

ROSEBURG PUBLIC SCHOOLS

School Board Regular Meeting and Work Session Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 2 No. 8

September 23, 2020

Board Members:

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

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, September 23, 2020 in the Administrative Office Board Room, located at 1419 NW Valley View Drive in Roseburg, Oregon, electronically via Zoom link and immediately followed by a Board Work Session.

CALL TO ORDER / PLEDGE OF ALLEGIANCE: Board Chair Rebecca Larson welcomed Zoom participants and called the Board Meeting to order, and asked Chief Operations Officer, Cheryl Northam, to lead in the pledge of allegiance.

ATTENDANCE: Board and Cabinet members were in attendance via Zoom, with Director Rodney Cotton, Director Howard Johnson and Director Steve Patterson excused. Superintendent Cordon, Chair Larson and Assistant Superintendent, Michelle Knee, were on site. The Superintendent shared that Director Johnson is continuing to improve. Director Johnson was then unexpectedly able to join the Zoom meeting and received an enthusiastic and warm welcome. Education reporter, Sanne Godfrey, was also in attendance via Zoom. Roseburg High School Leadership student, Marin Gray, joined the meeting via Zoom.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon announced that Agenda Item No. 5 had been added to consider a W. Selmar Court property purchase.

CONSENT AGENDA:

Superintendent Cordon presented the Consent Agenda consisting of Approval of the Consent Agenda, Minutes from the September 9th School Board Meeting, Gifts to the District and the following employment recommendations and notices of resignation or retirement:

Recommendation for Licensed PERS Working Retiree:

- Curt Frye, Social Studies Teacher at Fremont Middle School, a temporary position for the 2020-21 school year.

Notice of Resignations:

- Curt Frye, Social Studies Teacher at Fremont Middle School, is retiring for PERS purposes after 27 years in the District; and
- James Walker, Physical Education Teacher at Fremont Middle School, is resigning after 18 years in the District and working retired since August 23, 2020, effective September 3, 2020. Congratulations on retirement, James.

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

M2-43 Approved the Consent Agenda

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

CLASSIFIED EMPLOYEE SALARY AND BENEFIT MEMORANDUM OF AGREEMENT (MOA)

Human Resources Director, Robert Freeman, shared the recommendation from the District Bargaining Committee to approve a Memorandum of Agreement that was to have been submitted to the classified association, but not yet voted on due to an untimely death in the union president’s family. The Agreement includes a 2% increase to each cell on the salary schedule; a District benefit contribution for those eligible of \$1,333.00 per month, or prorated as outlined in Article 12.3 C; and insurance opt out contribution for those eligible in the amount of \$541.50 per month effective October 1, 2020. The Agreement extends the term of the 2019-2020 Collective Bargaining Agreement through June 30, 2021 with the salary and benefit modifications as specified.

Director Charles Lee moved to approve the proposed Memorandum of Agreement between Chapter 21 of the Oregon School Employees Association (OSEA) with salary and benefit modifications and to extend the term of the 2019-20 Collective Bargaining Agreement through June 30, 2021. Director Micki Hall seconded, and the Motion passed unanimously. Director Lee added that the two percent increase is an effort to do our best to keep things as they are as the world gets sorted out.

M2-44 Approved proposed MOA between the District and Chapter 21 of the Oregon School Employees Association, extending the term of the 2019-20 Collective Bargaining Agreement through June 30, 2021 with salary and benefit modifications.

CLASSIFIED EMPLOYEE MEMORANDUM OF UNDERSTANDING (MOU) – WORKING RETIRED

Human Resources Director, Robert Freeman, shared the proposal to extend the Memorandum of Understanding allowing classified employees working retired after PERS retirement through June 30, 2021 or until a successor agreement is ratified.

Director Charles Lee moved to approve the proposed Memorandum of Understanding between Chapter 21 of the Oregon School Employees Association (OSEA) allowing classified employees to work retired after PERS retirement through June 30, 2021 or until a successor agreement is ratified. Director Micki Hall seconded, and the Motion passed unanimously.

M2-45 Approved proposed (MOU) between the District and Chapter 21 of the Oregon School Employees Association, allowing classified employees to work retired after PERS retirement through June 30, 2021 or until a successor agreement is ratified.

DISCUSSION: COW CREEK BAND OF UMPQUA TRIBE OF INDIANS – MEMORANDUM OF UNDERSTANDING

Director Micki Hall explained that the Agreement with Cow Creek was signed by the Board in March of 2017 and would have been up for review in March of this year. The Board is obligated to review the document and Director Hall proposed that the Board Policy Committee review and report back to the full Board.

Director Charles Lee shared that he anticipates a spirited discussion. Director Brandon Bishop inquired about past discussion, and Director Hall responded that there has been no direction for what or how to review the Agreement. She proposed that it’s a matter of the Tribe and our Board members to come together for a discussion.

Director Howard Johnson suggested giving the matter a great deal of thought before making any decision to move forward. Reverend Johnson added that it would be a big decision to remove the mascot, noting that there is a movement to remove Native American mascots and he doesn’t believe we should erase their history but rather embrace it. We should proceed in a way that is mutually beneficial for both groups, but suggested we’re not there yet.

Director Hall shared that the reason for a review is the legal imperative to do so. Chair Rebecca Larson agreed to request that a meeting be scheduled.

RESOLUTION 20-21-10: RECOGNIZING THE MONTH OF OCTOBER 2020 AS “NATIONAL PRINCIPALS MONTH”

Superintendent Cordon noted that it’s always good to address the people here tonight, and we often try to express appreciation for staff, parents and kids. There are various times of year when we normally recognize certain groups. Resolution 20-21-10 celebrates the month of October as National Principals Month. Mr. Cordon emphasized that quality leadership is imperative in our buildings and even more critical than ever this year as we navigate the challenges before us.

Director Micki Hall moved to approve Resolution 20-21-10 Recognizing the month of October as National Principals Month. Director Brandon Bishop seconded, and the Motion passed unanimously.

M2-46 Adopted Resolution 20-21-10 in Recognition of the Month of October as National Principals Month

APPROVE REAL ESTATE PURCHASE

Chief Operations Officer, Cheryl Northam, referred to her memorandum outlining the proposal to purchase an

additional property on Selmar Court. The owner of 345 W. Selmar has approached the District with interest in selling. An independent appraisal supports making an offer to purchase the property in the amount of \$386,000. The property owner is interested in renting back at a market rate while they await the availability of a home they are purchasing.

Director Micki Hall moved to approve purchase of the home as recommended. Director Charles Lee seconded, and the Motion passed unanimously. Director Lee shared that this is part of our ongoing plan to secure the usefulness of our properties as best we can.

M2-47 Approved Real Estate purchase of 345 West Selmar Court in Roseburg
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COMMITTEE REPORT – Policy Committee, September 18, 2020

Committee Chair Charles Lee referenced the minutes from the September 18th meeting. The committee discussed policies related to naming of facilities which require approval of the full board. The Superintendent has encouraged the Board to consider including the naming of mascots to that policy. Director Lee pointed out that last winter, the Board discussed advertising policy and negotiation of naming rights that could be in conflict with the policy regarding naming of facilities. Business law may need to be considered in modifying Policy KJ to be consistent with Policy FF.

SUPERINTENDENT’S REPORT

Superintendent Cordon shared that he would keep his comments brief in consideration of the upcoming Board Work Session. He expressed sincere gratitude for the staff, School Board and parents as we navigate this school year with families leaning in on remote and distance learning. For the record, Superintendent Cordon stated that he is impressed at the way we are looking at challenges and resulting opportunities.

INDIVIDUAL REPORTS BY DIRECTORS

Director Howard Johnson shared that he feels blessed to be alive. Chair Larson responded to Reverend Johnson in stating that the Board has missed him. Rev. Johnson indicated that he would be stepping away for his dialysis appointment shortly, but thanked his colleagues for their prayers and support. As his strength returns, he will provide more updates.

Director Charles Lee indicated that he has nothing to share that our community hasn’t been going through. He reflected that his legal assistant has elementary students who need help operating a computer and her parents lack proficiency in that area as well. Efforts to drag everyone into the modern world with distance learning is a struggle, and Director Lee doesn’t envy those who have to deal with that. Director Lee also congratulated Director Rod Cotton on celebrating his wedding anniversary this evening.

Director Brandon Bishop stated that he is impressed with how the District has responded to high levels of smoke in the buildings. Shutting down when air quality was unhealthy was the right choice, and he shared that we are blessed to have Superintendent Cordon making the tough decisions.

Director Micki Hall noted that she has been able to observe teachers at secondary, and hopes to have that opportunity with elementary this Friday or next week. Teachers are being very flexible and creative in light of the learning curve to respond to working with technology. It’s so appropriate to celebrate National Principals Month during October. Our principals and their staff have been so important in calming nerves. The instructional framework has been easier to navigate than it was in the spring. Mrs. Hall thanked the

administrators and teaching staff who worked over the summer, and she encouraged the public to be patient and have grace. Micki explained that after spending three days with a nine-year old in a different district, she discovered that patience and grace is not necessarily easy to come by. So, thank you, everyone.

Chair Rebecca Larson echoed Director Hall's comments, adding that this has been no easy climb for our District, principals, teachers, parents and kids. It has been hard and the best we can do is continue to offer as much patience and grace as we can. We are so grateful for teachers showing up and doing their best and learning on the fly. They have demonstrated kindness and patience for families who experience challenges with technology or uploading a quiz. She encouraged everyone to continue to be positive and encouraging.

PUBLIC PARTICIPATION:

Chair Larson inquired if there was anyone who wished to address the Board. A Portland area resident, Angela Walker, thanked the Board for their work and encouraged them to review the high school mascot issue. Portland resident, Annie Reichelt, expressed her thanks for the Board taking up the mascot issue, sharing her observation of student athletes exhibiting tension before visiting Roseburg. Second grade teacher, Jamie Malkowski, encouraged the Board to revisit the mascot topic and hear different points of view. Emily Cable also advocated for the removal of the current mascot and indicated her utmost respect for teachers and everyone who supports students.

Chair Larson thanked everyone for their participation.

ADJOURNMENT: With regular business before the Board concluded, Chair Larson adjourned the meeting at 6:35 p.m.

BOARD WORK SESSION

CALL TO ORDER: Chair Rebecca Larson immediately brought the Board Work Session to order following the Regular Board Meeting. Attendance remained the same, with Director Rod Cotton excused. Reporter Sanne Godfrey also attended via Zoom.

Superintendent Cordon explained that two items on the agenda are typical of what you normally would expect during a Work Session; an update of the school reopening plan, and preparation for the Board/Superintendent Check in process and goal setting.

The remaining items are considerations for the future, a year or more away; the Capital Improvement Bond Discussion and the Elementary School Re-Boundary process, including the discussion about Rose.

Capital Improvement Bond Measure Discussion

Jared provided a slide deck presentation beginning with the bond discussion. The Board has expressed interest in a November 2021 timeline. While that is just over a year away, planning would need to begin immediately. The Board reviewed the guiding questions/considerations. The May 2020 bond measure contained projects identified through Board discussions and community input provided in surveys, including:

- Safety and security
- Renovation and repairs
- Technology infrastructure
- Improved learning environments, and
- Building upgrades at our schools

Superintendent Cordon reflected that some of the key items including renovation repairs and ventilation systems were somewhat prophetic given our current situation resulting from wildfires and the pandemic, and it's important not to lose sight of those issues. The 2020 bond proposal contained \$99.8 million in total projects, \$5.88 million in matching funds from the State of Oregon, \$94 million to be paid by taxpayers over 20 years, and \$1.27 per \$1,000 of assessed value paid by property owners. The results were very close, but ultimately unsuccessful. The current levy of \$.64 per \$1,000 will expire in November of this year. Potential levy rates and duration were reviewed.

Jared emphasized that the investments we wanted to make with the May 2020 bond were identified within the 30-50 year Long Range Facility Plan. The vital need for modern technology has been highlighted by the required continuation of remote learning amid the COVID-19 pandemic and wildfires that proved the dramatic inadequacies in buildings related to ventilation.

Director Lee requested more information of how our experiences with remote learning might impact classrooms and furniture needs. Director Hall noted that physical plant needs have increased and Chair Larson added that new gyms would have benefited kids as well as providing our community with emergency shelters. Director Hall suggested that 3 or more classrooms be added to potential gyms as size has become an issue subsequent to COVID. Director Bishop suggested that the prior bond focus was within reason and expressed his frustration that the measure failed by such a narrow margin.

Superintendent Cordon will request recalculated estimates for projects and can provide enrollment trends to anticipate future needs.

Roseburg Public Schools Reboundary Discussion

The Superintendent led a discussion of how best to use the Rose School building to better serve kids and the community in the future. The District is working on a process to begin this winter and next spring to transition the Rose Alternative School to RHS where students can continue their individualized and small group learning structure while gaining access to the high school's many extracurricular activities and support systems. One floor of the existing site is now utilized for the Horizons foster program that is served by Douglas ESD, DHS and the Douglas County Juvenile Dept. Funding remains in place through the 2020-21 school year.

The District is nearing capacity in many buildings and COVID has increased social distancing requirements, creating challenges. There are housing developments underway on Diamond Lake Blvd. that will impact the Eastwood School area.

The Student Success Act is expected to be funded and will enable us to hire additional staff members to meet the needs of our students.

If the Board is interested in reopening Rose as an elementary school, we would need to begin planning immediately. Rose has a full gymnasium, making it very functional as an elementary school. Board members expressed interest in pursuing a reopening discussion dependent upon adequate funding from the SSF. The Superintendent agreed to provide a cost/benefit analysis.

2021 Reopening Process

Superintendent Cordon reminded the Board that the District has been planning for a grades K-3 opening on October 5th for well over a month. We will welcome kindergarten students next week as part of a soft-start. The extra time spent planning for reopening, while a burden for parents, was a wise investment in terms of

protocols and responses needed with regard to ill children, cohorts and disinfecting. This planning will pay dividends should the need arise for kids to pivot from in-person to remote learning. Roseburg differs from most districts in Oregon as we provided families a choice in either returning to in-person instruction or remaining with remote learning. With approximately 200 families preferring to remain remote, this will result in one of Roseburg's first remote learning schools. Parents opting for remote are asked to remain in that cohort for stability through the end of December.

Districts will continue to monitor metrics in state and county positivity rates that will impact our ability to return grades 4-12. The Board had discussion whether to consider allowing 4-12 to join K-3 once metric requirements are met. The Board related concerns specific to:

- How appropriate developmentally distance learning is for younger children;
- Student health and safety – supports at home;
- Difficult for some families to provide technology support for their student;
- Concern with possibility of having to start and then stop in-person instruction.

Board / Superintendent Check-In Process

The Board received suggested Board/Superintendent check-in dates that will be calendared, along with potential items for consideration in establishing the process to be utilized for the 2020-21 Superintendent evaluation.

PUBLIC PARTICIPATION:

Chair Larson inquired if there was anyone remaining who wished to address the Board.

Heather Garcia requested additional information about the 1st and 5th grade school day, and staff will provide further details. Karen Conner expressed concern regarding senior students having a “senior year experience”. She was also concerned after observing her grandson not able to focus on a Zoom lesson. Brittany Cantrell shared her excitement for students to be back in the classroom. Her additional questions regarding protocols should students become ill will also be responded to by staff. District teacher, Jamie Malkowski, appreciated the Superintendent advocating for students regardless of their situation, and thanked teachers for their dedication in arriving early to ventilate classrooms. She encouraged others to advocate support for schools and teachers, sharing that the importance of children being safe in school is invaluable.

Chair Larson thanked everyone for their participation.

ADJOURNMENT: With all business before the Board concluded, Chair Larson adjourned the meeting at 7:34 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: October 14, 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.