



Roseburg Public Schools

Roseburg, Oregon

Policy Committee

1:30 PM

October 21, 2020

X	Charles Lee, Chair	X	Jared P. Cordon, Superintendent
X	Micki Hall	X	Robert Freeman, Human Resources Director
EXC	Rebecca Larson		

Summary of the Policy Committee Meeting held on Wednesday, October 21, 2020 at 1:30 p.m. via Zoom.

Committee members present – Chairman Charles Lee and Director Micki Hall. Director Larson excused.

Administrators present – Superintendent Cordon and Human Resources Director Robert Freeman.

Call to Order: The meeting began at 1:32 p.m.

At the beginning of the meeting, Superintendent Cordon asked if it was ok to share a presentation from OSBA on the background for the policy on the agenda. Jared noted that this policy is to be adopted by districts statewide by January 1, 2020 and it will become part of Division 22, which staff is working on at this time. Following his presentation, Jared turned the meeting over to Chair Lee, who expressed his concerns with both OAR 581-022-2312 and the OSBA policy. Amongst his concerns are the definition of “symbol of hate” and the use of reasonably likely, which puts a lot of responsibility on Administration to make decisions. Chair Lee would like the rule to be clearer. Director Hall questioned what defines “substantial disruptions” and or “material interference”. As well, Chair Lee noted that he would prefer that there be more clarity in the policy and Director Hall expressed her preference that hate symbols be banned on campuses unless they are being used as a teaching implement.

Superintendent Cordon noted that the intent in the policy is that it be used as a teaching opportunity . As well, Jared reminded the committee that OSBA has said that we should adopt the policy as it is written. Chair Lee questioned whether or not we are required to keep the “bias incident” paragraph as it is written; is it possible that the definition can be generalized and or completely struck from the policy.

Policy ACB: All Students Belong

Chair Lee provided a copy of his suggested edits which included:

- Sentence/paragraph 2 & 3 - Strike out the bracketed language
- Paragraphs 4 & 5 - Strike out both paragraphs
- Paragraph 6 -
 - Removal of bracketed word school in first sentence;
 - Rewording second half of the first sentence, removing “that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly”;
 - Addition of a second sentence that reads: “The term “symbol of hate” is defined in Oregon Administrative Rule 581-022-2312 and includes, but is not limited to , the noose, the swastika and the Confederate flag.
- Paragraph 7 – Strike out

- Paragraph 8 – Strike out and replace with, “The district prohibits the hostile expression of animus toward or about another person or group of persons, based on a perception of target’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin. The hostile expression may take the form of language or other behavior.”

There is an AR that is recommended with this policy and Superintendent Cordon and HR Director Freeman will be working on this, along with the rest of the District Administrative Team.

This policy will be brought to the full School Board at the next meeting on October 28, 2020, for a 1st Reading.

ADJOURNMENT: The meeting was adjourned at 2:14 p.m. The next scheduled meeting for this committee is to be determined.

Prepared by:
Stephanie Taylor, Administrative Assistant