

ROSEBURG PUBLIC SCHOOLS

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

Vol 1 No. 2

August 14, 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	Excused

Administration:

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

REGULAR SESSION

TIME/PLACE: A regular meeting of the Douglas County School District No. 4 Board of Directors was held at 6:00 p.m. on Wednesday, August 14, 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 meeting to order and asked Director Micki Hall to lead the Pledge of Allegiance.

ATTENDANCE: School Board and Cabinet members were present, with the exception of Directors Rebecca Larson and Steve Patterson, who were excused. Chairman Garcia congratulated last year's RHS student representative, Marin Gray, who has earned the title of Miss Oregon Outstanding Teen, adding that the Board appreciates having her here.

REVIEW OF AGENDA: Superintendent Cordon reported the clarification that Action Item No. 4 pertained only to the middle schools. Human Resources has two additional recommendations for hire to include within the Consent Agenda as well. The PLC report from Principal Olson will also be moved up to precede the long-range planning discussion.

COMMUNICATIONS TO THE BOARD: Superintendent Cordon confirmed that Director Rebecca Larson and Director Steve Patterson were on vacation and excused for the evening.

CONSENT AGENDA: Superintendent Cordon presented the Consent Agenda consisting of Minutes from the July 10th regular meeting; Gifts to the District, Surplus Items, recommendations for hire effective with the 2019-2020 school year and licensed resignations as listed below:

Recommendations for Hire

Licensed Staff:

- Adrienne Asplund, Special Education – LRC Teacher at Roseburg High School;
- Briana Dickson, Kindergarten Teacher at Sunnyslope Elementary School;
- Adam Finlayson, Teaching & Learning Support Specialist at Sunnyslope Elementary School;

- Catherine Follmar, Autism Consultant for Student Services;
- Katherine Newman, First Grade Teacher at Hucrest Elementary; and
- Nathan Williams, Special Education Teacher in the Roseburg High School DLC.

Licensed Resignations:

- Joseph Ausdemore, who declined the Roseburg High School DLC position;
- George Graham, Language Arts Teacher at Joseph Lane Middle School, intends to retire in June of 2020 after 32 years in the District; and
- Elaine Logan, Special Education Teacher at Fir Grove Elementary School, is resigning and has accepted a position in another District.

Director Charles Lee moved to approve the Consent Agenda as presented. Director Micki Hall seconded, and the Motion passed unanimously.

M1-17 Approved the Consent Agenda

PUBLIC PARTICIPATION: Chairman Garcia inquired if there was anyone wishing to address the Board, and there were none. He explained that there would be an additional opportunity at the conclusion of the meeting.

**ORGANIZATION OF THE BOARD –
APPROVE COMMITTEE ROSTER FOR 2019-2020**

Chairman Garcia shared the proposed Board Committee Roster for 2019-20 and inquired if there were any suggested changes. There were no requested changes to the assignments.

Director Rod Cotton moved to approve the School Board Committee Roster for 2019-2020. Director Micki Hall seconded, and the Motion passed unanimously.

M1-18 Approved the 2019-2020 School Board Committee Roster
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DESIGNATION OF SUPERVISORY AND CONFIDENTIAL EMPLOYEES:

Human Resources Director, Robert Freeman, presented the annual listing of supervisory and confidential employees for Board approval. In accordance with the Oregon Collective Bargaining Law, the Board must formally designate supervisors who will have the authority to act on behalf of the Board with regard to personnel management. In addition, the Board is also required by law to designate the confidential employees who will assist our administrative staff in effectuating management policies dealing with collective bargaining.

Director Micki Hall moved to approve the list of 2019-2020 supervisory and confidential employees. Director Charles Lee seconded, and the Motion passed unanimously.

M1-19 Approved supervisory and confidential employees for 2019-2020

CONSTRUCTION UPDATE: Project Manager, Mike Jardine, updated the Board on the status of current seismic rehabilitation projects at elementary schools. He informed the group that there have been numerous instances of encountering asbestos that had to be eliminated. The contractor at Fullerton IV expects to be finished by

August 25th and crews have already finished up the classroom areas. Light painting remains in the gymnasium where a new sheet vinyl product is being installed. Melrose Elementary has an August 23rd completion date, but crews have through the end of August. That crew has siding, cosmetic fixes and painting remaining to finish up in the gym. There was a slight water leak during recent rainstorms that fortunately occurred over the sink in the cafeteria that has been addressed. At Hucrest Elementary, classrooms are beginning to be released for cleaning. Some finish work remains along with roof ties over the gym and the contractor has until the end of August, but it's looking good with some floor patching and light painting remaining in that gymnasium.

Any remaining "punch list" items will not impede the start of school at those locations. Both Melrose and Hucrest appear to have monies remaining in the construction budget, while at Fullerton IV the budget is expected to be fully expended. Hucrest has a new HVAC system that will be tested tomorrow.

Chairman Garcia noted that asbestos seems to be a recurring theme with our seismic rehab projects, and Mr. Jardine shared that even with the extensive testing performed in advance of the construction, it is not feasible to discover every surface that needs abatement. Director Howard Johnson pointed out that construction practices were not always consistent decades ago, and our buildings have been modified and updated numerous times. Director Charles Lee explained that at the time of original construction, asbestos was believed to be a great product.

Chairman Garcia thanked Mr. Jardine for his timely update.

BUILDING & SITES COMMITTEE REPORT

To add to Mr. Jardine's construction update, Chairman Garcia reviewed the minutes from the July 17th committee meeting to complete the review of Building & Sites minutes. He asked Cheryl Northam for an update on the Bellows Street closure and was told that it will remain closed through Friday of next week. Student registration is scheduled for August 20-23 at RHS and Assistant Principal Adam Blue has worked hard to coordinate that activity.

The committee discussed difficult to fill maintenance positions that require supervisor or journeyman level certifications. While some districts contract out electrical and plumbing work, our administration, Board and union leadership all value having staff available in house with personal and historical knowledge of our sites to adequately maintain our facilities. During recent position postings, it was discovered that we are no longer competitive in the marketplace for our tradesmen and it is impacting our ability to recruit to fill recently vacated positions.

The District will pursue a market analysis to evaluate both in-house and contracted costs. HR Director Freeman is scheduled to meet with Labor Management next week. The Board is already meeting on Friday for a work session with OSBA and requested that information be presented to them at that time if further consideration is needed to address these ongoing position vacancies.

PURCHASE OF CHROMEBOOKS AND CARTS FOR MIDDLE SCHOOL HEALTH AND MIDDLE SCHOOL SCIENCE

Technology Coordinator, Gary McFarlane, referenced the quotes within the Board Packet from CTL Corporation for the purchase of 216 Chromebooks and Google management console licenses to support the digital curriculum for science classrooms at both middle schools, and health classrooms at Fremont Middle School.

The expected cost of the equipment is \$45,144 and cost of carts to house the equipment is \$5,995 for a total expenditure of \$51,139.

Director Charles Lee moved to approve the purchase of Chromebooks, licenses and carts as proposed by Teaching and Learning. Director Micki Hall seconded, and the Motion passed unanimously. Director Micki Hall suggested that all middle school students receive Chromebooks, and Mr. McFarlane explained that we are nearly at that point, and that workgroups at both middle schools are working to determine how that can best be accomplished and implemented.

M1-20 Approved purchase of Chromebooks, licenses and carts from CTL Corporation in the amount of \$51,139 to support digital science curriculum at both middle schools and health curriculum at Fremont Middle School

Recess: There was a brief recess from 6:40 – 6:45 p.m. at which time the meeting was reconvened.

PROFESSIONAL LEARNING COMMUNITY (PLC): ACCREDITATION REPORT FOR ROSE ALTERNATIVE SCHOOL

Rose School Principal, Randal Olsen, shared the May 9-10, 2019 AdvancED Engagement Review Report outlining the Performance Accreditation results, as well as the Exit Review Report for Rose School. The accreditation team evaluated the program to determine Leadership Capacity, Learning Capacity and Resource Capacity. The role of the Engagement Review Team was to:

- Gather first-hand evidence and information pertinent to evaluate the institution’s performance against the resource-based AdvancED Performance Standards
- Using the Standards, assess the quality of learning environments to gain valuable insights and target improvements in teaching and learning
- Provide valuable feedback to institutions to help teams focus and guide each institution’s improvement journey

Randal noted that the review team was the same as the one used at RHS. The recommendations outlined in the Exit Review included:

1. Engagement and the quality of implementation –
 - a. Team Book Study (“becoming a learning team”)
 - b. Development of formal systems outside of Gradpoint content to support student and system growth
2. Allocation of Resources –
 - a. No longer sharing building (except kitchen)
 - b. Wifi access already addressed
 - c. “Retrofitting” – DryBox
 - d. Increased communication with stakeholders (Teaching & Learning; Physical Plant, Cabinet and Board)
 - e. Intentionality

3. Next Steps – Previous Mission Statement
 - a. “Daily Priorities” to include
 - i. Physical Safety
 - ii. Social / Emotional Growth
 - iii. Academic Completion
4. More Project-Based Learning and Interpersonally Engaging Learning Opportunities –
 - a. Bike Shop growth
 - b. DryBox addition
 - i. CTE
 - ii. Mathematics
 - c. Instructional priority for Rose School
5. Re-evaluate Professional Learning Structure to enhance effectiveness across Rose / ACES programs
 - a. Teaching & Learning Dept.
6. Changes to Professional Practice and Organizational Culture
 - a. Behaviors, sense of community, learning and decision-making are highly evident in the halls, classrooms, administration and other areas of the school. Being a part of Rose School incorporates more than just the learning in the classrooms and the activities available for students. It means having a home to come to and this was supported from interviews and conversations with administration, teachers, staff, parents and students.
 - b. The entire school community demonstrates a consistent commitment to meet the specialized needs of each student, in a loving and accepting manner.

Principal Olsen acknowledged that he found the accreditation process very humbling and the data reported has been taken to heart by administration and support staff. Strategies are being weighed to address the chronic absenteeism evidenced by the student population. One of Randal’s ideas is to have a guide assigned to each new student, and the next new student will then be guided by the student who came before them to establish a sense of belonging. Phoenix principal, Brandy Osborn, will be sharing her expertise in creating synergy across programs at the site.

While the fledgling program was found to be on the right track, this year the focus will be Next Steps and Randal stands ready to engage staff to move forward as a team in better utilizing available data, including ‘empathy interviews’ to address individual needs of the students. Teaching and Learning Director, Michelle Knee, added that district administration is working through Improvement Science to train staff to have conversations with students to collect information to better understand academic barriers and provide needed supports. Student Services Director, Rick Burton, noted that he utilized that tool in speaking with students at the end of the school year and discovered that students believe Principal Olsen is there for them, listens to their concerns and is focused on their personal outcomes.

Chairman Garcia advocated utilizing the Focus Framework process for developing a clear direction for Rose.

LONG-RANGE PLANNING AND BOND CONSIDERATION

Superintendent Cordon reminded the team that David Sturtz of Cooperative Strategies reviewed the District Long-Range Facilities Plan during a Board Work Session in June. The report reflected building analysis,

enrollment projections and educational adequacies. Our buildings have been well maintained, but many will need significant repairs over the next ten years, as well as having a lack of services.

The Board was encouraged to review the materials provided and think about a vision and hopes for Roseburg Public Schools and our community in the area of long-range planning and facilities with a focus of whether to repair, remodel or rebuild. In thinking about what we want for kids in terms of infrastructure, possible pathway options could include:

1. Pursue bond for May 2020
2. Pursue bond for November 2020
3. Pursue bond for May 2021
4. Let bond expire in December 2020 and not pursue bond in immediate future
5. Other

Each option would have individual pros and cons. The Superintendent provided the Board with packets of information including –

- Copy of PowerPoint ‘Roseburg Public Schools Long-Range Plan and Bond Consideration Discussion – a Look into our Facilities and our Future’
- Highlights of Successful and Non-Successful Campaigns
- PiperJaffray School District Levy Rates in Oregon Districts with Between 3000-9000 ADMw
- Focus Framework (homework)

Supt. Cordon also encouraged the Board to keep potential impacts to our seismic projects in mind while reflecting on potential pathways. Opting to pursue a bond in May of 2020 would require application for potential state matching funds no later than September 1st, shortly following our next regular Board meeting.

Jared requested that all Board members come prepared on August 28th with rationale for what they would like to see and any suggested pathways. All Cabinet members will make themselves available for any Board members wishing for clarification or additional information.

Chairman Garcia expressed the importance of weighing what’s important to voters and what other local entities might be considering similar options. Director Micki Hall reflected that voters want to know specifics, and national politics and elections can play a role. Director Charles Lee encouraged his colleagues to think about how changes in education are impacting how classroom spaces are utilized. Director Cotton suggested that safety considerations be a priority in any levy request, and voiced support for moving forward sooner rather than later. Director Howard Johnson suggested avoiding presidential elections and noted that County Clerk Patty Hitt is expected to retire in September.

Jared shared his expectation that varied ideas will be presented on the 28th but emphasized the importance of the Board being united in their ultimate decision. All parties should feel positive about their participation and agreement of a suggested pathway forward.

SUPERINTENDENT’S REPORT: Superintendent Cordon noted the McDonald’s donation identified on the Gifts to the District, commenting that the \$2,643 donation supporting the District Pre-K program will be formally acknowledged once school is back in session. Jared enjoyed attending the OSBA Summer Conference also attended by Director Micki Hall. He is looking forward to working with the Board at the Friday Work Session

with OSBA Board Development Specialist, Renee Sessler. The Superintendent anticipated that the Board will also need to address the implementation of the Student Success Act that will require work to be done in reaching out to historically underserved populations. The community 'Listening Sessions' have been well received and Jared has had the opportunity to speak with over 100 individuals.

INDIVIDUAL REPORTS BY DIRECTORS:

Director Micki Hall reported attending the OSBA summer conference where nearly all workshops were worthwhile, educational and relevant. She believes the District needs a mission/vision and strategic plan. She would also like to see policy review on complaints and equity. OSBA can assist with that effort, noting that the Board has other areas that need their focus. Micki also shared that effective January 1, all board members became mandatory reporters for abuse, and learned that the age of consent is 18 in Oregon.

Director Howard Johnson shared that this past Sunday marked his 30th year as a black pastor with an all-white congregation. He observed the presence of RHS student, Marin Gray, Miss Oregon Outstanding Teen, and shared that his great-granddaughter, Syren Simington, earned the title of Miss Oregon Princess at the same pageant. He also noted that ordained ministers are mandatory reporters.

Director Rod Cotton thanked Rose School Principal Olson for his presentation, expressing his belief in the importance that the students served at Rose have connections, and that learning is secondary to their need to belong. He reflected on a recent article regarding a challenged adult found wandering the streets whose only connection was a former teacher who ended up changing his life. It's important to remember that not all children have positive family units to support them in life.

Chairman Garcia encouraged fellow Board members to consider another conversation on extra-curricular activities, expressing that it plays a part in keeping kids in school and connected. Both positive and negative experiences have an impact on students. He is also interested in compensating people for their time and effort in leading these programs. Mr. Garcia also shared that he and Mrs. Garcia recently celebrated 20 years of marriage and enjoyed a brief vacation where he did find time to relax prior to diving into the work we will be doing as a Board and District over the coming year.

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

ADJOURNMENT: With no further business, Chairman Garcia adjourned the meeting at 8:05 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: The August 28th 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