

ROSEBURG PUBLIC SCHOOLS

School Board Meeting

Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 3 No. 12

February 9, 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 9, 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 Andrew Shirtcliff 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 shared that in action item No. 5, adjustments to the 2022-23 calendar, we are asking the Board to consider updates to student conference days and designated holidays in the month of December 2022. He also welcomed our students, staff and their families being honored tonight.

STUDENT REPRESENTATIVE REPORT: RHS leadership student Olivia Kobernik shared updates of current happenings at RHS. Fellow leadership student Elizabeth Wilson experienced some technical difficulty preventing her from activity participating, so Olivia shared that report as well. Ms. Kobernik shared all the recent athletic competition results, including basketball, wrestling, and swimming. One member of the swim team will be going to state. The relay team may be going as well, including Director Bishop's son. She emphasized that this year's swim team had a fabulous experience, with boys placing third and girls placing fourth. There were numerous personal bests. Our basketball teams are continuing in league play. The wrestling team completes tomorrow in Eugene. Olivia noted that National Counseling Week is approaching, and students are getting ready for the spring play, *Sense and Sensibility*. Clubs are active, including FFA and robotics. Course selections are presently underway, and academic feathers are being distributed.

Leadership students are continuing their work with middle school leadership representatives, in activities such as "Kindness Week". Students are also helping with preparations for the highly-anticipated annual Arts Week,

the very popular Mother-Daughter Tea, Mr. RHS and the 2022 RHS Prom.

Director Ann Krimetz offered her sincere appreciation to the Leadership students for their acknowledgements provided for each board member during the January 2022 School Board Recognition Month. Olivia was pleased to respond that the students were very happy to do it.

STUDENT / STAFF RECOGNITION

Chair Larson had the honor of sharing highlights of the letters of recognition that the schools will be presenting to the following outstanding students and staff:

Kamryn Pangelina, Fifth Grade Student at Hucrest Elementary School

Kamryn is kind, quiet, determined, and bright. She strives to do her best and has grit. She is kind and caring to everyone and works hard to make sure people feel included. Kamryn has a gentle heart and soul. She is sensitive to the needs of others and her compassion is something this world needs. Her smile is contagious, and her peers are fortunate to have such a joyful classmate. Those at Hucrest appreciate her humility. She allows others to shine, including her younger sister, and never demands recognition or praise...yet she is so worthy of both. Kamryn is a true gift to Hucrest.

Sligh Gallino, Sixth Grade Student at Fremont Middle School

Fremont Middle School's outstanding student is sixth grader Sligh Gallino. Sligh is a quiet leader who exemplifies Fremont's EPIC core values: Empathy, Perseverance, Integrity, and Community. He demonstrates being an EPIC student by consistently being reliable, making smart decisions, never giving up and being trusted to always do the right thing. When thoughts or ideas are being shared in the classroom, Sligh doesn't hesitate to participate. He is very kind and respectful to everyone he interacts with and leads as an example of how to be patient and successfully work with others. Also, Sligh is very kind and respectful to everyone he interacts with.

Hannah Heuberger, Tenth Grade Student at Roseburg High School

Hannah Heuberger is a 10th grade student at Roseburg High School. She plays soccer and is a member of the track team. She is also a member of RHS leadership and Link crew, and part of the Astra Club. She plans to be an elementary teacher after college. Her favorite classes are math and leadership. Hannah's teachers describe her as respectful, engaged, inquisitive, polite, and funny. In the classroom, she maintains a positive attitude and is known for greeting her teachers with a smile at the beginning of class and a "thank you" at the end. She loves being part of a "one high school town" and says it's because it feels like "we are all in this together."

Special staff members were also recognized and honored with Crystal Apple Awards this evening:

Eric Fullerton, Melrose Elementary School Teacher

Eric Fullerton is a Developmental Learning Center teacher and a champion for all students at Melrose Elementary School. Eric began at Melrose as a student and has been an instructional assistant and teacher during his time here. The "roots truly run deep" for him. Eric sees the good in each child and strives to provide a safe, calm, and positive learning environment. He is always professional and treats all of his staff with respect. If you come to Melrose, you can find Eric working on a school-wide project, designing an art installation, repairing technology, or checking on a child who needs a calming routine. Eric is truly a champion for inclusion.

Mayumi Taylor, Nutrition Services Assistant at Melrose Elementary School

Nutrition Services assistant, Mayumi Taylor is a respected and treasured member of the Melrose family. Mayumi has been at Melrose for five years and works beside the head cook to provide fresh, hot, and timely meals to students. She works efficiently and with a sense of purpose because she knows how important these meals are to kids. Melrose staff have so many wonderful things to say about her work ethic, desire to serve students, and the pure joy she brings to all with her smile and positive attitude. All of these wonderful traits and many more are practiced daily. She is a wonderful asset to Melrose.

Taryn Stribling, Athletic and Reconnect Office Assistant at Fremont Middle School

Fremont Athletic and Reconnect Office Assistant Taryn Stribling receives this month's Crystal Apple Award. Taryn has been building relationships and connections at Fremont for just a couple of years now, but her impact has been unbelievable. Her coworkers consider it a privilege to work with Taryn because she is extremely hard working, takes on any task, her laughter brightens up the whole room, and she does such an amazing job making all students feel valued and cared for. She is consistently patient, professional, joyful, diligent, attentive, relational, and so incredibly adept in her role.

Sara Young, Fremont Middle School Math Teacher

Sixth-grade math teacher Sara Young is also being honored this month with a Crystal Apple Award. Sara has been building relationships and making a positive impact on students' lives at Fremont since 1998. Her knowledge and understanding of the school, staff, students, and parents is so deeply rooted. She is articulate, a deep thinker and can be counted on to explore all options before making decisions. Above all, she is most known for her passion in building lifelong relationships and connections with her students.

Chair Larson shared that we are grateful for such great students and staff, and she hopes that their families are celebrating with them this evening.

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

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the January 12 board meeting, January 26 Public Hearing and Work Session, Gifts to the District, and recommendation for employment, notice of resignation and request for leave of absence. Personnel actions included:

Recommendations for Hire:

Licensed Staff:

- Department of Student Services
 - Judith Davis, School Psychologist

Request for Leave of Absence:

- Brian Culty, RHS Social Studies Teacher, requests a leave of absence for the 2022-2023 school year

Resignation:

- Conor Nehl, Social Studies Teacher at RHS, has submitted his resignation effective June 10, 2022, after two years in the district

Director Brandon Bishop moved to approve the Consent Agenda and Director Howard Johnson seconded.

The Motion passed unanimously.

M3-35 Approved the Consent Agenda

PUBLIC PARTICIPATION:

Chair Rebecca Larson invited Public Participation and asked Assistant Superintendent Michelle Knee to 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. No individuals wished to address the Board.

RESOLUTION 21-22-14: CONSIDERATION OF MEASURE ELECTION FOR GENERAL OBLIGATION BOND IN MAY 2022

Board Chair Rebecca Larson began with a reminder that the Board and Community Bond Committee have invested months of work and many hours in preparation of this proposal to target health and safety updates, repairs to aging schools and expanded student learning opportunities through a measure election for general obligation bonds and related matters in May 2022. Mrs. Larson shared that the group identified \$154M in critical needs, did their research and conducted public polling, adding that tonight is an opportunity to vote on whether to proceed with this endeavor.

Director Brandon Bishop moved to approve Resolution 21-22-14. Director Charles Lee seconded the Motion.

Director Rodney Cotton reflected that most board members never get the chance to move a bond forward for our patrons to vote on, and he considers it an honor. Speaking from experience in his over 20 years on the Board, it takes an enormous amount of work. In this case, it’s truly a community-driven effort and he has been hearing from people in the community. It makes a difference to have good schools that not only look good and are something to be proud of but are efficient and safe for kids. Our medical community tells us how important schools are to the professionals who are considering a move to Roseburg. While more manufacturing is needed, name brand businesses are beginning to break ground. They know this is a great community. We are also aware that some of our athletic facilities, such as tracks, are in his opinion an embarrassment and in great need of improvement. We have a nice American Legion field and it’s looking like the new Thundering Waters project will be a positive addition for kids and families. We need more space, and the gym space within this bond would cover that. For Director Cotton, it comes down to safety, especially for the access points in the elementary schools, and we could make our buildings a lot safer. The community bond committee came forward with \$300M in projects needing to be done, and we narrowed that down to \$154M. Director Cotton’s mother, who worked in our schools for approximately 30 years, and lives on a fixed income, strongly supports this effort. Her words to her son were, “If we don’t do it, who will?” Mr. Cotton encouraged his fellow Board members to vote yes and prepare to work hard to get this done.

Director Ann Krimetz noted that her Scottish background tends toward leaning against spending money and the word bond. However, we want to be good stewards and spend monies where it will do the most good for the community, families, etc. As she studied the proposal, what stood out for her was the buildings that could be used for the entire community. Since we lack those, that’s important, even to retirees who don’t have kids in our schools or grandchildren. These are spaces that can be used for gathering space and we can all benefit from that. Having worked in the schools, Director Krimetz speaks from experience as to their conditions. If the temperature is not comfortable inside, it can be miserable. It can be hard for a teacher who works inside all day, and for the students trying to learn. She concluded by saying we need to put it before the people and share our learning, so it has a better chance of passing.

Chair Larson added that Director Cotton said it beautifully. She concluded that with so many good things happening educationally in our schools, it's time to help our buildings reflect that. With discussion concluded, Chair Larson called for the vote, and the Motion passed unanimously.

M3-36 Adopted Resolution 21-22-14 to approve measure election for general obligation bond in May 2022

APPROVAL OF DOUGLAS ESD 2022-23 LOCAL SERVICE PLAN

Deputy Douglas ESD Superintendent, Analicia Nicholson, shared a brief overview of the Executive Summary of the proposed 2022-2023 proposed Local Service Plan, including providing an overview of the special needs and behavioral support, education/instructional services and technology and administrative service areas of the plan. Goals included within the plan include:

- Expansion of behavioral interventions;
- Continuation of Early Childhood initiatives;
- Increasing career pathway opportunities for secondary students to include Career and Technical Education, increased electives, and alternative learning opportunities; and
- Expansion of teacher recruitment, retention, and training efforts across Douglas County.

Director Rodney Cotton moved to approve the Douglas ESD proposed 2022-23 Local Service Plan as presented. Director Andrew Shirtcliff seconded, and the Motion passed unanimously. Director Cotton also took the opportunity to congratulate Analicia for her recent appointment to Douglas ESD Superintendent, as current Douglas ESD Superintendent Michael Lasher transitions to retirement.

M3-37 Approved Douglas ESD Local Service Plan for 2022-2023

RESOLUTION 21-22-15 CLASSIFIED EMPLOYEE APPRECIATION WEEK – MARCH 7-11

Chair Rebecca Larson stated that we can never fully acknowledge the efforts of our classified staff members who make the educational experience the best it can possibly be. From the custodians who make our spaces shine, the Nutrition Services staff who have gone above and beyond this school year, to the IAs who help our teachers make the most of opportunities for kids, and the office and facilities staff and technical support staff who accept the challenge of keeping our systems and devices running. These essential staff members are often the unsung heroes in our schools.

Director Ann Krimetz moved to adopt Resolution 21-22-15 dedicating the week of March 7-11 as Classified Employee Appreciation Week. Director Rodney Cotton added his strong second, and the Motion passed unanimously.

M3-38 Adopted Resolution 21-22-15 designating the week of March 7-11, 2022, as Classified Employee Appreciation Week

APPROVE INSTALLATION OF FIVE WALK-IN COOLERS FOR NUTRITION SERVICES

Director of Finance and Operations, Cheryl Northam, asked for approval of five walk-in coolers to be installed at Eastwood and Fullerton IV Elementary Schools, Fremont and Jo Lane Middle Schools, and the central office campus. The units to be replaced are water damaged within the insulation and range in age from 2006, the 1980's and older. The replacement cost is expected to be \$312,355 to be funded from the district Nutrition

Services Fund, which is limited solely for the benefit of the district’s Food Service Program.

Director Howard Johnson moved to approve the purchase of five walk-in coolers as proposed. Director Andrew Shirtcliff received clarification that the fund balance in the Food Service fund is more than what is allowed. We are anticipating salary increases in this school year that will further decrease that fund balance. Director Rodney Cotton noted that not all school districts have a positive balance in their Food Service Fund, and extended kudos to our Food Service Director, Kyle Micken. Due to some of the events during COVID, it has enabled us to accumulate this unexpected excess. Director Charles Lee seconded, and the Motion passed unanimously. Chair Larson added that she appreciates that Ms. Northam is managing our money well, allowing us to take care of these necessary replacements.

M3-39 Approved purchase of five walk-in coolers as proposed

APPROVAL OF ADJUSTMENTS TO 2022-23 SCHOOL YEAR CALENDAR

Chair Rebecca Larson explained that the Board should have received HR Director Robert Freeman’s email describing minor changes to the previously approved 2022-2023 school year calendar. Mr. Freeman shared that the calendar in question is being adjusted to reflect December 26th as a holiday since the official holiday occurs on Monday. Regarding student conferences, he pointed out that all schools have conferences in the fall, but only elementary and middle schools have conference days in the spring. The high school will have student contact days on those dates.

Director Andrew Shirtcliff moved to approve the adjustments to the 2022-23 school calendar to reflect holiday and student conference adjustments. Director Brandon Bishop questioned the difference for RHS, and Director Freeman responded that the high school historically has conferences in the fall, preferring to keep the spring conference days as student contact days. Chair Larson pointed out that for AP instructors, those days are critical for students preparing for tests, and confirmed for Director Krimetz that this is simply a return to past practice. Director Howard Johnson seconded, and the Motion passed unanimously.

M3-40 Approved adjustments to the 2022-2023 school year calendar

SUPERINTENDENT’S REPORT (copy attached)

Jared extended sincere appreciation to the staff and the Board, thankful that because of our staff, students have been able to continue with in-person instruction. He pledged to keep the Board updated as the district continues to respond to guidance from ODE and the Oregon Health Authority, potentially resulting in fewer restrictions in schools happening in late March. Superintendent Cordon shared a favorite quote from Margaret Wheatley, “There is no power for change greater than a community discovering what it cares about.” Jared thanked the Board for their input into the bond process, as we try to improve student experiences while honoring our past. He has provided his annual Self-Reflection to the Board and looks forward to hearing their thoughts on February 23rd.

INDIVIDUAL REPORTS BY DIRECTORS

Director Brandon Bishop reported that the bond measure is an opportunity to invest in this community in a very real and tangible way, and we would see the effects fairly quickly. Sharing that in his world of health care, it’s always good to have more providers. A continuing criticism they receive when trying to recruit

medical professionals is the age and appearance of our schools. Upon moving to Roseburg six years ago, he experienced shock when discovering the elementary school doors were unlocked. This bond proposal is an opportunity to make this community better, and he hopes as a community we take full advantage of that opportunity.

Director Howard Johnson emphasized that the bond issue must be a community effort if it is to succeed, and we need to get everyone involved in the urgency and expediency of updating school safety and education. He shared an old proverb, *“Either pay for education or pay for incarceration”*. This generation will be taking care of us when we get older. He is looking forward to doing everything possible to pass a bond, adding that he takes nothing lightly, but instead will focus on being open and accountable to this community of where the dollars are going and how the community will benefit. Transparency will be essential.

Director Ann Krimez agreed that transparency and accountability is critical and noted that it seems to be part of the vision at RPS. She envisions keeping the community aware of the progress as it goes along and as projects are completed, suggesting open houses or some other way to keep the community connected. More information is the key to making sound decisions. It would be valuable for all of us to pass this bond. Director Krimez also noted that the Curriculum and Instruction Committee met this week, explaining that this is also a critical part of the education process. Health curriculum pilots are happening in some of our elementary schools, and she looks forward to input from the teachers as to what curriculum will be best for kids. RHS Principal Jill Weber also presented new course offerings at the high school, and they are going to be really exciting for kids. Noting that many of these opportunities weren’t available when we were in school, Director Krimez will keep us posted.

Director Charles Lee expressed his excitement for the updating of electrical and plumbing systems, things that you don’t see, but must be replaced in aging buildings. This is the time to do all of that, but again are things you aren’t aware of as you drive past.

Director Andrew Shirtcliff expressed that there have been many differences voiced over the past few years regarding schools. He reflected that during this process, he has learned that this proposal is not divisive. We have old schools that need repairs. Director Shirtcliff summed it up by noting that, “Everybody, regardless of what side of any issue you’re on, can all agree that our kids need to have better schools”. Director Shirtcliff also expressed his personal appreciation for Melrose School’s Crystal Apple recipient, Mr. Eric Fullerton, for doing a great job in taking care of his son.

Chair Rebecca Larson agreed that Mr. Fullerton really is a gem, adding that RPS has a lot of those. Mrs. Larson went on to thank her fellow board members, sharing that so many good things are happening educationally in our schools. It’s time to help our buildings reflect that by having electrical systems, climate control and providing a safe environment.

ADJOURNMENT: With all business before the Board completed, Chair Rebecca Larson adjourned the regular meeting at 6:50 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: February 23, 2022, 6:00 p.m. in the Administrative Office Board Room via Zoom