

# ROSEBURG PUBLIC SCHOOLS

**School Board Regular Meeting**  
**Hucrest Elementary School Library**  
**1810 NW Kline Street, Roseburg, Oregon 97471**  
Available via Zoom

Vol 4 No. 9

January 11, 2023

**Board Members:**

Dr. Brandon Bishop  
Rodney Cotton  
Rev. Howard Johnson, Chair  
Ann Krimetz  
Rebecca Larson, Vice 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 – SCHOOL BOARD MEETING

**TIME/PLACE:** A regular meeting of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, January 11, 2023, in the Library of Hucrest Elementary School, 1810 NW Kline Street, Roseburg, Oregon, in person with an electronic link available.

**CALL TO ORDER / PLEDGE OF ALLEGIANCE:** Board Chair Howard Johnson called the regular meeting to order at 6:00 p.m. and led in the Pledge of Allegiance.

**ATTENDANCE:** Board members attended in person, and Superintendent Cordon and Cabinet members were present. No media representatives were in attendance.

### COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon welcomed everyone present in person, as well as those who were joining the meeting remotely. He noted a correction to a location address in the minutes, and announced the addition of the financial report since the initial printing of the agenda.

### STUDENT REPRESENTATIVE REPORT:

RHS Leadership Students, Sylvia Eckman and Hannah Heuberger shared efforts being made to foster spirit and culture at RHS, including a new “Spirit Stick”. Plans are in progress for Home Going, Prom, the Arts Assembly, etc. Students are busy creating valentines for a local retirement home. The RHS Orange R is in the second round for awards in a journalism competition, and winter sports are busy with basketball, wrestling, and cheer competitions and the unified team will perform at half-time on the 22nd. Both girls and boys basketball have started league play, and wrestling has a home dual meet tonight vs. Sheldon. Cheer will compete in a challenge on January 28<sup>th</sup>, and the jazz band performed last night. Two RHS alumni were in the news recently, and we are proud of their accomplishments. Students are excited at the announcement of Dr. Weber’s upcoming transition to Director of Teaching and Learning, but will definitely miss her! The students expressed gratitude for our

highly-regarded School Board of Education as we celebrate School Board Recognition Month throughout January. And finally, students and teachers are nearly ready for Finals Week!

Chair Johnson thanked the students for their excellent report and contributions to our meetings.

## **STUDENT / STAFF RECOGNITION**

Vice Chair Larson reminded the students and staff being honored this evening that Communications Coordinator Chelsea Duncan would be memorializing the event with photographs that will be posted on the district's website. Director Larson had the honor of presenting awards and McDonald's gift cards to students being honored tonight, including:

### **Dexter Gray, 7<sup>th</sup> Grade Student at Joseph Lane Middle School**

Dexter is an all-around wonderful person and always brings maturity of thought and action. He is well deserving of this recognition. Teachers say Dexter is amazing and helpful, and even sweeps one of his instructor's classrooms every day after school without even being asked. He is a gifted writer, gives 100 percent, is kind and respectful, and thinks outside the box. Dexter, who is known for his sense of humor, has been a great kid all year.

Congratulations, Dexter!

### **Paige Heacock, 7<sup>th</sup> Grade Student at Fremont Middle School**

Teachers say Paige is a fantastic student who comes to class every day ready to work and is always looking to help others any way she can. Paige is constantly asking questions and doing everything possible to improve and challenge herself more. Not only does she excel academically, but she is kind to her peers and makes those around her feel listened to and appreciated. She makes every classroom that she walks into a better place to learn. She is also known for playing a critical part in various extracurricular

activities at Fremont, such as Advanced Band and Jazz Band.

Congratulations, Paige!

### **Olivia Moore-Walker 11<sup>th</sup> Grade Student at Roseburg High School**

Olivia has been a student in Roseburg School District since kindergarten. Teachers say she is a responsible student who embodies all parts of the PRIDE matrix at Roseburg High School. Olivia is known for her positive attitude and is always respectful in her actions and comments to others. She sets a great example to everyone around her by working hard with a smile on her face. Olivia's favorite classes include world language and psychology, and she enjoys participating on the RHS track team. After high school, she plans to attend college to become a sonographer.

Congratulations, Olivia!

### **Zoe Pierce, 5<sup>th</sup> Grade Student at Hucrest Elementary School**

Zoe has been a wonderful addition to the Hucrest family this year. She was immediately noticed for her respectful and kind behavior to everyone around her. She is consistently engaged in the classroom and always diligent with her work. Zoe genuinely cares about others and is often the first to offer help or support to someone in need.

When classmates were asked to describe Zoe, the words, "funny, enthusiastic, kind, caring, inclusive and a great team member" are just a few of the ways they described her. Zoe has an outstanding character, and Hucrest is so proud to call her a Hucrest Hawk!

Congratulations, Zoe!

Special staff members were also recognized and honored with **Crystal Apple Awards** presented by Chairman Johnson:

### **Maria Bayardo, Nutrition Services Lead Cook at Sunnyslope Elementary School**

***"Reliable, Loyal, Compassionate, Diligent"***

Maria started working and serving the children of Roseburg School District 20 years ago. Maria started out as a

substitute in the summer, and soon found a love for the job. After subbing in the summer of 2004, she was hired as assistant cook at Green, which soon led her to her current role of lead cook at Sunnyslope. Maria's compassion, love and care for her school, students and staff are unmatched, and Maria has been a valuable resource in training many new lead cooks and staff who have moved up in our organization. Nutrition Services Director Kyle Micken says he always enjoys spending time with Maria in her kitchen and seeing all the smiles she brings the students she serves. Her care and passion are traits we all should strive for in everything we do. Congratulations, Maria!

**Jason Buier, Skills Trainer at Hucrest Elementary School**

***"Enthusiastic about his Work; Patience and a Calm Demeanor that is Contagious"***

Jason is knowledgeable, compassionate, and driven. He is a true advocate for all students and is committed to making students successful. By building positive connections with students, Jason helps them to feel safe, to feel good about themselves and to make good choices. Hucrest students really "dig" him and appreciate what he does for them. He is enthusiastic about what he does, but his patient and calm demeanor with students is contagious. Jason has also established an excellent rapport with the Hucrest staff thanks to his flexibility, willingness to collaborate and thoughtful insights. As he works on becoming a licensed teacher it is our hope that he remains in Roseburg School District. Congratulations, Jason!

**Kim Cermak, Lead Cook at Winchester Elementary School**

***"Energetic, Creative, Flexible, Helpful"***

Kimberly started employment with Roseburg Schools back in 2011 as an assistant cook at Hucrest Elementary. She quickly worked her way up the ranks to lead cook, managing her own kitchen at Melrose Elementary. Since being lead cook at Melrose, Kim has also led the kitchens at Eastwood and now Winchester. Kim is organized, fast and thorough with all tasks she starts and finishes. Kim has been a valuable resource over the years training new and current staff and covering in all schools that are short staffed and in need of a helpful hand. Her smile and energy is infectious and we are proud to have her as a member of our Roseburg team. Congratulations, Kimberly!

**Irene Noyes, Third-Grade Teacher at Hucrest Elementary School**

***"Organized, Intelligent, Driven, Effective, With a Passion for Kids"***

Irene is known at Hucrest as an exceptional instructional leader with the vision, knowledge and expertise to ensure that all children have an opportunity to grow. She works hard for her students, and they absolutely love her. Irene is a building leader in STEAM and TAG programs and works diligently with staff in developing programs that meet the individual needs of every student. Along with her excellent rapport with staff, Irene does a wonderful job in seeking out ways to get parents and the community involved in school. Congratulations, Irene!

**BRIEF RECESS:** On behalf of the Board, Chair Johnson thanked the attendees for coming tonight to support the honorees and called for a brief break at 6:19 p.m. to allow those who wished an opportunity to depart for the evening. The meeting was reconvened at 6:21 p.m.

**CONSENT AGENDA:**

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the December 14 Public Hearing, Board Meeting and Executive Session Minutes, Surplus Items Listing and Gifts to the District. Personnel actions included a recommendation for hire and acceptance of resignations as listed below:

#### Recommendation for Hire:

- Sunnyslope Elementary School –
  - Kayla Hawkins-Carter, Fifth Grade Teacher, a temporary position for the 2022-23 school year

#### Licensed Resignations:

- Kirsten Fox, Art Teacher at Fremont Middle School, has submitted her resignation effective January 4, 2023; and
- Michael Pardon, Social Studies Teacher at Roseburg High School, has submitted his resignation after 33 years in the district, for PERS retirement purposes, effective March 1, 2023, and would like to continue in his position for the remainder of the 2022-23 school year.

Director Charles Lee moved to approve the Consent Agenda. Vice Chair Rebecca Larson seconded, and the Motion passed unanimously.

M4-035 Approved the Consent Agenda
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### ***SCHOOL BOARD RECOGNITION MONTH PROCLAMATION FROM ROSEBURG MAYOR, LARRY RICH***

The honorable Mayor Larry Rich read aloud the official proclamation declaring January 2023 as School Board Recognition Month.

Mayor Rich shared that it was his privilege to thank the School Board in person for the hard work they do. These volunteer positions are a huge time commitment for directors who regularly attend not only board meetings, but committee meetings as well. Mayor Rich thanked the Board of Directors for their service, and announced that Roseburg has the best high school in the state, and the best school district in the state.

Chairman Johnson extended his sincere appreciation to Mayor Rich for his attendance and support.

#### **PUBLIC PARTICIPATION:**

Chair Johnson opened the floor to Public Participation, explaining that the 20 minutes allotted is limited to two-minutes per person, and participants would be advised by Assistant Superintendent Michelle Knee once their time was up and how to use the Raise Your Hand feature within Zoom.

Charles Pritchard of Days Creek shared his concern over lack of control from parents as children make high-risk choices. He also is concerned for children who may deeply regret transitioning. Chairman Johnson thanked Mr. Pritchard for attending and sharing his thoughts.

Asst. Superintendent Knee confirmed that there were no individuals attending via Zoom who were waiting to address the Board.

#### **ADOPT PROPOSED 2023 BUDGET CALENDAR**

Director of Finance and Operations, Cheryl Northam, explained that the proposed budget calendar meets all statutory criteria and deadlines for publication, committee work, a Budget Hearing and Adoption.

Vice-Chair Rebecca Larson moved to approve the proposed 2023 Budget Calendar. Director Charles Lee seconded, and the Motion passed unanimously. Vice-Chair Larson confirmed that there are two vacancies on the Budget Committee, and letters of interest can be submitted to Superintendent Cordon. Chairman Johnson also pointed out that the budget will be created in synch with our district Strategic Plan that the board and administration have been working on. He explained that when you don't have a plan, you plan to fail.

M4-036 Adopted the 2023 Budget Calendar as proposed.
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### **STUDENT INVESTMENT ACCOUNT (SIA) UPDATE**

Asst. Superintendent Michelle Knee shared 2022-23 SIA program updates outlining the strategies being used to meet students' mental/behavioral health needs; increase academic achievement; and reduce academic disparities.

SIA Plan Strategies include:

- Strategy 1) Create a culture of safety and respect for all students and adults that supports the social, emotional, and physical well-being of students and adults that is critical to academic and professional success.
- Strategy 2) Ensure instructional materials and tasks are appropriately challenging and supportive for all students, aligned with content area standards, and culturally & academically relevant.
- Strategy 3) Establish systems and interventions to identify and remove barriers to graduation for all students; and
- Strategy 4) Ensure educators and families have tools to support academic success for every student.

All investments within the \$4,374,336.26 grant must align within strategic areas of class size, well-rounded education, instructional time, and health and safety.

Asst. Superintendent Knee recounted the investments made possible through SIA:

- Purchase of books to grow PK-12 classroom libraries - \$200,000
- 3 Special Education teachers - \$330,000
- 8 Special Education Instructional Assistants - \$293,040
- 4 Elementary teachers to reduce class sizes - \$335,390
- 6 Middle School teachers to expand elective/CTE options for students - \$628,985
- 2 Middle School TOSAs - \$193,697
- Purchase IRLA (Independent Reading Level Assessment) for 8 elementary schools - \$225,000
- Ensure access to before/after school programs, electives and extracurricular activities for all Students - \$347,223.90
- Social-Emotional Learning Coordinator - \$170,000
- 2 School Psychologists - \$220,000
- 10 Skills Trainers (8 elementary and 2 middle school) - \$550,000
- 4 Elementary STEAM Teachers - \$440,000
- Materials for STEAM - \$104,000
- 2 Elementary Music Teachers - \$220,000
- One high school Health and Wellness Teacher - \$107,000
- Juvenile Justice Diversion Online Program - \$10,000

Director Shirtcliff asked for clarification of what role the skills trainers have in the district. Mrs. Knee explained that we have one at each of our elementary schools and one in each middle school. These individuals assist with student behavior by working with the students and providing behavior lessons in small groups. They also provide assistance in classrooms when a student is having a difficult day.

Asst. Superintendent Knee further shared that this is the last year of our current SIA Plan. The Oregon Dept. of Education has now moved to Integrated Guidance, combining SIA, PERKINS, and Early Intervention in their effort to streamline reporting. In March, the new SIA application will be brought to the Board for consideration.

Chairman Johnson thanked Mrs. Knee for her diligence in timely and accurate data reporting to the Board.

**SUPERINTENDENT REPORT:** (slide-deck attached)

Superintendent Cordon thanked our Nutrition Services and Hucrest School staff for their efforts in helping to kick off January's Board Recognition celebrations. Mr. Cordon expressed appreciation for Roseburg Mayor, Larry Rich, for his sentiments regarding the connection between healthy communities and healthy schools. He acknowledged the work this Board has done in setting the vision, standards and accountability in assuring a strong educational program and resulting outcomes for kids. He shared his appreciation for working with the members of this board, all of whom are community gems.

Mr. Cordon provided updates on safety and security projects directed after the failure of the last bond, including the new building vestibules being established as we continue to move forward with maintaining secure environments for our students and staff while still welcoming visitors. School violence across the country has created delays for contractors nationwide. We are hopeful that the Fremont vestibule will be completed by the end of February. The Jo Lane entry vestibule should begin construction in March. We are working with a local architect, Paul Bentley, who has a background in safety and school design, on the RHS, Eastwood, Fir Grove and Winchester entrances. Completion for the final six projects is likely to be concluded next school year.

Jared also welcomed current RHS Principal Dr. Jill Weber, acknowledging the excitement building around her appointment to the Teaching & Learning Director position beginning with the 2023-24 school year, sharing that he looks forward to Dr. Weber scaling her systems expertise throughout the District as she assumes these new areas of responsibility. Human Resources will be posting the upcoming principal vacancy next week. Staff will be involved in the process and we are hopeful of bringing forward a recommendation to the Board in February.

We all appreciate our Board of Education and are excited for our future!

**INDIVIDUAL REPORTS BY DIRECTORS**

Director Rodney Cotton congratulated Dr. Weber, recalling that they have served together a long time in this district. He expressed his confidence that good things happen to good/smart people. He thanked Asst. Superintendent Knee for her report, noting that he would hate to see where we would be had we not had the extra resources due to the pandemic. He shared that Mrs. Knee and her team have done a great job.

Director Ann Krimetz thanked Asst. Supt. Knee for developing the strategies for dispersing the SIA funding. She appreciates how it has been directed to areas of the highest need. Director Krimetz reported having had the opportunity to attend a legislative session in Salem. She was able to sit in and observe what policies may be coming down the pike and found it very informative. She added that our Curriculum and Instruction Committee will have information regarding math curriculum next month. She looks forward to exciting new ventures in

that area and is confident most people will approve of them. She thanked Mrs. Knee for that work as well.

Director Charles Lee shared that he enjoyed the holiday season and the fewer meetings! For the record, he noted his appreciation for whoever made the bread pudding this evening. He found it tasty, warm, wholesome and old fashioned. It was the best part of his day.

Director Andrew Shirtcliff also congratulated Dr. Weber on her appointment.

On behalf of the Board, Chair Johnson thanked attendees for coming, and thanked the Board for helping us be accountable for the district.

**ADJOURNMENT:** With business before the Board concluded, Chair Johnson announced that the next meeting, a Board Work Session, would be held January 25, 2023, at 6:00 p.m. and adjourned the meeting at 6:49 p.m.

**Jared P. Cordon, Superintendent**  
JPC/jlk

**Next Meeting:** School Board Work Session, January 25, 2023, at 6:00 p.m. in the administrative office Board Room located at 1419 NW Valley View Drive in Roseburg, Oregon and available via Zoom.



JAN. 11, 2023  
**Superintendent's  
Report**

SCHOOL BOARD  
RECOGNITION MONTH

SAFETY & SECURITY  
UPDATE





## The key work of School Boards:

- Vision
- Standards
- Assessment
- Accountability
- Alignment
- Climate
- Collaborative relationships
- Continuous improvement

*Thank You for serving!*

**January 2023**

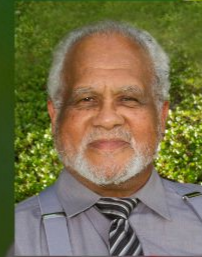
## **School Board Recognition Month**



**Dr. Brandon Bishop**



**Andrew Shirtcliff**



**Rev. Howard  
Johnson - Chair**



**Rod Cotton**



**Charles Lee**



**Rebecca Larson -  
Vice Chair**



**Ann Krimetz**

# Safety and Security Updates



## VESTIBULES

**Fremont Middle School:** Vestibule installation expected to be completed in February.

**Jo Lane Middle School:** Vestibule installation expected to be completed in March over spring break.

**Roseburg High, Winchester, Eastwood, Fir Grove:**  
Design approval process underway, with work expected to be completed this summer.



Supply chain issues and high demand from districts across the country for similar materials continues to lead to delays.

# District Leadership Updates

**Roseburg High School Principal Dr. Jill Weber has been appointed to the district position of Teaching & Learning Director beginning with the 2023-24 school year.**

- The position provides overall direction and coordination for instructional programs for all of our schools.
- A full-time Teaching & Learning Director will help achieve district goals of ensuring staff have the support and resources required to improve student outcomes.

**We will undertake a standard hiring process to find a new RHS principal.**

- HR plans to post the position on Jan. 17.
- RHS staff will have the opportunity to participate and provide input.
- A recommendation for hire is anticipated to be made to the Board in February.

