mr. Emerson shared that reflected changes pertain to students taking an alternate assessment and who may eventually qualify for a modified diploma. As early as Grade 5, parents are to be informed about that particular track, typically involving special education.

Director Patterson moved to approve Policy IKF: Graduation Requirements, for Second Reading and Adoption. Director Garcia seconded. The Motion passed with Director Johnson voting No.

M3-125 Approved Policy IKF: Graduation Requirements, for Second Reading and Adoption

**POLICY GDA: INSTRUCTIONAL ASSISTANTS, for Second Reading and Adoption:**

Human Resources Director, Robert Freeman, presented Policy GDA: Instructional Assistants, for Second Reading and Adoption. This policy was last revised in 2011, and Mr. Freeman explained that the language changes now match district practice and vocabulary currently in use. Outdated language referencing the “No Child Left Behind Act” of 2001 has also been deleted.

Director Garcia moved to approve Policy GDA: Instructional Assistants, for Second Reading and Adoption. Director Patterson seconded and the Motion passed unanimously.

M3-126 Approved Policy GDA: Instructional Assistants, for Second Reading and Adoption

**POLICY GBH/JECAC: STAFF/STUDENT/PARENT RELATIONS, for Second Reading and Adoption:**

Superintendent Washburn presented Policy GBH/JECAC: Staff/Student/Parent Relations, for Second Reading and Adoption, proposing new language for release of students with consent from the custodial parent. New language changes reference during the school day. This policy had not been revised since 1997.

Director Patterson moved to approve Policy GBH/JECAC: Staff/Student/Parent Relations, for Second Reading and Adoption. Director Endicott seconded for discussion. Chairman Lee confirmed for Director Meyer that the language referring to ‘custodial’ and ‘non-custodial’ is still current in Oregon. The Motion passed unanimously.

M3-127 Approved Policy GBH/JECAC: Staff/Student/Parent Relations, for Second Reading and Adoption

**POLICY IGAC: TEACHING ABOUT RELIGION, for Second Reading and Adoption:**

Superintendent Washburn presented Policy IGAC: Teaching about Religion, for Second Reading and Adoption. This policy had not been revised since 1997. Pursuant to the 2017 Kennedy v. Bremerton School District ruling, the last sentence in the policy is suggested to districts. At First Reading there were concerns raised about the word ‘may’ so as not to put the District in the position of having to identify religious activities. The expectation is that the student or staff member notify administration that the student is to be excused.

Director Meyer moved to approve Policy IGAC: Teaching about Religion, for Second Reading and Adoption. Director Endicott seconded for discussion. Chair Lee thanked Dr. Washburn for the clarification. Director Meyer supported the changes to the policy. Director Garcia inquired if we are providing direction to teachers regarding the boundaries under which they are to operate. Chair Lee suggested that the first three paragraphs relate to teaching, and was uncertain that the fourth paragraph should be included with respect to Director Garcia’s question of how staff are to decide when a student should be excused. Director Endicott indicated that prep schools do a good job in this area. Typically notes go home to parents. The Motion failed with Directors Cotton, Garcia, Lee and Meyer voting No.

M3-128 Policy IGAC: Teaching about Religion, for Second Reading and Adoption. Motion Failed

Director Meyer moved to table Policy IGAC to a future meeting to allow for further research. Director Endicott seconded and the Motion passed unanimously.

M3-129 Policy IGAC: Teaching about Religion, Tabled for future discussion
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**ENROLLMENT AND ATTENDANCE REPORT:**

Dr. Washburn reported the positive trend that student enrollment is up 74 students from a year ago at this time. Alternative education continues to increase, with an increase of over 49 students over last year. Elementary had been lagging behind but is moving ahead of last year. The high school is down 20 students, with approximately 30 attending Rose.

**PRIVATE MENTAL HEALTH PROVIDER IN SCHOOLS:**

Dr. Washburn shared that we have been approached with a proposal to establish school-based mental health therapy providers in our district. We would be asked to provide space for the therapists. We are currently unable to meet all of our mental health needs with the current Compass/ADAPT delivery model. The service provider, Josh Lydon, currently provides services at Douglas High School and in the Glide School District. Cheryl Northam is currently researching necessary requirements to put this proposed service in place; i.e., rental agreements, etc. This is similar to what should be done with the Student Health Center providers. She has been in contact with Zolezzi Insurance (our liability insurance agent) regarding liability concerns, etc.

Dr. Washburn pointed out that this continues to be a major area for us to meet kids' needs. Director Garcia noted that we are working on something similar with Compass. Student Services Director, Rick Burton, responded that we have therapist services at the Rose site four days per week now. At present, Compass has been unable to meet the increasing needs within the district. Mr. Burton has been in communication with both Compass and ADAPT in striving to obtain needed services. Director Garcia commented that he was previously unaware of using private individuals for direct service in our buildings. Mr. Burton explained that private practitioners in the county were often contracted through Compass when the needs increased. Compass has hired 17 therapists. This proposal is an attempt to put therapists in schools to provide therapy/risk assessments/suicide prevention services for kids and families. Mr. Burton will get in contact with Matt Newey.

Director Cotton noted that this would get services into schools through this school year. Director Garcia cautioned that it sounds like privatizing services without a philosophical conversation. Director Cotton suggested moving forward for the remainder of this year and continue the discussion as it's a good idea regardless of who provides the service. Director Endicott was also conflicted on the private sector issue when the needs of our youth are growing exponentially.

Director Garcia pointed out that many items could be paid for if we opt to privatize what we are doing. He reflected that the Board in the past has expressed strong feelings about private influence. Chair Lee agreed with Director Cotton's point that we have substantial numbers of kids in need of counseling type services. Having private services on campuses increases the opportunities for kids to access services due to convenience. The benefit to the District would be that more students would receive services. Director Meyer indicated that if this was an action item, he would not support it. Chair Lee thanked the superintendent for the information.

## REPORTS BY CABINET MEMBERS:

**Teaching and Learning Director, Robert Emerson,** reported that the Boundary Committee continues to move forward in their work. Based on survey responses last year, 75% of respondents indicated interest in doing something with our school boundaries. The committee's recommendations are being shared with the parents of students whose areas are being affected. Mr. Emerson thanked Eastwood Principal, Nicki Opp, and Melrose Principal, Tammy Rasmussen, for hosting parent meetings. Turnouts were small but parents had excellent questions and gave good feedback. The committee hopes to bring a recommendation to the Board at either the April 25<sup>th</sup> or May 9<sup>th</sup> Board Meeting.

**Chief Operations Officer, Cheryl Northam,** reported that a Finance Committee Meeting is being scheduled to discuss PERS side accounts in preparation for the Budget for next school year. The committee will also be asked for input on overdue student lunch accounts. Currently, overdue student fees are sent to collection. The alternative would be to transfer money from the General Fund.

**SUPERINTENDENT'S REPORT:** Superintendent Washburn shared that he is researching student transfers in and out of district, comparing three years of data and will report back on that once the analysis is completed. Of 316 students transferring out, there are 266 transferring in. Forty-six of those transferring out are elementary students. Forty-eight students have transferred to Glide.

Earlier this year, we began investigating whether we could do Medicaid Administrative Claiming (MAC). MAC is a Medicaid reimbursement program which allows school districts to be reimbursed for some of the costs associated with providing administrative services that directly support the provision of medical services covered under the state Medicaid plan. Our county population was 67.17% Medicaid eligible as of fall 2017. Wendy Chase of Multnomah ESD came to Cabinet to share the information. The MAC program consists of designating and training 15-18 people in the district to conduct a survey three times per year to document any nursing or health related services that we are already coordinating. One survey is always scheduled during the month of June each year. Student vision or counseling referrals are an example of billable services. The available benefits to districts appear to far outweigh the documentation required.

Districts have varying degrees of success with MAC, driven entirely by the effort put forth by the designated staff members, particularly the "cheerleader" of the program. Chief Operations Officer, Cheryl Northam, stated that when districts track the funds received and inform staff members of the specific equipment or service purchased with those funds, people are able to see the benefits and support the program. Dr. Washburn shared that the next step will be to take the proposal to our principals and talk about the program in depth regarding implementation and impact.

Dr. Washburn also shared that he toured the Family Development Center last week for a program review and was amazed at what they are able to accomplish there. The program is trying to serve 323 children in the foster system using 85 licensed homes in Douglas County. Three hundred children are in relative placement as there is no space for them. The system is completely overwhelmed. This highlights some of the things that our teachers face on a continual basis. Students in our area average 24 risk factors out of a possible 47 factors, significantly higher than others throughout the State of Oregon. The staff were very complimentary of our partnership with them at the Green Elementary site. They have invited the Superintendent to speak about the partnership at the Green site at their fundraising event on May 2<sup>nd</sup>.

Dr. Washburn met with the State Superintendent Work Group last Friday focused on mental health services and how to support legislation.

**INDIVIDUAL DIRECTOR'S REPORTS:**

Director Johnson suggested that at some point in near future, the District look into the seriousness of human trafficking in Roseburg.

**PUBLIC PARTICIPATION:**

There were no members of the audience wishing to address the Board.

**ADJOURNMENT:** With no further business before the Board, Chairman Lee adjourned the regular meeting at 8:30 p.m.

**EXECUTIVE SESSION:** At 8:35 p.m., the Board Chairman Lee entered into Executive Session pursuant to ORS 192.660(2)(d) to discuss negotiations. Human Resources Licensed Specialist, Tracy Powell, was in attendance.

**ADJOURNMENT:** With the discussion concluded, Board Chairman Lee adjourned the Executive Session, and reconvened the regular session for purposes of adjournment at 9:15 p.m.

**Gerry C. Washburn, Superintendent**

GCW/jlk

**NEXT MEETING:** The April 25<sup>th</sup> School Board Meeting will be held at 6:00 p.m. at Sunnyslope Elementary School, located at 2230 SW Cannon Road, Roseburg, Oregon.