

ROSEBURG PUBLIC SCHOOLS

Special Board Meeting
1419 NW Valley View Drive
Roseburg, Oregon 97471

Vol 1 No. 3A

August 16, 2019

Board Members:

Rodney Cotton	<input type="checkbox"/>
Joseph Garcia, Chair	<input type="checkbox"/>
Micki Hall	<input type="checkbox"/>
Rev. Howard Johnson	<input type="checkbox"/>
Rebecca Larson	Excused
Charles F. Lee	<input type="checkbox"/>
Steve Patterson, V. Chair	<input type="checkbox"/>

Administration:

Jared P. Cordon, Superintendent	<input type="checkbox"/>
Richard Burton, Director of Student Services	Excused
Robert Freeman, Director of Human Resources	<input type="checkbox"/>
Michelle Knee, Director of Teaching & Learning	Excused
Cheryl Northam, Chief Operations Officer	<input type="checkbox"/>

Guest: Renee Sessler, OSBA Board Development Specialist

SPECIAL SESSION

TIME/PLACE: A special meeting of the Douglas County School District No. 4 Board of Directors was held at 11:30 a.m. on Friday, August 16, 2019, in the Administrative Office Board Room, located at 1419 NW Valley View Drive in Roseburg, Oregon.

CALL TO ORDER: Director Garcia welcomed attendees and called the special meeting to order.

ATTENDANCE: School Board and Cabinet members were present, with the exception of Director Rebecca Larson and Rick Burton and Michelle Knee, who were excused. No members of the media were present. OSBA Board Development Specialist, Renee Sessler, was present.

REVIEW OF AGENDA: Chairman Garcia noted that there were no changes to the agenda.

COMMUNICATIONS TO THE BOARD: Chairman Garcia announced that Director Rebecca Larson was on vacation and therefore excused. Administrators Robert Freeman and Cheryl Northam were present to provide information regarding Lead Journeyman and Journeyman Classified positions.

PROPOSED ADJUSTMENT TO LEAD JOURNEYMAN AND JOURNEYMAN CLASSIFIED POSITIONS

Human Resources Director, Robert Freeman, continued the discussion that began at the Wednesday, August 14th School Board Meeting where the Board requested more information regarding the Lead Journeyman and Journeyman classified positions, due to lack of candidate response for recruitment. Mr. Freeman noted that our Board, union and administration value having our own employees.

Chief Operations Officer, Cheryl Northam, provided a document, 'Who Can Perform Plumbing Work' and a comparison of Contracting vs. Employee Licensed Journeyman Wage Rates. The first document provided detailed information as to what duties could be performed by licensed journeyman plumbers. The wage rate comparison indicated that the average hourly wage for Plumbers, Pipefitters and Steamfitters in Douglas County as reported by the State of Oregon Employment Department is \$31.21. The estimated cost of a district plumber or electrician on an annual basis is approximately \$99,714 including vacation, paid holidays, sick leave hours and

PERS. A contracted hourly rate over a similar period would equate to approximately \$187,200. COO Northam reviewed the proposed rates after adding \$3.00 per step to Maintenance and Lead Journeyman.

Mr. Freeman explained that the District currently has openings for Journeyman and Lead Journeyman that have remained unfilled as potential candidates would reportedly have to take an \$8 and \$5 pay reduction respectively if they accepted a position with the District. There have been no responses to the advertised opening for the plumbing position.

Director Micki Hall pointed out that a new employee in those positions would have to work for four years in the District before they would reach the average county wage. Director Charles Lee pointed out that they may not be receiving a PERS benefit, but Cheryl noted that they might instead have contributions to a 401k plan. The District lists positions for General, Specialist, Journeyman and Lead Journeyman positions.

Mr. Freeman reviewed the salary schedule, explaining that steps five and six are longevity steps and the schedule of steps is based on both experience and time in the position. Director Micki Hall inquired if OSBA provides assistance in labor contracts, and Ms. Sessler responded that they do have staff experienced in reviewing contracts, as every district is unique. Mr. Freeman shared that while the ESD pays more than we do, within Douglas County we are attractive, but recognize that not all job descriptions are the same from district to district. Outside of Douglas County, our salary schedule does not compare favorably. Director Rod Cotton pointed out you have to consider the complete employment picture such as cost of living in various areas.

Mr. Freeman explained that in following CBA language, staff on step 3 must wait another three years for an increase, and another five after that for the next increase. He appreciated Director Hall's insight during bargaining that our salary schedule is very confusing. Superintendent Cordon has confirmed that his previous district applied experience when hiring new staff. Mr. Freeman noted that equity law and the CBA run contrary to each other. In other districts, you could hire someone at step 4. Mr. Freeman is scheduled to meet with labor management on Monday.

Director Rod Cotton indicated that we have a responsibility to make sure our buildings are maintained in safe condition with running water and lights.

Director Steve Patterson moved to increase the Maintenance Journeyman and Lead Journeyman steps by \$3 per hour. Director Rod Cotton seconded, and the Motion passed unanimously.

M1-21 Approved increase to Maintenance Journeyman and Lead Journeyman steps by \$3.00 per hour
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PUBLIC PARTICIPATION: Chairman Garcia inquired if there was anyone wishing to address the Board, and there were none.

ADJOURNMENT: With no further action before the Board, Chairman Garcia adjourned the Special Session at 11:58 a.m.

JPC/jlk