

ROSEBURG PUBLIC SCHOOLS

School Board Meeting, Work Session and Executive Session

Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 3 No. 13

February 23, 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, February 23, 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 6:01 p.m. She welcomed attendees and asked Director Charles Lee 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 welcomed everyone and conveyed congratulations to Director Howard Johnson for having completed his treatment. He reported that recommendations for resignations and retirements were added to the agenda, along with gifts to the district. He thanked patrons across the city and county for continuing to support our kids. This brief regular meeting was added to the board work session to allow for consideration of annual personnel actions.

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the February 9 board meeting, Gifts to the District and Surplus Items listing. Personnel actions included resignations and retirements, along with 2021-2022 temporary contracts that are expiring at the end of the 2021-2022 school year.

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

M3-41 Approved the Consent Agenda

ANNUAL RENEWAL OR NONRENEWAL OF CONTRACTS FOR THE 2022-2023 SCHOOL YEAR – PER ORS 342.513
Human Resources Director, Robert Freeman, presented the personnel actions memo explaining probationary

administrator renewals, contract administrator extensions, probationary teacher renewals, and two-year teacher contract extensions as outlined below:

- PROBATIONARY ADMINISTRATOR CONTRACTS
 - First to Second Year
 - Second to Third Year
 - Third Year to Contract

- SECOND YEAR CONTRACT ADMINISTRATORS TO THREE YEAR EXTENSIONS
 - July 1, 2022 to June 30, 2025

- PROBATIONARY TEACHER CONTRACTS
 - First Year to Second Year
 - Second Year to Third Year
 - Third Year to Contract
 - Probationary Second Year to Contract

- TWO YEAR TEACHER CONTRACT EXTENSIONS
 - Two-Year Extensions – 2022-2023, and 2023-2024 School Years

Resignations/retirements effective at the end of the 2021-2022 school year were included within the Consent Agenda, along with temporary contracts expiring at the end of the 2021-2022 school year, including those PERS working retired.

Director Charles Lee moved to approve the annual renewals and non-renewals as presented. Director Howard Johnson seconded, and the Motion passed unanimously. Director Ann Krimez inquired if these renewals are done every year, and Mr. Freeman confirmed that is correct as provided within statutory language requiring the action to be taken prior to March 14, 2022. He provided assurance that all staff being renewed had met established criteria prior to submission for approval to both the Superintendent and the Board of Directors.

M3-42 Approved Renewal of annual contracts as recommended by Human Resources
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MEMORANDUM OF UNDERSTANDING BETWEEN OREGON SCHOOL EMPLOYEES’ ASSOCIATION CHAPTER 21 AND DOUGLAS COUNTY SCHOOL DISTRICT 4 (ROSEBURG PUBLIC SCHOOLS)

Human Resources Director, Robert Freeman, was excited to present the proposed MOU recommending a \$1.00 per hour increase in salary for the Food Services group, effective January 18, 2022 and to continue through the current contract ending June 30, 2024. This increase would be made possible due to additional funding received from federal programs and an increase in meals served during the pandemic. Salaries for the Food Services group would become more aligned with other district classifications, along with surrounding school districts, as well as other public and private entities. Director of Finance and Operations, Cheryl Northam, confirmed that monies within the Food Service Fund may only be used for expenditures directly related to the district Food Service Program. Director Northam added that in the past when the Nutrition Services Department was not operating in the black, staff members experienced reductions in hours. Now that the department is running in the black, it makes sense to restore some of that which was taken away. She expressed confidence that this is sustainable in the future.

Director Rodney Cotton moved to approve the Memorandum of Understanding as presented. Director Ann Krimetz asked if the increase would be used strictly for personnel, or for commodities, and Director Northam responded that the increase is for salaries. Director Brandon Bishop seconded the Motion. Director Cotton asked when the MOU would become effective, and Director Freeman explained that it would become effective on the January 18th payroll cut-off date. Director Cotton asked what the impact would be for the school year, and Director Northam responded that it would be approximately \$67,000 for an entire year, or less than that for less than half a year. Director Cotton expressed that he was really happy we are able to do this, adding that after being involved in food service for a long period of time, he acknowledged how hard it can be to obtain and retain staff. “This is good! Thank you.” HR Director Freeman also shared with Director Andrew Shirtcliff the methodology for employees advancing through the salary steps within the classification, noting that steps 5 and 6 are longevity steps. Director Cheryl Northam also responded to Director Ann Krimetz that increases in the cost of food are tied to the Consumer Price Index, as provided for in the contract with Sodexo. The Board unanimously approved the proposed Memorandum of Understanding as presented.

M3-43 Approved MOU for Nutrition Services effective January 18, 2022.

RECESS: With regular business concluded, Chair Larson recessed the regular meeting at 6:15 p.m.

BOARD WORK SESSION

Board Chair Larson convened the regularly scheduled Board Work Session at 6:15 p.m. and welcomed Phoenix Charter School administrators. Superintendent Cordon stated that tonight’s discussion is to center on the measures we have asked Phoenix to be accountable for, as well as their ODE data.

PHOENIX CHARTER SCHOOL UPDATE

Phoenix administrators, Executive Director, Thomas McGregor and Principal, Brandy Osborn shared the Phoenix Charter School Performance Annual Review document specifically addressing the three goals agreed upon within the agreement.

Goal 1—Maintaining Supports and Systems to Increase Student Attendance Rates (Pages 36-41 of Board Packet): Lack of ODE data for the 2019-20 school year did not allow for a standard measurement due to COVID, but ODE 2020-21 data indicates that only 14 of 185 students met 90% threshold. **Goal #1 not met**

Goal 2—Education Plan will increase Completion Rates for Students Earning “High School Success” via a Diploma, a Modified Diploma, or GED Option (Pages 42-49 of Board Packet):
The 2020-21 Four Year completer rate decreased five or more points and was not greater than or equal to the median rate of comparable schools, resulting in a performance falling far below standard. **Goal #2 not met**

Goal 3 —Curriculum and Instruction to Increase and Improve Student Growth in Academic Ability with Positively Trending Grade-Level Interim Assessment Report Scores for English Language Arts and Math for all Charter Students (Pages 50-53 of Board Packet):
35-49% of students demonstrated one year or more grade level improvement in ELA over one year, not meeting standard; and less than 35% of students demonstrated one year or more grade level improvements in Math over one year, far below standard. **Goal #3 not met**

Looking Ahead – Charter School and District Items

Mr. McGregor shared the following areas of focus, including:

- Annual School Improvement Planning
- ESSER Fund Capital Expenses – HVAC Upgrade Approval
- Summer 2022 Charter School Programming Plan
- RPS Board Quarterly Update – Spring 2022
- 2022-23 Student Enrollment and Onboarding Process

BOARD DISCUSSION

Director Brandon Bishop thanked Mr. McGregor for the report, but shared the following concerns:

- The report provided was received later than requested
- Comparable school data is not of interest to him
- Roseburg Public Schools has a higher rate of homeless students than Phoenix
- Missing high-acuity needs classes
- Data is disappointing
- RPS graduation rate is 89%; Phoenix graduation rate is 34%
- Processes appear to be failing the students

In summary, Director Bishop inquired what the plan is to improve the reported outcomes. Mr. McGregor concurred that the outcomes are troubling and invited direction of where to start. He shared the following areas currently being addressed:

- Phoenix is engaged in school improvement process
- Building strong relationships with all students through stable school community
- Assuring equitable and welcoming environment
- Making sure that a trauma informed system and safe school environment are met
- Working with teachers to make sure they are utilizing the coaching system
- Educators will be taking a deep dive in meeting the standards of Cognia using innovative approaches for classroom instruction
- Project based accreditation
- Focus on community-centered skill set for students to be ready to enter the work force
- Added SpEd licensed staff member
- Making sure IEP meetings are building relationships with student household members

Chair Rebecca Larson expressed concern specific to the low number of students completing assessments (44 out of 185). Mr. McGregor responded that only data directed by the contract was brought forth. He is encouraged that students are now back in the building and he expects that better data will be available at the end of this school year. Director Rodney Cotton added his disappointment in the data. Mr. McGregor again expressed optimism that data from the next quarter would show improvement. Director Bishop expressed concern of the lack of evidence of teaching and learning and summed it up by asking for better and more from the school. Director Ann Krimez asked that Phoenix improve their student assessment rates.

Mr. McGregor reflected that Phoenix students consist of a highly transitional population, and their goal is to provide an open door, noting that they don't fit the RPS mode of teaching. The youth do not bring a good data set with them when they arrive. He assured the Board that staff are stabilizing their school community on numerous levels and expressed willingness to hear tangible suggestions to assist their leadership. Director Ann Krimez commented that the accreditation team should be able to assist Phoenix with ideas for improvement as results won't change without a plan. She added that we understand the student population but are hoping for better results. Mr. McGregor suggested that there needs to be more learning about the Phoenix school community, offering to illuminate the Board regarding the processes and student population,

adding that some students have no skill set. Their mission is to ensure students become caring and productive citizens. He is confident that in some categories, we will see growth.

Chair Rebecca Larson reflected her understanding that the work is hard, but it is difficult to look at a graduation rate of 34% while you state you are achieving success. While the Board appreciates the challenges, she believes the kids deserve better. She expressed appreciation that Phoenix will be looking at their systems.

Director Charles Lee received confirmation that the five-year completer rate includes those students who did not reach high school success within their fourth year. Director Howard Johnson reflected that after having lived in Roseburg since 1989, he offered that the Phoenix performance level in the early 2000's was measurably higher than present, indicating that something has changed. He also noted that he is aware of one family whose student does not feel safe on the campus.

Director Andrew Shirtcliff inquired if the staff will be trying new strategies or continuing to do what they are currently doing. Principal Osborn responded that project-based learning began last fall, teachers are working on engagement levels and they are in the 3rd or 4th year of Sanctuary. They have experienced staff turnover and mental health services are lacking locally. Some strategies are new, some paused and are coming back. Special Education is new and they are adding staff to that team. Director Shirtcliff asked what they would consider to be a successful turnout for April testing and was informed that the goal would be at least 90% of students. Board members thanked both Thomas McGregor and Brandy Osborn for sharing their data.

ADJOURNMENT: Chair Rebecca Larson adjourned the Work Session at 6:53 p.m. and called for a short break before convening an Executive Session. Zoom attendees were placed in the waiting room.

EXECUTIVE SESSION
Pursuant to ORS 192.660(2)(i)

Chair Larson convened an Executive Session for Board members to provide input on Superintendent Cordon's self-reflection and annual evaluation beginning at 6:56 p.m.

ADJOURNMENT: With discussion concluded, Chair Larson adjourned the Executive Session at 7:47 p.m.

REGULAR SESSION RECONVENED: Chair Larson reconvened the regular Board Meeting at 7:48 p.m., with no individuals remaining the waiting room. Director Brandon Bishop made a Motion to extend Superintendent Jared Cordon's contract through June 30, 2025. Director Rodney Cotton seconded, and the Motion passed unanimously.

M3-44 Extended Superintendent Jared Cordon's contract through June 30, 2025

Chair Larson spoke eloquently of the Board's appreciation of Superintendent Cordon's demonstrated focus on the students and kids supported through Roseburg Public Schools.

ADJOURNMENT: With all regular business before the Board completed, Chair Rebecca Larson adjourned the meetings at 7:48 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: March 16, 2022, 6:00 p.m. in the Hucrest Elementary School Cafeteria via Zoom