

ROSEBURG PUBLIC SCHOOLS

School Board Meeting

Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 3 No. 10

January 12, 2022

Board Members:

Dr. Brandon Bishop
Rodney Cotton
Rev. Howard Johnson, Vice Chair
Ann Krimetz
Rebecca Larson, Chair
Charles F. Lee
Andrew Shirtcliff

Administration:

Jared P. Cordon, Superintendent
Robert Freeman, Director of Human Resources
Michelle Knee, Assistant Superintendent
Cheryl Northam, Director of Finance and Operations
Melissa Roberts, Director of Student Services

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, January 12, 2022, 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 at 6:00 p.m. She welcomed attendees and asked Director Brandon Bishop to lead the Pledge of Allegiance.

ATTENDANCE: Board members were in attendance, along with Superintendent Cordon and Cabinet members. Education Reporter, Madison Temmel attended via Zoom.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon wished the entire Board a very happy School Board Recognition Month, and thanked Kyle, Chelsea, Janet and Stephanie for their efforts in helping us celebrate our awesome leaders. He also welcomed our students and staff being recognized tonight, as well as their families. We have one additional hire to add to the Consent Agenda, Joni Sherman, School Psychologist. This is great news.

STUDENT REPRESENTATIVE REPORT: RHS leadership students Chelsea Miller and Marin Gray shared updates of current happenings at RHS. Chelsea shared that Leadership is focusing on creating inclusive, new, fun and exciting activities. Plans are in the works for the upcoming ARTS appreciation, exploring options other than student assemblies as we focus on safety. Students are engaging in acts of kindness, using a "positivitree" to share uplifting notes. Similar activities are inclusive of the middle schools by challenging students to pursue acts of kindness such as holding doors for others, interact with someone they don't know, share unique compliments and express appreciation. Chelsea and Marin are excited for the culmination of their efforts over four years to create Rain Art that becomes visible only when it rains. Marin reported that students are preparing for finals and getting excited for second semester. Bob Ross Fridays are back in the library! Logan Bishop will be president of National Honor Society for the remainder of the school year. She recapped the most recent wrestling, basketball and swimming competitions being conducted with new spectator guidelines to keep all our athletes, students and community safe, including tonight's swim meet vs. South Medford.

Students are hopeful that any potential return to remote learning will be short term. Their report concluded with a warm wish to our Board of Education as we celebrate School Board Recognition Month. Chair Larson shared her confidence that our swim team won the match as she just came from there and added that she is looking forward to seeing art projects the students have been creating.

STUDENT / STAFF RECOGNITION

Board Vice-Chair Howard Johnson noted that as a proud participant and member of this community, tonight he has the honor of sharing highlights of the letters of recognition that the schools will be presenting to the following outstanding students and staff:

Cadence Ellenwood, Eighth Grade Student at Jo Lane Middle School

Cadence Ellenwood is this month's outstanding student at Joseph Lane Middle School. Teachers report that Cadence is dedicated and possesses a strong work ethic. She is described as attentive, polite and respectful, always giving 100 percent. Cadence is also known for her bubbly personality that draws other students in and has taken on a leadership role among her peers, demonstrating encouragement and patience. Teachers note her creativity, steadfast character and integrity and are grateful for her enthusiasm and contagious smile.

Congratulations, Cadence, for being a shining star at your school.

Jazlynn Landeros, Eleventh Grade Student at Roseburg High School

Jazlynn Landeros was selected as this month's outstanding student at Roseburg High School. Jazlynn is a 4.0 student who participates in numerous sports and clubs, including cross-country, swimming and track, as well as FBLA, National Honor Society, Link Crew, Green Team and Interact. She is also active in the community anti-bullying program, Brave World. Jazlynn is described as thoughtful, positive, humble, respectful, involved, attentive and kind. She plans to attend college and enter the medical field. According to one of her teachers, Jazlynn is determined to be the best version of herself that she can be.

Kudos to you, Jazlynn, for being such a great influence.

Conner Thomas, Fifth Grade Student at Green Elementary School

Green Elementary has selected fifth grade student Conner Thomas as this month's outstanding student. Conner is described as kind and caring with a strong work ethic. He strives to ensure he always does his best, remains on task and contributes to classroom discussions. Fifth grade teacher Mrs. Altermatt says.

"Conner is an amazing young man, and I appreciate having him in my classroom."

Thank you, Conner, for all of your hard work.

A special staff member was also recognized and honored this evening:

Kathy Lomica, Eastwood Elementary Teacher

Kathy Lomica is being honored with a crystal apple award in recognition of her dedication to Eastwood Elementary and the amazing impact she has on students, families and staff. She is known for always being thoughtful, kind, positive, and focused on growth. No matter what, she always thinks of the children first, putting in so much extra time to provide a loving environment for her students.

Thank you, Mrs. Lomica, for the support you provide.

Chair Larson noted that these are just a few of our outstanding students and staff. We are grateful for all of you.

These students will receive McDonald's gift cards along with the presentation letters from their principals. Our staff member being honored will be presented with the Crystal Apple Award at her school.

Congratulations to all these highly deserving individuals who each make our world a better place.

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the December 15, 2021, School Board Meeting; Surplus Items listing; Gifts to the District, and recommendations for employment and notice of resignation. Personnel actions included:

Recommendations for Hire:

Licensed Staff:

- Department of Student Services
 - Jennifer Myers, Home Instruction, a temporary position for 2021-2022;
 - Joni Sherman, a School Psychologist
- Sunnyslope Elementary School
 - Cynthia Dinardi, Fourth Grade Teacher.

Resignation:

Licensed Staff:

- After 30 years in the district, Brenda Cunningham, Math Teacher at Roseburg High School, has submitted her resignation for PERS retirement purposes, and would like to continue working for the remainder of the school year. Congratulations, Brenda.

Director Charles Lee suggested that we specifically take note of the people making donations as listed on the Gifts to the District, pointing out the generous donation to Hucrest Elementary, another from the Elks, Roseburg Forest Products, etc. Chair Larson explained that gifts are included within our Consent Agenda where we receive a list of people making donations. It’s inspiring to see these individuals contributing to our district in so many ways to benefit robotics, theater, etc.

Director Andrew Shirtcliff moved to approve the Consent Agenda and Dr. Brandon Bishop seconded. The Motion passed unanimously.

M3-30 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.

Roseburg Education Association President, Camron Pope, acknowledged that January is Board appreciation month, taking the opportunity to thank the board for their many hours of volunteering they put into our schools. They are amazing! Thank you for making our jobs so much easier and being an ally in the education process, moving the district forward alongside us and never being a hurdle. Staff take notice that at every board meeting, educators are thanked. Thank you, board members. We appreciate you!

Sheri Good, RPS teacher, thanked the Board for the opportunity to speak. She shared that December 17th was a day given to staff to be in their classrooms without students. Many teachers, if not all, considered it a blessing. Multiple colleagues shared with her that it was the first time in their careers that they were able to

get work done that would have been taken home. This boosted morale as staff were able to have genuine conversations not usually possible during a workday.

Katherine Kvederis, RPS Teacher, added her thanks for the December 17th workday. The entire Eastwood campus was excited to be able to get work done that would have been taken home to finish over the break. This was a huge boost to morale as staff truly appreciated the chance to collaborate, work on problems, and leave their work at work in order to take a much-needed mental break during vacation.

Proclamation from Roseburg Mayor, Larry Rich

Superintendent Cordon announced a Proclamation from Roseburg Mayor, Larry Rich, through a video made possible by our Communications Coordinator, Chelsea Duncan. Mayor Rich stated that he is out of town and unable to speak in person but wanted to thank our school board members in celebrating January as School Board Recognition Month. He assured members of the Board that this community thanks you for your service-recognizing the huge commitment it takes in their role of serving staff and students so that staff feel supported, and students receive a good education. Roseburg Public Schools is highly respected throughout the state for providing a quality education experience. Mayor Rich then read the Proclamation aloud.

Chair Rebecca Larson appreciated that acknowledgement and invited Superintendent Cordon to say a few words as well.

Superintendent Cordon reported that there seems to be a growing fear that our staff will become ill and the district, as is happening nationwide, will migrate to remote learning. He provided clarification that our intent is to remain open. We are putting plans in place so that parents know it is a possibility. It's really based on our ability to operate efficiently, effectively, and safely. Closing would be a last resort.

UPDATE ON STATUS OF THE OREGON SCHOOL CAPITAL IMPROVEMENT MATCHING GRANT (OSCM)

Director of Finance and Operations, Cheryl Northam, announced that as part of the first-in-time applicants, our district has qualified for an Oregon School Capital Improvement Matching Grant (OSCM) in the approximate amount of \$5.8M if a bond levy is successful. This is great news.

REFLECT ON COMMUNITY BOND DEVELOPMENT COMMITTEE – REPORT OF FINDINGS

Superintendent Cordon thanked the Community Bond Development Committee, including some of our board members, for their development of a list of potential projects that was presented during the December board meeting. Instead of referencing spread sheets, rates, graphs and charts, Jared shared slides representative of recent projects around the state, including Franklin, Milwaukie, and Sherwood High Schools. These projects successfully incorporated architectural components and classroom redesign to focus on STEAM (science, technology, engineering, the arts, and mathematics) instruction, resulting in facilities that became huge assets in their communities. Mr. Cordon was reminded of a quote by Margaret Wheatley, *“There is no power for change greater than a community discovering what it cares about.”*

BOND CONSULTANT – POLLING RECOMMENDATION BASED ON COMMITTEE/COMMUNITY INPUT

Patinkin Research Strategies will complete the final round of polling before our next regular board meeting. Jeremy Wright, from Wright Public Affairs will participate in the final polling analysis and explained that this poll is intended to test district and community priorities, ballot language and price. It will help to identify if there was anything not considered or missed. Once we have that snapshot of where people are today, the board can consider whether or not to move forward.

Director Andrew Shirtcliff inquired if this poll will test identified programs as discussed by the committee, and Jeremy confirmed that it will be specific to the things included with the bond. Chair Larson requested that information be included such as the former bond being paid off and would be interested in seeing a comparison of RPS's rates to other districts. Director Rod Cotton stated that Roseburg needs to see how a bond rate would compare with other districts. Jared confirmed that Piper Sandler can definitely provide us with that detailed information. Director Ann Krimetz received clarification that the poll will not canvas the same people as the previous poll, as it's a random sample of the likely voting electorate, including a combination of land and cellular phone numbers to reflect the demographics of our community.

ADOPT 2022-2023 SCHOOL YEAR CALENDAR

Human Resources Director, Robert Freeman, offered his appreciation for all the work the Board does in working for the best outcomes for our students. Two different calendars are presented, resulting from the work of educators, administrators and Director Rod Cotton, representing the Board. The group pointed out various points and concerns, narrowing it down to if we want students to start back before or after Labor Day. The committee felt it was a Board decision. Chair Larson inquired if anyone was ready to make a motion.

Director Brandon Bishop moved to approve Version No. 1 of the two versions of proposed 2022-23 school year calendar, with school beginning prior to Labor Day. Director Rod Cotton seconded. Director Andrew Shirtcliff asked if version one was similar to the start date for this year, and Mr. Freeman explained that version two is closer to this year's calendar. Our calendar has shifted as Labor Day has shifted. Director Shirtcliff shared that in speaking with several teachers and administrators, no one expressed frustration with starting school prior to Labor Day. When he lived in Michigan, the law precluded starting school before Labor Day, and this was frustrating to families, as kids are excited to get back to school in August. On the other hand, it's hard to keep kids excited to be in school in June. Chair Larson agreed, pointing out that marching band and fall sports practicing are already happening on the high school campus in August. Director Ann Krimetz acknowledged that she has no children in the system now, but in her conversations with families, some had no opinion, others said it impacts family vacations, while others preferred starting after Labor Day. The Motion passed by majority with Director Ann Krimetz voting against.

M3-31 Approved the 2022-23 school year calendar with classes beginning August 29, 2022 (prior to Labor Day holiday)

ADOPT 2022 BUDGET CALENDAR

Director of Finance and Operations, Cheryl Northam, presented the proposed 2022 Budget Calendar, noting that it meets timelines for publication and requirements of Oregon Budget Law. Director Bishop noted that it basically follows the previous calendar. Director Johnson noted that there is at least one vacancy on the Budget Committee, and Cheryl acknowledged that any vacancies would be posted, and applications solicited for Board consideration and appointment.

Director Howard Johnson moved to adopt the proposed 2022 Budget Calendar. Director Andrew Shirtcliff seconded, and the Motion passed unanimously. Director Johnson also followed up on his question to the audit team in December, sharing that the auditors spent 562 person hours preparing the audit. He expressed concern that if that number continues to be high in future years, we could see an increase in audit fees.

M3-32 Approved the 2022 Budget Calendar in preparation for the 2022-23 budget process

STUDENT INVESTMENT ACCOUNT (SIA) UPDATE

Assistant Superintendent Michelle Knee shared 2022 SIA program updates outlining the strategies used to meet students' mental/ behavioral health needs; increase academic achievement; and reduce academic disparities. Strategies include:

- Create a culture of safety and respect for students and adults;
- Ensure instructional materials and tasks are appropriately challenging and supportive; aligned with content area standards and are culturally and academically relevant;
- Establish systems and interventions to identify and remove barriers to graduation; and
- Ensure educators and families have tools to support academic success for every student.

All investments within the \$4,284,185 grant must align within strategic areas of class size, well-rounded education, instructional time, and health and safety.

UPDATED BOARD POLICIES, SECTIONS A-C, FOR FIRST READING

Policy Committee Chair Charles Lee indicated that the board has received the meeting summaries prepared by Stephanie. Many of the proposed changes to existing language are due to changes in state statute or to simplify or shorten the policy. Things governed by statute are better handled within administrative rules (ARs) that can be adjusted from time to time. He shared his concern with policy surrounding investigations in the areas of allegations of discrimination or disability act compliance, noting the importance of adhering to fairly short timelines. His inclination would be to handle investigations at the site, but the time frames make it necessary to utilize the administrative offices. He also pointed out the importance that these policies are consistent with a later policy KL. Other than that, the remainder of the proposed policies under review are based on common sense. Chair Larson noted that the investigation policy in question was reviewed two years ago so is fairly fresh. Human Resources Director Robert Freeman responded that we have 10-20 days to respond to a complaint. The superintendent pointed out that we can write Administrative Rules to clarify timelines. Director Johnson added that complaints of discrimination should be considered urgent and suggested staff move quickly to get it done. He further advised that the district is paying for this review and the legal work behind it, and we need to move forward with approval, and can fine tune afterwards. Director Brandon Bishop pointed out that the second reading would be in February, providing adequate time to come up with a plan.

Director Charles Lee moved to approve updated Policy Sections A and B for First Reading. Director Brandon Bishop seconded, and the Motion passed unanimously.

M3-33 Approved Policy Sections A and B for First Reading
--

SUPERINTENDENT'S REPORT

Superintendent Cordon thanked the Board for their work in reviewing these policies. Superintendent Cordon also shared that priority one at RPS continues to be the safety of kids, staff and community. The second is to keep our kids in school, in person, full time. If we need to shift from in-person to distance learning it would be a last resort due to insufficient staff to operate. He continues to be amazed and grateful for the amazing things staff are doing to bless the lives of students and families. *"We've Got This!"* Jared added his voice to others as we celebrate Board Recognition during January.

INDIVIDUAL REPORTS BY DIRECTORS

Director Rodney Cotton shared that he loves serving on the school board, noting that it's been a few years! He expressed appreciation for each of the directors, adding that they appreciate the kudos they receive. He

encouraged the community to contact us, talk to us, when there is something you disagree with and hopefully, we can work things out. He dislikes being personally attacked. His 28 years on the board have been a real honor.

Director Howard Johnson took the opportunity to share his appreciation that we have a superintendent who is proactive rather than reactive. Blessed to have our superintendent recognized for the work he does, earning confidence in this community and board. Thank you, Jared, for a job well done.

Director Ann Krimetz thanked the board for all they do, making it an honor to serve. She added that however we can, we are available to help.

Director Charles Lee reflected that he has served on the board for 26 years, and Director Cotton 27 years. The work is important, the kids are learning, and this flies in the face of what we see in the media where schools have been a disaster. We need to share that message with the community to encourage their support.

Director Andrew Shirtcliff shared that he is happy kids have been in school all year and hopes that continues.

Chair Rebecca Larson expressed that it is an honor to serve with fellow board members and having the opportunity to mentor and build relationships. As we go through the latest variant, she is grateful for the staff members stepping up to keep our schools open, i.e., a PE teacher teaching fifth grade, teachers not getting breaks, etc. It's really our staff who are keeping our schools open, and she hopes they know how grateful we are for them. At RHS, teachers are using their prep time to cover other classrooms. She is so grateful to be a part of Roseburg Schools as we keep the focus on kids. She related a conversation with a Eugene family she met at a swim meet, reporting that they had nothing but great things to say about RPS.

ADJOURNMENT: With all business before the Board completed, Chair Rebecca Larson adjourned the regular meeting at 7:22 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: January 26, 2022, 6:00 p.m. in the Administrative Office Board Room via Zoom