

ROSEBURG PUBLIC SCHOOLS

School Board Meeting

Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 3 No. 6

October 13, 2021

Board Members:

Dr. Brandon Bishop	Exc.
Rodney Cotton	<input type="checkbox"/>
Rev. Howard Johnson, Vice Chair	<input type="checkbox"/>
Ann Krimetz	<input type="checkbox"/>
Rebecca Larson, Chair	<input type="checkbox"/>
Charles F. Lee	<input type="checkbox"/>
Andrew Shirtcliff	<input type="checkbox"/>

Administration:

Jared P. Cordon, Superintendent	<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"/>
Melissa Roberts, Director of Student Services	<input type="checkbox"/>

BRIEF REGULAR SESSION

TIME/PLACE: A regular meeting of the Douglas County School District No. 4 Board of Directors was convened at 6:00 p.m. on Wednesday, October 13, 2021, 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 called the meeting to order promptly at 6:00 p.m. and welcomed attendees and asked Director Charles Lee to lead the Pledge of Allegiance.

ATTENDANCE: Board members were in attendance via Zoom. Superintendent Cordon, Assistant Superintendent, Michelle Knee and Chief Operations Officer, Cheryl Northam were on site, along with Chair Larson.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon announced that Dr. Bishop is excused this evening. There has also been additional information included within the recommendations for hire. Item No. 4 is a request from Chief Operations Officer, Cheryl Northam, to propose vehicle purchases budgeted through the Vehicle Replacement Fund.

Jared also pointed out that it was reported this week that two RHS seniors have been named as Commended Students in the 2022 National Merit Scholarship Program. The two seniors include RHS students Marin Gray and Eva McMillan, honored for demonstrating outstanding potential for academic success.

STUDENT REPRESENTATIVE REPORT: RHS Leadership students, Marin Gray and Emma Kahler provided all the most recent activities happening at the high school, including the latest sports and band competition results. Emma shared all the upcoming sports events and the great news that student athletes achieved a 3.5 average GPA for all teams. Testing day activities included presentations and career exploration activities for 9th graders, PSAT tests for 10th graders, PSAT and career exploration for 11th graders, and ASVAB testing and alternate activities for seniors. The Senior Sunrise in September was a huge success. Students are again enjoying “bum squad” experiences in the student section during events. Special Homecoming week plans will

include spirit days, a raffle, powderpuff game, assembly, and outdoor dance. Spirit days will be celebrated with Monday “Houston Bring us Home”; Tuesday “Back to the Future”; Wednesday “Cosmic Clone; Thursday “Tour the Stars”; and Friday “Reach for the Moon” in support of the overall “Out of this World” homecoming theme. A student executive council is in place and clubs are meeting in person. Marin was excited that the National Honor Society induction can be conducted in person tomorrow. It was also reported that NHS students recently helped to clean up Stewart Park and the October 7th College Fair was very well attended, with 38 colleges participating. The Clothing Closet is available for students on Wednesdays.

STUDENT / STAFF RECOGNITION

The Board enthusiastically honored the following outstanding students and staff:

Nathan Gould, Eastwood Third Grade Student

Nathan’s teachers celebrate that he brings joy to their classrooms, is quick to help others and tries his best to learn and grow. This outstanding student brings joy to his classrooms by sharing a friendly smile and greeting each day.

Hayden Wier, Fremont Middle School Eighth Grade Student

Hayden just returned from the Cross-Country meet at Central Point. This quiet leader exemplifies Fremont’s EPIC core values, makes good decisions, and can be trusted to do the right thing. Participating in numerous extracurricular activities, teachers report that Nathan is a great role model for his peers.

Aiyana Brown, Roseburg High School Senior

Aiyana was recognized for being resilient, kind, intelligent and inspiring. Achieving a 4.0 GPA while taking many AP and college-level courses, she also participates in FBLA, qualifying at the national level each year. This year, she earned second place in the Future Business Leader event, one of the toughest and most prestigious competitive events in FBLA. Other interests include marching band, Link Crew, and the Environmental Club.

Staff members were also recognized and honored this evening, including:

Rachel Jackson, Roseburg High School Language Arts Teacher and Division Leader

Mrs. Jackson is known to work extremely hard for her students’ best interest. She consistently holds high standards and is respected by staff and students. She has taught for 25 years and serves as a Key Club advisor, supported students in implementing the RHS Clothing Closet, and was instrumental in starting the educational learning walks at RHS. Her dedication includes assuring that students feel seen and recognized as capable individuals.

Kathy Harris, Office Assistant to Principal Weber

Mrs. Harris supports not only Principal Weber, but the entire school. Calm, kind and gracious under pressure, Kathy has worked at RHS for the past seven years, ensuring that the office feels friendly and inviting for students. Many students consider her their “go-to” support person, knowing that she cares deeply about them. Considered the glue of RHS, Kathy embodies all the characteristics of PRIDE – Positive, Respectful, Involved, Determined and Encouraging.

Assistant Superintendent Michelle Knee addressed the families who joined us to honor students and staff, sharing that it was great having them join the meeting tonight. If any of them wish to exit the meeting, now would be a good time to do that, but they were welcome to remain logged in as well as we begin the business portion of the meeting.

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the September 22 School Board Meeting, Gifts to the District, and recommendations for employment and notices of resignation. Personnel actions included:

Recommendations for Hire:

Probationary 1 Contract

- Stephanie Collins, Sixth Grade Teacher at Joseph Lane Middle School

Licensed Staff:

- Eastwood Elementary School
 - Mark Wayman, Special Education Teacher, a temporary position for the 2021-22 school year
- District Wide
 - Tim Sinclair, Elementary Substitute (Roving Teacher), a temporary position for the 2021-22 school year
 - Rebecca Trowbridge, Secondary Substitute (Roving Teacher), a temporary position for the 2021-22 school year

Resignations:

Licensed:

- Matt Hall, Woodshop Teacher at Joseph Lane Middle School is retiring for PERS retirement purposes after 31 years in the district and will continue working for the remainder of the 2021-22 school year.
- Heather McAnany, Third Grade Teacher at Sunnyslope Elementary, has submitted her resignation after two years in the district.

Administrative:

- Don Schrader, Hucrest Elementary Principal, is retiring for PERS retirement purposes, and will continue working for the remainder of the 2021-22 school year.

Director Charles Lee moved to approve the Consent Agenda and Director Howard Johnson seconded. The Motion passed unanimously.

M3-19 Approved the Consent Agenda

PUBLIC PARTICIPATION:

Chair Rebecca Larson invited Public Participation, explaining that the 20 minutes allowed is limited to two-minutes per person, and that Assistant Superintendent Michelle Knee would explain the process for the “raise your hand” feature in Zoom to sign-up for speaking and that she would be letting speakers know when their two-minute limit is approaching.

Kathleen LaRose stated that she had sent emails to the Superintendent and Board regarding mask and vaccine mandates and her opinion of related health dangers. Supt. Cordon had provided her with information and documents. Ms. LaRose alleges that students at RHS are being given vaccinations without parent consent. Minors are being allowed to see confidential medical treatment. She believes that parents are responsible for students until the age of 18, or longer if they are attending college. The Board and administration are allowing

experimental inoculations to be given. Disputing published statistics on adverse reactions, Ms. LaRose proposed that there could be up to 700,000 adverse reactions, and 1.5 million deaths. Scandinavian countries have banned the Moderna vaccine. She wonders if a high school student developed symptoms, the parents could be in the dark, resulting in heartbreak and anger. She asked the Board to take this into consideration.

Mr. Darrell Barr agreed with the previous speaker, adding that all three vaccines have used aborted baby parts to create the vaccines and it's a disgrace to force Christians to participate in something that's immoral/murder. He requested a copy of the Division 22 standards and the MOU regarding mandated vaccination. He continued that fewer than 800 children have died from COVID nationwide, indicating the survival rate is huge. Cases of injury and death from taking the vaccine is much higher. His 7-year-old daughter is disabled and will not wear a mask, and he intends to pull her from school if she is forced to wear one. Who knows what Kate Brown is going to do next?

Rebecca Gullixson expressed concern with staff and students being forced to wear masks, explaining her belief that it blocks clear communication and facial expression. According to Dr. Ben Carson, they lead to hypoxia, low levels of oxygen in the blood, shortness of breath, rapid breathing, etc. She shared reports of some students losing consciousness during activities due to loss of oxygen. Toxins meant to be breathed out are inhaled leading to elevation of carbon monoxide and making blood acidic and inability to focus. She equated masking to chain link fencing and ineffective in preventing the virus. Boxes of masks contain warnings that they do not prevent COVID. Dr. Fauci disparaged masks in the early stages of the pandemic, echoed by the CDC. She questions why we keep enforcing ridiculous laws.

Viewer Xg1635 was confirmed to be Linda Snyder. She stated a lack of preparation time as she is busy with grandkids. She repeated earlier concerns of masking. Kids are getting sick and it's so bad for them to be brainwashed into thinking they must wear them. She believes it's a violation of what's best for their health and they're just children. Kids are resilient and able to handle struggles and traumas, but that doesn't make it okay. It's bad for their health and it needs to stop. When she views the board meetings, all she sees is positivity. Her grandkids are suffering every day, and she doesn't want to hear about positive things happening. Her grandkids are being mistreated and it's terrible. When she picks up children at Fir Grove, people touch your car and run between cars. The system is dangerous. Masks and COVID reports are not reliable, the tests are not reliable. It's all a 'Plandemic' and this needs to end.

Isabel Verduzco shared that the Oregonian is reporting that emergency teaching licenses are being issued by the State of Oregon and is curious if the district is going to do the same for substitute teaching licenses. Asst. Supt. Michelle Knee encouraged Isabel to contact the district office tomorrow for assistance.

DIVISION 22 STANDARDS: REPORT ON COMPLIANCE WITH PUBLIC SCHOOL STANDARDS FOR THE 2020-21 SCHOOL YEAR

Assistant Superintendent Michelle Knee provided a quick explanation of this annual requirement for Oregon schools. The rules contained within ORS Chapter 581, Division 22 are educational standards the State Board of Education adopts and sets before districts to comply with for every student attending Oregon public schools. Each year we are provided with a baseline level of service, and each year districts report at a local level prior to submitting their district's report to the Oregon Department of Education no later than November 1st. This practice assures that Roseburg Public Schools provides a high-quality public education for students in our care. This compliance report will be posted on the district's website for public access. In September 2020 the State Board waived or modified rules pertaining to instructional time, personalized learning time, weekly PE minutes, etc., for the 2020-21 school year. One new standard was added for Ready Schools Safe Learners

guidance. Mrs. Knee reported that Roseburg Public Schools is following all standards for the 2020-2021 school year.

Director Howard Johnson expressed appreciation for the team effort needed to get this compliance done. He further noted that when he joined the board three years ago, we were not in compliance. Kudos to Assistant Superintendent Knee for a job well done!

RESOLUTION 21-22-12: AMERICAN EDUCATION WEEK – NOVEMBER 15-19, 2021

Superintendent Cordon presented Resolution 21-22-12 dedicating the week of November 15-19-2021 as American Education Week.

Director Howard Johnson moved to adopt Resolution 21-22-12 recognizing American Education Week. Director Andrew Shirtcliff seconded, and the Motion passed unanimously.

M3-20 Adopted Resolution 21-22-12

MEMORANDUM OF UNDERSTANDING WITH OSEA: VACCINATION POLICY ACCOMMODATIONS

Human Resources Director, Robert Freeman, shared that the district’s classified employee union leadership representatives requested an MOU between the district and classified employees allowing accommodations for employees to help them to comply with rules from the state. The document addresses timelines, proof of vaccination, religious exceptions, medical exceptions, accommodations for exceptions, vaccination refusal, staffing shortages, vaccination, confidentiality, and personal protective equipment. Mr. Freeman assured Board members that the MOU simply formalizes what the district is already doing universally amongst each of our employee groups. Governor Brown has now adjusted the October 18th deadline into November, but this change has not been extended beyond the state’s executive branch. Mr. Freeman expressed confidence that RPS can comply with continuing mitigation efforts as we adhered to those parameters last year. Chair Larson noted that employees may obtain a vaccine during work hours if they require that accommodation.

Director Charles Lee moved to approve the Memorandum of Understanding with OSEA. Director Howard Johnson seconded, and the Motion passed by majority with Directors Ann Krimez and Andrew Shirtcliff voting against.

M3-21 Approved MOU with Roseburg OSEA

VEHICLE REPLACEMENT FUND PURCHASE REQUEST

In response to continued lack of adequate student transportation resources, Chief Operations Officer Cheryl Northam asked the Board for approval to utilize budgeted funds from the Vehicle Replacement Fund to purchase three activity vans and one driver’s ed car. She explained that Board approval is required for purchases more than the \$50,000 threshold. The Board agreed with this strategy and Mrs. Northam will proceed with this much needed purchase.

Director Howard Johnson moved to approve the request to move forward with the purchase of the activity vans and driver’s ed car as recommended. Director Charles Lee seconded, and the Motion passed unanimously.

M3-22 Approved request to purchase activity vans and driver’s ed vehicle

BUILDING & SITES / BOND DEVELOPMENT COMMITTEE REPORT

Committee Chair Andrew Shirtcliff provided an overview of the committee work, including meetings with Bric Architects. Walk through tours were conducted at RHS, including the Old Main, and Fremont Middle School. The participants have been discussing a broad outline of what a bond could look like, such as identified needs, but no specifics have been determined at this point. We are currently conducting the first round of polling and 400 voting residents will be contacted to gauge a level of interest/support for a future bond. The sample questions will include three levels of funding illustrating what might be possible within those parameters.

Chair Larson thanked Director Shirtcliff and others involved with Building & Sites, sharing that it is rewarding to see so many individuals involved. Director Shirtcliff commented that the tour at RHS was interesting, adding that the Old Main building is definitely old, but you can see that money was put into it. The building has held up well, but he pointed out that you can only put so many band-aids on a 100-year-old building.

Chair Larson noted that it is exciting to have so many community members involved, and she looks forward to hearing more on this topic in our upcoming work session.

SUPERINTENDENT'S REPORT (slideshow follows these minutes)

Superintendent Cordon noted that his report tonight would be brief, but he did want to share his gratitude for working with this Board. He added that board members nationwide are being criticized for doing things that they have no control over. You heard tonight from Director Shirtcliff about Board members dedicating sizeable amounts of time away from their families. We do appreciate this Board doing the many things they do centering on success for our kids.

Superintendent Cordon noted that he has the privilege of being out in our buildings and interfacing with staff, kids and families and would be remiss if he didn't thank all of them. It's an interesting purview into the incredible things our kids are doing, and staff are doing every day, and the ways families are supporting kids and programs. Current challenges with transportation have resulted in families trying to find ways to help. Parents weren't planning to drive to Central Point today to get kids to the cross-country meet, but we do appreciate what they are doing to help.

Mr. Cordon acknowledged the frustrations families, students and the local First Student staff are having with transportation and assured them we are working every day to improve the situation. We have shared with First Student that we are not satisfied and reminded them of the current agreement and need to fulfill those obligations. They are currently short 24 school bus drivers, which is significant. Right now, some students are experiencing ride times in excess of two hours. Some drivers are having to cover 2-3 routes, and this is not acceptable. First Student reports they are doing what they can to hire and retain staffing, but we are in a critical spot right now being unable to secure transportation to athletic and activity events. This has resulted in spending additional funds, intended to accomplish other things, to assure kids get to events that are important to them. We are dedicated to finding a solution and want to assure parents we have heard that the transportation issue needs to be improved. The challenge for First Student is that it takes 8 weeks from the time a person applies to becoming a certified driver. We are working with First Student Corporation for clarity around the contract and agreement.

Jared also thanked our HR staff for working hard to meet the October 18th mandate deadline from the state. We anticipate having over 99 percent of staff who have completed the process of vaccination, in process of being vaccinated, or seeking exception. Exceptions are important as we value religious freedom and medical exceptions as well. This has been accomplished with a measure of understanding and grace and he shared

with the Governor's Office today it was done with a sense of local control. We have met with staff members who had valid concerns. HR has done a good job making this work and we do not anticipate a staffing shortage next week. Some organizations in our state are concerned about the service levels they will be able to provide.

Superintendent Cordon also shared 2019-20 graduation data recently released that had been embargoed. Graduation rates are one of our areas of focus, and the need to understand what is happening with and for our kids. We are working on increasing articulation and alignment of our K-12 system. RHS graduation rates increased 10% to 86%, the highest in RHS history. The numbers don't include students who require more than four years to graduate. This is something our community should be proud of and is worth celebrating. Kudos to our staff, students, and their families. We are hopeful that 2020-21 data will eclipse 90%. Jared recalled that when he arrived here, it was reported that our area struggles with poverty. He loves the tenacious attitude in our schools that every kid will be successful and graduate in four years or a little longer.

INDIVIDUAL REPORTS BY DIRECTORS

Director Ann Krimetz stated that as part of the Curriculum Committee, she is looking forward to meeting with Asst. Supt. Michelle Knee and going to RHS to meet with Principal Jill Weber to share concerns that people have expressed.

Director Charles Lee shared that he is very happy the football team is doing well. He was skeptical about sports, particularly football, when he first joined the Board. He has been impressed how the staff have succeeded in getting a gaggle of teenage boys to cooperate and accomplish things in a very complicated, coherent, and cohesive way. Having raised sons, it has changed his perspective. It's easy to be enthusiastic when a team is doing well. Director Lee also shared feedback from parents frustrated with student transportation. He is glad to hear we are working to make progress and looks forward to sharing with them that we are purchasing new activity vans. He wished everyone a fine week.

Vice Chair Howard Johnson noted he had nothing to share that would benefit the children but hoped everyone has a great week.

Chair Larson stated that she is grateful to be spending this time together, and the next Work Session is October 27th.

ADJOURNMENT: With no further business remaining before the Board, Chair Rebecca Larson adjourned the meeting at 7:05 p.m.

Jared P. Cordon, Superintendent
JPC/jlk

Next Meeting (Work Session): October 27, 2021, 6:00 p.m. in the Administrative Office Board Room via Zoom