

ROSEBURG PUBLIC SCHOOLS

1419 Northwest Valley View Drive
Roseburg, Oregon 97471
Regular Board Meeting, Executive Session and Work Session

Vol 4 No. 12

September 26, 2018

Board Members:

Rodney Cotton
Joseph Garcia, Chair
Micki Hall
Rev. Howard Johnson
Charles F. Lee
Vacant
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, September 26, 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 Director Patterson 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 one additional resignation will be reported tonight.

COMMUNICATIONS TO THE BOARD: Director Freeman announced resignations and retirements:

- Erin Arney, Sixth Grade Teacher at Joseph Lane Middle School, resigning after two years in the District;
- Donna Cooper, Fifth Grade Teacher at Hucrest Elementary School, has notified us of her intention to retire at the end of the 2018-19 school year following 32 years with the District; and
- Tammy Michalek, Mentor Teacher, has also notified us of her intention to retire at the end of the 2018-19 school year following 30 years in the District.

Mr. Freeman acknowledged the considerable talent and dedication possessed by these retiring educators and noted that they will be missed.

STUDENT LEADERSHIP REPORT: RHS student leadership students, Junior Isabelle Hervey and Freshman Marin Gray shared beginning of the year activities including student leadership goals and current sports results. Ms. Stanton assumed the duties of Leadership Advisor this year and the leadership class has established a "Leadership Purpose" to assure that each student feels involved and included. Service, Spirit, Culture and

Recognition Committees have been established to help reach “Team Norm” goals. Link Crew guided our new Freshman students to help orient them to the school. Each student class attended assemblies that included a student video created by the leadership team. PRIDE lessons this year will center around the theme, “Celebrating You”. The lesson this morning included an ice-breaker to help students become acquainted with their home room class. In response to a recent student tragedy, Leadership will be adding a new focus on suicide prevention through a newly-established Green Ribbon Club following Homecoming Week. Homecoming activities will be scheduled during the month of October. Marin reported that the “Bum” squad has been providing enthusiastic support for the teams and cheerleaders.

CONSENT AGENDA: Director Freeman presented the Consent Agenda consisting of Minutes from September 12th and 17th, Gifts to the District, a Surplus Items Listing and the following employment recommendations:

- Vikki Pennington, a TOSA at Melrose Elementary School (temporary position for 2018-2019); and
- Janet Ward, a Kindergarten Teacher at Hucrest Elementary School, also a temporary position for the 2018-19 school year.

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

M4-40 Approved the Consent Agenda

PUBLIC PARTICIPATION: Stephanie Sprague, 116 Olivia Lane, Roseburg, Oregon, reported that since the incident involving her son was printed in the local paper, she has received numerous emails from other parents concerned about bullying and perceived lack of action. Two groups have formed to address the issue and they would like the District to develop a form to be used rather than making a report over the telephone. She further advocated that the District not release the bus video, sharing that her son has been made fun of due to the YouTube video. She is trying to help her son be comfortable going back to school and to return to normalcy.

CONSIDERATION OF APPLICATIONS FOR SCHOOL BOARD POSITION NO. 6:

The Board welcomed the four applicants for Board Position No. 6, including Mr. Dean Friesen, Mrs. Rebecca Larson, Dr. Theresa Lundy and Ms. Tricia Powell. The candidates were each interviewed by the Board regarding their interest in serving, their perception of the District, and related board/committee experience. With the individual interviews concluded, Chair Garcia asked for a five-minute recess for the Board members to consider their choices at 6:52 p.m.

Following the brief recess, Chair Garcia asked the Board members to mark their ballots. The ballots were tallied and results presented to Chair Garcia, who announced that the Board had voted by majority to appoint Mrs. Rebecca Larson to fill the vacancy for Board Position No. 6. Directors Hall and Lee had voted for Dr. Lundy, and Directors Cotton, Garcia, Johnson and Patterson cast the majority votes for Mrs. Larson.

The Board thanked each of the candidates for their willingness to be considered for service on the Board of Directors and encouraged them to consider future vacancies.

Interim Superintendent, Robert Freeman, then administered the Oath of Office to newly appointed Director Larson.

M4-41 Mrs. Rebecca Larson was appointed by majority vote to Board Position No. 6 to serve the remaining term through June 2019

RESOLUTION 18-19-10: DECLARING THE MONTH OF OCTOBER 2018 AS NATIONAL PRINCIPALS MONTH: Interim Superintendent, Robert Freeman, presented Resolution 18-19-10: Declaring the month of October as National Principals Month. Mr. Freeman commented that our District is blessed to be led by some amazing building leaders, and this is a great and well-deserved tribute to them.

Director Hall moved to adopt Resolution 18-19-10 to join districts throughout the nation in declaring the month of October 2018 as National Principals Month. Director Hall advocated for doing something to thank the principals, and Chair Garcia indicated that he would work with Mr. Freeman to recognize these individuals. Director Cotton seconded, and the Motion passed unanimously.

M4-42 Adopted Resolution 18-19-10 declaring the month of October 2018 as National Principals Month

CONSIDER PROPOSAL FOR NURSING SERVICES: Student Services Director, Richard Burton, shared a confidential document pertaining to the student who sustained injuries last year resulting in the need for medical support during the school day to support his transition back to school to attend classes with his peers. Purchasing Manager, Denny Austin, provided the background information for procurement of additional services with Maxim Healthcare Services to meet this need as potential additional services may exceed the \$50,000 level of delegated authority of the superintendent.

Maxim Healthcare Services is a national entity focused on corporate/medical facilities/nurses for hospital, urgent cares/higher education and K-12. The agency will strive to find a suitable match with a highly skilled person to assist this student.

Director Burton recognized that OSS Administrative Coordinator, Deborah Thiessen, had done extensive work to coordinate with District resources to support this student's transition back to RHS. There may be a possibility of some support for these services through DHS.

Director Lee moved to approve the proposal for nursing services as presented. Director Hall seconded, and the Motion passed unanimously.

M4-43 Approved the proposal for nursing services to be provided by Maxim HealthCare Services

Chair Garcia recessed the regular session at 7:13 p.m.

EXECUTIVE SESSION:

An Executive Session pursuant to ORS 192.660(2)(h) to consult with legal counsel was brought to order at 7:17 p.m. Reporter Janelle Polcyn remained in attendance. Chair Garcia expressed to the media representative that while she could remain, she was not allowed to report other than the reason for the meeting. He further expressed concern that information discussed during prior executive sessions had been shared with other reporters, and that concern had been duly addressed with the newspaper's editor.

Chairman Garcia then welcomed Attorney, Joel Hungerford and the District's Legal Counsel, Jason Montgomery and introduced them to newly appointed Board Director Larson. Discussion concluded at 8:34 p.m. and Attorney Joel Hungerford departed.

BOARD WORK SESSION

At 8:38 p.m., Chairman Garcia reconvened the meeting to open session and brought a Board Work Session to order with all Board and Cabinet members and Attorney Jason Montgomery in attendance.

Chair Garcia introduced former Superintendent, Lee Paterson, to the Board, sharing that pursuant to Board direction, he had reached out to both OSBA and Mr. Paterson regarding available options for the Interim Superintendent position for the remainder of the 2018-19 school year. Robert Freeman was previously appointed to assume Interim Superintendent duties during the transition, and Chair Garcia is looking for consensus on the process of moving forward with a long-term Interim Superintendent.

Chair Garcia reflected that good things are happening in the District, and this is an opportunity for Mr. Paterson and Board members to have a dialogue regarding what could be important in the search for a superintendent, while being inclusive with staff, the community and administration.

In response to questions from the Board, Mr. Paterson provided the following:

- In light of recent history of the District provided via newspaper, radio, word of mouth, Mr. Paterson would try to improve the health of the District by recognizing that news comes from media and rumors, conversation on the street, etc., and is not always reflective of the actual situation.
- He would be motivated to gain an understanding of the problems, spend time talking to teachers, administrators and parents about their perspective of what they believe needs improvement.
- With regard to the superintendent search, take that information and apply to an exercise where a community profile might emerge once a common ideal is established, to provide to whomever will handle the search with the goal of achieving a good match.
- Take the opportunity to fix some things that may have gone astray.

Director Lee expressed that the District experienced turmoil related to change, with part of the change related to strengthening the educational relationship between teachers and principals. The TOSAs and Instructional Leadership Coordinator position, he believes, are things the Board considers to be worthwhile and in favor of continuing and he questioned if Mr. Paterson would be sympathetic to that kind of change.

- Mr. Paterson reflected that he embraces change and thrives on ambiguity, and that you have to consider initiatives with the idea they might work.

Director Lee observed that sometimes change requires pushing movement in ways that many people may not be comfortable with; it takes a long time to get consensus; and a strong degree of leadership to get people to come along. Part of what happened is a fracturing of the relationship between the Superintendent's office and the long-time staff. He expressed concern that putting someone in that position, with the history of having ties to long-time staff, it may be uncomfortable.

- Mr. Paterson understood the concern of not wanting to digress where you have been making progress that you wish to continue. He expressed the importance of trying to involve everyone, noting his belief that it's about belonging, influence and adequacy, all strong human motivators. We need to determine what the staff and community need and he believes he possesses the skills to make the changes that

need to be made. He is excited about talking to young people with innovative ideas. However, if the Board had hired someone new to the area, they would have to learn their way. Mr. Paterson pointed out that if you are not “green and growing”, you are dying.

Director Lee pointed out that the Interim Superintendent will be a bridge to where we end up next year and it’s important that the bridge gets built. Director Hall added that the person also has to understand why the bridge needs to be built. Director Lee responded that these will be fairly intense discussions with the Board.

- Mr. Paterson explained that he would like to learn from the Board and brainstorm ideals and initiatives.

Director Cotton advocated for moving forward and appreciates that Mr. Paterson would not hesitate to reach out to Board members and keep them informed. Even in the past when they haven’t agreed, they had good discussions and each person knew where they stood and what was happening in the District. He believes Mr. Paterson is up to the challenge. We have much to accomplish and we need to communicate the positive things happening in this District.

- Mr. Paterson reflected that he enjoys a challenge and enjoys helping. He continues on the community college board and committees and would like to continue that work.

Director Johnson noted the possibility that a viable candidate not be located before June of 2019 and inquired if Mr. Paterson would be willing to continue in this role should that occur.

- Mr. Paterson stated his great confidence that we will succeed in finding a good superintendent. He looks forward to the opportunity to come in for 9 months, do what can be done to continue where you feel you are successful while bolstering the areas that are problematic.

Director Patterson indicated that he would be excited to work with Mr. Paterson. He thanked Robert Freeman for the progress made in the communication level under his leadership, expressing that Mr. Freeman has done a good job in this short time frame while directing both Human Resources and taking on this additional task, recognizing that it has not been easy. Mr. Paterson commented that the District is in need of a leader and advocate for Cabinet and Principals, and to do some building on this Board. Board members have their own opinions and we need to unify and set the foundation going forward for a new superintendent.

- Mr. Paterson responded that he would do his best to accomplish those tasks, and further recognized the difficulty of being a Board member with credibility on the line. He shared the importance of having some sort of “compact” developed to foster a mutually respectful relationship within the Board and also with the administrative and teaching staff.

Director Larson observed that as a parent spending a fair amount of time in the elementary and middle schools, she feels it’s important for a Superintendent to get out there and talk to administrators. She was pleased to see Robert Freeman in the schools, noting that it’s reassuring to parents to see the Superintendent out in the buildings. Kids need to know who that person is and people need to know that the Superintendent is on their side and supporting them.

- Mr. Paterson appreciated that an appearance in a building needs to be meaningful, not just poking your head in the door. He further noted that Mr. Freeman’s reputation precedes him.

Chairman Garcia shared that the Board needs to do some work, and a dialogue on a “compact” is a good start. With two new Board members, now is a good time to establish what we are doing collectively as a group, determine what we value and how that is communicated by what we do. We want someone to help us with that dialogue and clearly communicate with the public. There are individuals who do not understand the Board’s role and miss out on available information. It was encouraging to have four individuals tonight interested in serving on the Board. We need someone to keep the Board updated, similar to a project manager, who can help identify priorities and what needs to be carried out. We need to provide clear direction and appreciate your willingness to help. We have expectations around communication and that is one of your strengths.

- Mr. Paterson confirmed the importance of having a common direction. When he was Superintendent, he met with Cabinet members every day and shared the notes with Board members. This gives you the opportunity to respond, celebrate or encourage us on what you want to have done. Nine months is a short time frame and he intends to apply himself.

Chair Garcia reported his findings on options available through OSBA and requested direction on whether to pursue that or speak to legal counsel about a possible contract with Mr. Paterson to bring back to the Board for consideration.

Director Johnson suggested language that would apply if the District found a viable Superintendent within the 9-month contract period. Director Cotton stated that it doesn't take long to draft an agreement and Attorney Montgomery confirmed that it is a few days' process if we are communicating quickly regarding negotiable terms.

Chair Garcia thanked Mr. Paterson for sharing his time with the Board and his willingness to help. Mr. Paterson distributed his resume to members of the Board, and he and Attorney Montgomery departed at 9:25 p.m.

Chair Garcia recessed the work session to enter back into regular session.

RETURN TO REGULAR SESSION

Chair Garcia reconvened the regular session at 9:26 p.m.

Committee Reports: Building and Sites Committee Chair Steve Patterson referenced the meeting minutes from September 19th. Director Garcia questioned the status of the Green seismic program, and Mr. Paterson reported that we have agreed upon additional time for the moment frame installation. Chief Operations Officer, Cheryl Northam, added that a new set of double doors is on order for the gymnasium. Remaining work is being completed at no charge to the District.

INTERIM SUPERINTENDENT'S REPORT: Mr. Freeman opted to forego his report this evening due to the length of the meeting.

CABINET MEMBER REPORTS: Cabinet member reports were also postponed due to the late hour.

INDIVIDUAL REPORTS BY DIRECTORS:

Director Cotton shared his opinion that we are on the right track. He thanked Interim Superintendent, Robert Freeman, stating that he has done a good job. He also believes that central office staff will enjoy working with Mr. Paterson and that he will prove to be a good mentor.

Director Hall also thanked Mr. Freeman, who responded that he has good people supporting him.

Director Patterson thanked the District's Cabinet team, noting that it's been a combined effort, including building leadership, to get the school year off to a successful start.

Chair Garcia publicly thanked Mrs. Weber for her handling of both professional and personal challenges over the past year.

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

ADJOURNMENT: With no further business, Chairman Garcia adjourned the meeting at 9:32 p.m.

Robert F. Freeman, Interim Superintendent

RLF/jlk

Next Meeting: The October 10th 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.