

# ROSEBURG PUBLIC SCHOOLS

1419 Northwest Valley View Drive  
Roseburg, Oregon 97471

## Regular Board Meeting and Executive Sessions

Vol 4 No. 13

October 10, 2018

### Board Members:

Rodney Cotton   
Joseph Garcia, Chair   
Micki Hall   
Rev. Howard Johnson   
Rebecca Larson   
Charles F. Lee   
Steve Patterson, V. Chair

### Administration:

Robert L. Freeman, Interim Superintendent   
Richard Burton, Director of Student Services   
Robert Emerson, Director of Teaching & Learning   
Robert Freeman, Director of Human Resources   
Cheryl Northam, Chief Operations Officer

## REGULAR SESSION

**TIME/PLACE:** A regular meeting of the Douglas County School District No. 4 Board of Directors was held on Wednesday, October 10, 2018, in the Administrative Office Board Room located at 1419 NW Valley View Drive, Roseburg, Oregon.

**CALL TO ORDER:** Board Chairman, Joe Garcia, welcomed attendees and called the meeting to order at 6:00 p.m. and invited our most recently appointed Board Member, Rebecca Larson, to lead the Pledge of Allegiance.

**ATTENDANCE:** School Board and Cabinet members were present, and reporters Kyle Bailey and Janelle Polcyn were in attendance.

**REVIEW OF AGENDA:** Interim Superintendent, Robert Freeman, announced that there is one resignation to announce in addition to a new hire that have been included in the Consent Agenda.

**COMMUNICATIONS TO THE BOARD:** Director Freeman announced the following notification of intent to retire:

- Bridget Batsch, Physical Education Teacher at Fir Grove and Melrose Elementary Schools, has notified us of her intent to accelerate her retirement date from the end of the current school year to the end of December 2018, following 32 years in the District.

**STUDENT LEADERSHIP REPORT:** RHS student leadership students, Allie Fetsch and Marinda Carlyle shared that plans are underway for the Greek mythology-themed Homecoming month, including the Homecoming Court and Dance, football and powderpuff games, dress-up days and lunch time activities. Seniors participated in ASVAB tests today, while the PSAT was taken by the 10<sup>th</sup> and 11<sup>th</sup> grade students. Freshmen students were busy with volunteering activities. All RHS students had the opportunity to visit with numerous college representatives during a recent College Fair, and tomorrow is College Night for RHS juniors and seniors.

The most recent sports results and rankings were shared. Upcoming competitions include football at home on the 12<sup>th</sup> and boys' and girls' cross country at Stewart Park on the 17<sup>th</sup>. At a recent volleyball game, the team raised money for breast cancer during their "Pink" game. Boys' soccer will play at home on Saturday and were successful yesterday competing at Sheldon. The girls' soccer team is working hard to improve as a team. The newly-established Green Ribbon Club will hopefully begin efforts after Homecoming Week to bring awareness to suicide prevention. Leadership students reached out to new freshmen recently to inquire about their initial experiences at the high school. Students reported enjoying the range of academic opportunities at RHS, getting acquainted with fellow students, and attending games to support the RHS athletes and Bum squad.

Students are very enthusiastic about the new highly-sought-after courses including auto shop, medical terminology and healthcare management.

**CONSENT AGENDA:** Director Freeman presented the Consent Agenda consisting of Minutes from September 26<sup>th</sup> and the following employment recommendation:

- Katherine Newman, First Grade Teacher at Green Elementary School, (a temporary position for the 2018-2019 school year).

Mr. Freeman commented that due to the large enrollment at Green Elementary School this year, a third teacher is being added to the first grade.

Director Freeman also presented a request for Leave of Absence for consideration:

- Stephanie Ledford, Language Arts Teacher at Fremont Middle School, is requesting a Leave of Absence beginning November 26, 2018 for the remainder of the 2018-19 school year to extend her Family Leave. This request falls under the provisions of Article VII C4.

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

M4-44    Approved the Consent Agenda
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**STUDENT RECOGNITION:** Eastwood Elementary Principal, Jennifer Thompson, presented a congratulatory letter and McDonald's gift card to fifth grade student, Hunter Stevens. Hunter enjoys reading and math and is currently reading the fourth book in the *Harry Potter* series. Teachers observe that Hunter enjoys challenging himself and has the skills and grit to achieve success. Outside of school, Hunter enjoys hunting, basketball and fishing, placing in the top 15 at the Diamond Lake Fishing Derby last year. The future should hold great things for this outstanding Eastwood student.

Melrose Elementary School Principal, Tammy Rasmussen, also presented a congratulatory letter and McDonald's gift card to hardworking fifth grade student, Micali Harvey. Last year, Micali was instrumental in developing the Melrose PALS program, connecting students with diverse backgrounds, exceptional skills and others with challenges related to their disability or other conditions. Micali loves softball, volleyball, jumping

rope and is developing her artistic skills. Teachers reflect that Micali is gifted beyond her years in her people skills and exhibits quiet determination and a “can do” attitude that should serve her well in the future.

**RECESS:** Chairman Garcia called for a brief recess at 6:20 p.m. to allow students and families to depart. The meeting was reconvened at 6:22 p.m.

**PUBLIC PARTICIPATION:** No remaining members of the audience wished to address the School Board.

**ENROLLMENT REPORT:** Interim Superintendent, Robert Freeman, presented the three-page enrollment report reflecting student numbers through September 2018, reporting that we started this school year with 6,069 students, up from 6,057 at the same time the previous year. Mr. Freeman indicated that the Board will be updated on student numbers throughout the school year.

Director Hall confirmed that the additional teacher is being placed in first grade at Green Elementary School, but noted the enrollment in Kindergarten. Mr. Freeman explained that those classrooms are led by veteran teachers and with the additional classified staff deployed in Kindergarten, there are four adults. Ms. Hall questioned class sizes at both Green and Sunnyslope suggesting optimal class sizes of 18, adding that some states increase funding to districts to accomplish enrollment under 20 students per class. Mr. Freeman responded that Oregon does not have caps on grade levels or increased resources, and suggested that this would be a great topic of discussion for the upcoming budget process.

Director Hall expressed interest in advocating for smaller class sizes, such as Pre-K at Green, and Director Emerson pointed out that those numbers reflect both morning and afternoon classes. Chairman Garcia shared that while many strategies are utilized in trying to plan for how many students will be enrolling in the fall, sometimes “bubbles” occur. Our policy for grades K-2 and 3-5 provide guidance, but we sometimes see enrollment drop by December and if a teacher had been added, you could find yourself with unintended results. Historically, staff has not been moved. Enrollment does appear to be stabilizing. Chair Garcia pointed out that the building administrator determines how to staff their site and in some cases they request an additional teacher and in others they may prefer assistants. Ms. Hall further pointed out that some schools benefit from active booster clubs while others do not.

Director Johnson noted enrollment numbers at the high school, particularly 338 eleventh grade students last year and a senior class this year of 369 and suggested waiting until enrollment stabilizes for the year. Director Lee noted the increases this year at the elementary level.

The Board also had a discussion of enrollment at the Rose site, and Chairman Garcia pointed out that enrollment usually starts low and increases as the year progresses.

**CABINET MEMBER REPORTS:**

Student Services Director, Richard Burton, shared that 53 new SpEd students have moved into the District this school year, arriving from 14 various states including Missouri, Vermont, Virginia, Florida and Texas. The District currently serves 771 students with some form of disability. Costs related to supports for vision and hearing this

year are expected to be \$344,000. Mr. Burton pointed out that we are seeing a surge in numbers of students coming in with previously low incidence conditions such as autism.

There are 32 IEPs at Phoenix and homeless youth number 56 so far this year. Chairman Garcia requested that a report be created analyzing the cost of various services we are providing to assist in projecting accurate numbers and associated costs as there is concern that additional funding (Average Daily Membership Weighted, or ADMw) is not covering the costs of services delivered. For instance, interpreters are required now in athletics and any extra curricular activity. These increases impact our ability to fund other items.

As Human Resources Director, Robert Freeman shared 2016-2017 and 2017-2018 claims statistics from our workers compensation carrier, SAIF. The District partnered with SAIF and implemented a Slip/Trip/Fall campaign for students and staff. The campaign included a poster contest and led to positive conversations. Impressively, the accident rate for slips, trips and falls was reduced by 30%. Time loss for employees not working was reduced from 212.5 hours to 39 hours. This is significant and translates into more days of teachers and staff working directly with students. Resulting savings are expected to be approximately \$104,747. Director Freeman expressed his appreciation to all of the individuals in the District who actively participated. In addition to continuing to promote this campaign this year, administrators are being instructed how to conduct root cause analysis to avoid future lost time incidents.

#### **Interim Superintendent's Report:**

As Interim Superintendent, Mr. Freeman recently participated in a panel including administration, Cabinet members and supervisors as well as local media where attendees discussed ways to promote the current positive supports taking place in our District to help each student succeed. This provided our administrators an opportunity to share what is happening in their buildings. The extremely positive meeting will hopefully be followed by others in the future. A parent who was present and had attended the meeting thanked the District for helping her children in their path in education. ESD Communications Specialist, Chelsea Duncan, is working on an article to share with media outlets and Janelle Polcyn from the News Review is working on sharing information as well. Melrose Principal, Tammy Rasmussen, added that it was a great conversation and it inspired her to go back to her building and search for ways to reach out to the Melrose community. Mr. Freeman noted that retired Superintendent, Lee Paterson, also had participated, and it was suggested that Board members might consider attending future meetings.

Mr. Freeman was exceptionally pleased to share that recent landscaping on this campus resulted in opening up the front of the building to become more visually appealing to staff and visitors. It also brought to light the condition of our entrance sign. Chief Operations Officer, Cheryl Northam, contacted the high school and inquired if students would be interested in designing and drafting a replacement for the aging sign that would allow them to utilize the new technology we have purchased for their computer design/drafting program. Mr. Freeman and Mrs. Northam were invited to visit the class and were surprised at the 3D virtual reality machine that enabled them to view the proposed sign from all angles. Mr. Freeman suggested that when the Board meets at the high school for a future Board Meeting, time be allocated to tour that building for a demonstration.

The proposed sign will include two poles, solar illumination, a metal arch with "Roseburg Public Schools" and an arrow indicating the entrance of the building. The RPS logo colors were incorporated into the design and the end result is expected to be very professional in appearance. Mr. Freeman thanked Mrs. Northam for her efforts in coordinating this project and is hopeful that the media will print a story about the process. RHS Assistant Principal, Adam Blue, commented that there are large numbers of students waiting to get into those CTE

programs. He added that during campus tours, post graduates and community members have been astounded at the opportunities being provided to students as we endeavor to “try to reach kids where they are at”.

**INDIVIDUAL REPORTS BY DIRECTORS:**

Chairman Garcia noted the upcoming OSBA conference in Portland and directors were provided with the November dates and asked to let Janet know if they had interest in attending. The conference provides directors with insight as to what other districts are doing. He also pointed out that at the last meeting the Board adopted a resolution honoring our building principals and he was challenged to come up with something to recognize those individuals. He reported that in asking the principals what they would like, they asked that the Board come and visit the buildings and meet with the principals. Janet will coordinate a schedule for the Board.

Director Lee indicated that he has attended this conference in the past, but will be in Hawaii visiting family during the time of the conference.

Director Patterson shared that he attended the most recent home football game and the field looked good. He noted that the RHS marching band is now the fifth largest in Oregon, and recalled that it wasn't that long ago that numbers had declined to the low 30's. The band has added elements to help them be more competitive.

Director Larson added that her son participates in the marching band on keyboard/synthesizer. She shared her concern regarding additional security cameras at the middle schools. Her understanding is that Fremont Middle School has adequate numbers, but the quality could be improved. Coverage needs enhancement at Jo Lane Middle School. She believes cameras to be a deterrent against bullying, protects the districts from liability and supports administrators when they can access footage to facilitate conversation when there is conflict. Mrs. Northam indicated that this topic is included on an upcoming Building and Sites committee meeting agenda. Director Larson reflected that the band director, Brandon Hanson, and his wife put in countless hours supporting the program and he is a phenomenal teacher. It's not just the uniforms. She also announced that the band students represented Roseburg so well at a recent competition that they were selected for the “Spirit of the Competition” award due to their respectful and engaged attitude. We should be proud of that accomplishment.

Director Hall shared that she has been able to visit most of the elementary schools and will be going to the middle schools tomorrow. The schools have been excited to have board members on campus. She shared that there is a need for retired individuals to consider volunteering at the schools to read to and just be with the kids. Ms. Hall suggested that there is value in that for both the volunteer and the student.

Director Cotton shared his enjoyment of new board members and asked them to recognize that their areas of concern have been reviewed in the past. There have been discussions about security cameras over the years and he indicated that the equipment is now less expensive. He also pointed out that many retirees are just waiting to be asked to come to the schools. He reflected on disappointing conversations years ago about band uniforms, and shared that the best part of attending conferences is enjoying the student performances.

**PUBLIC PARTICIPATION:** No remaining members of the audience wished to address the School Board. Chair Garcia recessed the regular session at 7:14 p.m.

**EXECUTIVE SESSION:**

At 7:25 p.m. Chair Garcia brought an Executive Session to order pursuant to ORS 192.660(2)(a) to consider the employment of a public officer, employee, staff member or individual agent. Cabinet members and reporters

Kyle Bailey and Janelle Polcyn remained. Chairman Garcia noted that District Legal Counsel, Jason Montgomery, was not able to attend. Discussion concluded at 7:40 p.m.

### **RETURN TO REGULAR SESSION**

Chair Garcia reconvened the regular session at 7:40 p.m.

Director Patterson moved to approve a proposed Employment Contract with Mr. Lee Paterson to serve as Interim Superintendent for the remainder of the 2018-2019 school year as outlined in the proposed agreement. Director Larson seconded, and the Motion passed by majority with Director Johnson voting “No”.

M4-45 Approved the proposed Employment Contract with Mr. Lee Paterson to serve as Interim Superintendent for the remainder of the 2018-2019 school year.
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**PUBLIC PARTICIPATION:** No remaining members of the audience wished to address the School Board.

Chair Garcia recessed the regular meeting at 7:45 p.m.

### **EXECUTIVE SESSION:**

At 7:45 p.m. Chair Garcia brought an Executive Session to order pursuant to ORS 192.660(2)(f) to consider information or records that are exempt by law from public inspection. Board and Cabinet member remained. Reporter Janelle Polcyn was present.

Discussion concluded at 7:52 p.m. and Chair Garcia recessed the meeting.

### **RETURN TO REGULAR SESSION**

Chair Garcia reconvened the regular session at 7:52 p.m.

**PUBLIC PARTICIPATION:** No remaining members of the audience wished to address the School Board.

**ADJOURNMENT:** With no further business before the Board, Chairman Garcia adjourned the meetings at 7:52 p.m.

**Robert L. Freeman, Interim Superintendent**

RLF/jlk

**Next Meeting:** The October 24th School Board Meeting will be held at 6:00 p.m. at Green Elementary School, located at 4498 SW Carnes Road, Roseburg, Oregon.