

ROSEBURG PUBLIC SCHOOLS

School Board Regular Meeting

Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 2 No. 6

August 26, 2020

Board Members:

Brandon Bishop	<input type="checkbox"/>
Rodney Cotton	<input type="checkbox"/>
Micki Hall	Exc
Rev. Howard Johnson	Exc
Rebecca Larson, Chair	<input type="checkbox"/>
Charles F. Lee	<input type="checkbox"/>
Steve Patterson, Chair	<input type="checkbox"/>

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, Assistant Superintendent	<input type="checkbox"/>
Cheryl Northam, Chief Operations Officer	<input type="checkbox"/>

SCHOOL BOARD MEETING

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 26, 2020 in the Administrative Office Board Room, located at 1419 NW Valley View Drive in Roseburg, Oregon, electronically via Zoom link.

CALL TO ORDER / PLEDGE OF ALLEGIANCE: Board Chair Rebecca Larson welcomed Zoom participants and called the Board Meeting to order, and asked Board Director, Brandon Bishop, to lead in the pledge of allegiance.

ATTENDANCE: Board and Cabinet members were in attendance via Zoom, with the exception of Directors Hall and Johnson, who were excused. Superintendent Cordon, Chair Larson and Assistant Superintendent, Michelle Knee, were on site. Education reporter, Sanne Godfrey, was also in attendance via Zoom.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon noted that the Phoenix agreement was being removed from the agenda. Policies were also added; First Reading for Policy GBEB and JHCC, as well as Second Readings for IGBAH-AR, GBN/JBA and JBA/GBN. A request for approval of replacement mowing equipment and consideration of real estate purchase were also added. Superintendent Cordon also reported that Directors Hall and Johnson were both excused and he wished Director Howard Johnson a speedy recovery.

CONSENT AGENDA:

Superintendent Cordon presented the Consent Agenda consisting of Approval of the Consent Agenda, Minutes from the August 6th and 12th School Board Meetings, Assistant Superintendent contract, Surplus Items Listing, along with employment recommendations and requests for Leave of Absence as follows:

Recommendations for Employment:

- Jennifer Eames, Third Grade Teacher at Fir Grove Elementary School;
- Albert Gutierrez, Physical Education Teacher at Fremont Middle School;
- Stephanie Newman, Kindergarten Teacher at Winchester Elementary School; and
- Matthew Savard, Fourth Grade Teacher at Sunnyslope Elementary School.

Requests for Leave of Absence:

- Rachelle Guthrie, Counselor at Joseph Lane Middle School, is requesting a Leave of Absence for the 2020-2021 school year for family leave;
- Jolie Birkey-Halliday, Nutrition Services Employee, is requesting a waiver of required years of service to take a Leave of Absence for the 2020-2021 school year for family leave; and
- Janelle Hubbard, Math Teacher at Joseph Lane Middle School, is requesting a Leave of Absence for the 2020-2021 school year for family leave.

Notice of Resignation:

- Anna Patch, a new hire for Winchester Elementary School, opted to take a position with another district and will not begin the 2020-2021 school year.

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

M2-26 Approved the Consent Agenda

PUBLIC PARTICIPATION: Chair Larson asked if there was anyone wishing to address the Board, and there were none.

RESOLUTION 20-21-9: Accepting and Appropriating Fremont Middle School Gym Seismic Rehabilitation Grant
Chief Operations Officer, Cheryl Northam, explained that the school district has been granted \$2,499,980 to seismically rehabilitate the gym and multipurpose room at Fremont Middle School. The intention of this rehabilitation is to not only raise the performance standards of that part of the building to life safety standards, but also to immediate occupancy standards. To achieve the additional standard of immediate occupancy, the maximum grant amount is now \$2.5 million, up from our previous maximum grant awards of \$1.5 million. These grants are funded by the State of Oregon through the Oregon Infrastructure Finance Authority of the Business Development Department. Construction is planned for summer 2021.

Director Charles Lee moved to approve and appropriate the Fremont Middle School Gym Seismic Rehabilitation Grant in the amount of \$2,499,980. Director Rodney Cotton seconded, and the Motion passed unanimously.

M2-27 Approved Resolution 20-21-9
Accepting and Appropriating Fremont Middle
School Gym Seismic Rehabilitation Grant

PURCHASE OF REPLACEMENT MOWING EQUIPMENT

Chief Operations Officer, Cheryl Northam, confirmed that one of our large mowers had caught fire at RHS this week. The operator did what he could with a fire extinguisher, but the mower was a total loss and a claim has been filed with the District insurance carrier. This was the District’s back-up mower and is anticipated to cost up to \$75,000 to replace.

Director Steve Patterson moved to approve the purchase of a replacement mower as requested. Director Brandon Bishop seconded, and the Motion passed unanimously.

M2-28 Approved purchase of replacement
mowing equipment

APPROVE BOARD COMMITTEE ASSIGNMENTS FOR 2020-21

Board Chair Larson presented the proposed Board Committee Assignments for 2020-21, noting that we had tried to deal with this preemptively in July. If any concerns remain, we can revisit our process.

Director Brandon Bishop moved to approve the 2020-21 Board Committee roster. Director Charles Lee seconded, and the Motion passed unanimously.

M2-29 Approved Board Committee assignments for 2020-21 as proposed

MEMORANDUM OF UNDERSTANDING – OSEA CHAPTER 21, CHILD CARE PROVISION

Human Resources Director, Robert Freeman, shared that the superintendent has established the expectation that distance learning must be robust and highly effective to start this academic school year. It has been determined that in order to deliver high quality instruction, our staff will need to be fully engaged in professional development, building level meetings, grade level/department meetings, learning a new management system, developing lessons based on power standards, and more. These supports need to happen on site.

With school being distance learning, it is a barrier for some of our staff to meet the on-site expectation. After consulting with the Hungerford Law Firm and our district auditor, the best legal and ethical way to move forward is to make child care part of our employees' benefit package. Mr. Freeman emphasized that as we transition back to on-site instruction, this benefit will go away.

Director Steve Patterson moved to approve the Memorandum of Understanding with OSEA Chapter 21, Child Care Provision. Director Charles Lee seconded, and the Motion passed unanimously.

M2-30 Approved MOU with OSEA Chapter 21 for Child Care provision

MEMORANDUM OF UNDERSTANDING – ROSEBURG EDUCATION ASSOCIATION, CHILD CARE PROVISION

Human Resources Director, Robert Freeman, presented the same child care provision MOU, but with the Roseburg Education Association, representing our licensed staff. Again, as we transition back to on-site instruction, this benefit will go away.

Director Steve Patterson moved to approve the Memorandum of Understanding with REA, Child Care Provision. Director Rodney Cotton seconded, and the Motion passed unanimously. Chair Larson shared her appreciation for the District staff who worked hard on these agreements in order to support our staff as they endeavor to meet our high expectations.

M2-31 Approved MOU with Roseburg Education Association, Child Care provision

REVISE 2020-21 SCHOOL CALENDAR

Superintendent Cordon reflected that this could have been included within the Consent Agenda, and noted that it now reflects the reopening plans approved at the prior Board meeting with the suggested target reopening dates. Jared confirmed for Director Brandon Bishop that the Board will be asked to consider a

proposed calendar for the 2021-22 school year next spring, but assumes it will again include an August start date due to the way the Labor Day holiday lands on the calendar.

Director Steve Patterson moved to approve the revised 2020-21 school year calendar. Director Brandon Bishop seconded, and the Motion passed unanimously.

M2-32 Approved updated 2020-2021 school calendar

POLICY IGBAH-AR: SPECIAL EDUCATION – EVALUATION AND ELIGIBILITY PROCEDURES, for Second Reading and Adoption

Director Burton explained that districts are required to follow evaluation and eligibility procedures to identify one or more disabilities through evaluations for students who may have been identified in another district. Mr. Burton assured the Board that there is a comprehensive process that will continue to be followed during COVID and distance learning. Director Bishop requested additional information on that process, and Rick promised to share that with the Board tomorrow.

Director Steve Patterson moved to approve Policy IGBAH-AR: Special Education – Evaluation and Eligibility Procedures, for Second Reading and Adoption. Director Charles Lee seconded, and the Motion passed unanimously.

M2-33 Approved Policy IGBAH-AR: Special Education – Evaluation and Eligibility Procedures, for Second Reading and Adoption

POLICY GBN/JBA; JBA/GBN: SEXUAL HARRASSMENT, for Second Reading and Adoption

Human Resources Director, Robert Freeman, reminded the group that these policies are included within the Personnel (G) and Student (J) sections of our Policies and both contain identical updated language.

Director Steve Patterson moved to approve Policy GBN/JBA; JBA/GBN: Sexual Harassment, for Second Reading and Adoption. Director Brandon Bishop seconded, and the Motion passed unanimously.

M2-34 Approved Policy GBN/JBA; JBA/GBN: Sexual Harassment, for Second Reading and Adoption

POLICY GBEB: COMMUNICABLE DISEASE – STAFF, for First Reading

Human Resources Director, Robert Freeman, shared that this revised policy was reviewed by the Policy Committee on August 21st and is highly recommended by OSBA.

Director Steve Patterson moved to approve Policy GBEB: Communicable Disease - Staff, for First Reading. Director Charles Lee seconded, and the Motion passed unanimously.

M2-35 Approved Policy GBEB: Communicable Disease - Staff, for First Reading

POLICY JHCC: COMMUNICABLE DISEASE – STUDENTS, for First Reading

Human Resources Director, Robert Freeman, noted that this policy is new for our district, and is the counterpart to Policy GBEB above, but is specific to students instead of staff.

Director Steve Patterson moved to approve Policy JHCC: Communicable Disease – Students, for First Reading. Director Rodney Cotton seconded, and the Motion passed unanimously.

M2-36 Approved Policy JHCC: Communicable Disease - Students, for First Reading

CONSIDER REAL ESTATE PURCHASE

Chief Operations Officer, Cheryl Northam, shared that this item was added to the agenda this afternoon after the opportunity arose to purchase a home for sale on Selmar Court, located behind Roseburg High School. Cheryl explained that this home is one of eight remaining homes that the district does not own in that area. Balances remaining from rental income from previous purchases are accounted for in a rental account fund to accumulate funds to be used to fund future purchases rather than taking out a loan. Purchases are intended for the purpose of creating additional athletic field space for the high school.

Director Steve Patterson moved to approve making an offer on the home. Director Rodney Cotton agreed with Director Charles Lee that it makes sense to continue to purchase these homes as they become available, if prices are reasonable. Director Cotton seconded, and the Motion passed unanimously.

M2-37 Approved Real Estate purchase

COMMITTEE REPORT – POLICY COMMITTEE, August 21, 2020

Committee Chair Charles Lee pointed out that the policies reviewed by the committee were referred to the Board and subsequently approved for First Reading this evening.

Human Resources Director, Robert Freeman, commended the Board for establishing the Policy Committee. Many policies had remained unchanged for a long period of time. This committee was formed to offset costs that would be incurred if OSBA were to update our policies. Mr. Freeman had provided a summary of policies reviewed by the committee to date, and he thanked the committee for their effort.

SUPERINTENDENT’S REPORT

Superintendent Cordon revisited the “Start Strong, Stay Strong” materials he had shared at the previous Board meeting, reminding the team of the priorities of care, connections, communication, high-quality instruction and district unity. This focus will provide predictability and consistency for parents, students and staff, while accelerating learning opportunities for our students. He expressed thanks to the Board for their direction and staff for being in the buildings this week supporting instruction. There is a great sense of community and he is impressed to see staff working to make connections with parents to ensure that we are ready for kids on September 8th. Jared confirmed that we will continue to build bridges in providing supports.

Meal deliveries begin next week, following the same timeline as our reopening plan. Jared updated the Board that as of the soft start on October 5th we will also be welcoming back athletics/conditioning, student clubs, etc., assuming that the health metrics are met.

INDIVIDUAL REPORTS BY DIRECTORS

Director Steve Patterson inquired what staff response has been to the new learning management system, and Superintendent Cordon responded that hundreds of people have been involved in the roll out and staff began Canvas training on Monday. The sense has been overwhelmingly positive. Jared cautioned that teachers are perfectionists and don't always give themselves grace to figure things out as they go. Canvas is an amazing tool and we just need to be sure staff don't overwhelm themselves by trying to be perfect. Director Patterson pointed out that it will be interesting to see how this is incorporated going forward and believes that it will serve us well as we pivot between remote and in-person learning. Jared confirmed that the District was moving in this direction pre-COVID and has accelerated our plan to do that. Assistant Superintendent Michelle Knee has done a great job setting up professional development so that staff are becoming comfortable with these tools that are already being used throughout the world. Steve extended kudos to staff and administration for the extra work and heavy lift this required. He is hearing nothing but positive feedback and is appreciative of our ability to adapt and move forward.

Chair Rebecca Larson concurred that she couldn't agree more.

PUBLIC PARTICIPATION:

Roseburg Education Association President and Eastwood teacher, Camron Pope, expressed that it has been emotional for staff walking back into classrooms and maintaining social distancing. He shared his appreciation to the Board for their willingness to support giving staff an extra week to figure things out and collaborate with their teams. Camron stated that he has been communicating with both Superintendent Cordon and HR Director, Robert Freeman daily and this has been an opportunity for the District and association to work together. The commitment is evidenced by Board approval of the childcare MOU's today. Mr. Pope agreed that staff being in the buildings is important and this Board understands that staff are concerned about their own families along with their students.

ADJOURNMENT: With all business before the Board concluded, Chair Larson adjourned the meeting at 6:47 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: September 9, 2020 at 6:00 p.m. in the Administrative Office Board Room, located at 1419 NW Valley View Drive in Roseburg Oregon via Zoom link.