

# ROSEBURG PUBLIC SCHOOLS

## School Board Meeting, Work Session & Executive Session

Administrative Office Board Room

1419 NW Valley View Drive, Roseburg, Oregon 97471

Available via Zoom

Vol 4 No. 12

February 23, 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



via Zoom

## BRIEF SESSION – SCHOOL BOARD MEETING

**TIME/PLACE:** A brief meeting of the Douglas County School District No. 4 Board of Directors was convened on Thursday, February 23, 2023, in the administrative office Board Room located at 1419 NW Valley View Drive, Roseburg, Oregon, in person with an electronic link available. The meeting had been postponed one day due to the district being closed pursuant to inclement weather.

**CALL TO ORDER / PLEDGE OF ALLEGIANCE:** Board Chair Howard Johnson called the brief 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 with Director of Finance and Operations, Cheryl Northam, attending via Zoom. 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. Jared thanked the Board following the incident on Tuesday, relating that the situation was scary, but well-handled by our staff, and our kids did great. In addition, Supt. Cordon expressed his appreciation for the assistance provided by our local law enforcement and first responders. The Board was reminded of the value of having their Strategic Plan in place, focusing on the care and support of kids. The importance of having initiated necessary safety investments such as school fencing and secure entrances became clear this week. Weather conditions this week necessitated core staff members assessing road conditions as early as 4:00 a.m. Freezing temperatures are again forecast this evening beginning at 8:00 p.m., so we will proceed as quickly as possible to get everyone home prior to roads becoming hazardous.

### AMEND RESOLUTION 22-23-12: CALLING FOR MEASURE ELECTION FOR GENERAL OBLIGATION BONDS IN MAY 2023, INCLUDING BALLOT TITLE

Superintendent Cordon expressed appreciation to the Board for their unanimous decision at the previous board meeting to move forward with the bond measure in May. As a final requirement, the Board was asked to approve the Bond Title to accompany that previously approved Resolution. The Board of Directors again voted unanimously to adopt this companion piece amending Resolution 22-23-12.

As a reminder, this bond effort was developed after listening to the public and responding to their desire to narrow the bond focus to bare essentials specific to security, health and safety, and a rebuild of the Old Main needed to reclaim classroom space suitable for present-day instruction.

Director Rodney Cotton moved to adopt Amended Resolution 22-23-12: Consideration of Measure Election for General Obligation Bonds in May 2023, to include Ballot Title. Director Brandon Bishop seconded, and the Motion passed unanimously. Chair Johnson shared that this bond effort will require all of our efforts and energy. Veteran board members such as Director Cotton will be important in helping guide newer members navigate the bond process in our bond/building and sites committee if we this measure is successful.

M4-042 Adopted Amended Resolution 22-23-12: Measure election for General Obligation Bonds in May of 2023, including Ballot Title
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#### **RECOMMENDATION FOR EMPLOYMENT OF HIGH SCHOOL PRINCIPAL**

Superintendent Jared Cordon welcomed Mr. David Vickery via Zoom, thanking him for taking time to join our meeting. Jared particularly thanked our Human Resources Director Robert Freeman, the central office staff, RHS staff and students for their participation in the vetting process that led to the recommendation to hire Mr. Vickery as incoming RHS Principal effective with the 2023-24 school year. Director Brandon Bishop stated that he had spoken with several high school teachers who had the opportunity to meet the candidate, and they were extremely enthusiastic at the prospect of Mr. Vickery coming to Roseburg.

Director Brandon Bishop moved to adopt Resolution 22-23-12: Consideration of Measure Election for General Obligation Bonds in May 2023. Director Andrew Shirtcliff seconded, and the Motion passed unanimously. Director Rodney Cotton assured Dr. Weber that the Board will have other opportunities to thank her for her work, and cautioned Mr. Vickery that he will have big shoes to fill, and Jill wears high heels! Superintendent Cordon added that as Dr. Weber transitions to Director of Teaching and Learning, she will be handing off the high school in great shape to Mr. Vickery, who thanked the Board of Education for their unanimous approval of this recommendation. On behalf of the Board, Chairman Johnson said, "Welcome Home Sir".

M4-043 Approved recommendation to hire Mr. David Vickery as high school principal beginning with the 2023-24 school year.
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**RECESS REGULAR MEETING:** With the business items before the Board concluded, Chair Johnson recessed the regular meeting to enter directly into scheduled Board Work Session.

#### **PHOENIX CHARTER SCHOOL CHECK IN**

Chair Johnson welcomed Phoenix Charter School's Executive Director, Thomas McGregor, and Principal, Kat Bierkens (via Zoom), to learn and share about the students at Phoenix, and the highlights of the 2021-22 results

from the Oregon Dept. of Education. Mr. McGregor noted that a number of students have low learning sets and social/emotional skills. Goals One and Two, attendance and High School Success were reported to meet standard, but RPS board members did indicate disappointment with only 17 of 167 students attending 90% of the time and 28 of 62 students completing in the four-year cohort. Eight of those students continued enrollment in 2022-23. Performance standards were not met in the areas of English Language Arts or Math. RPS Director Bishop shared concerns specific to student attendance, learning and graduation rate. Phoenix Board member Laurie Newton shared, however, that the Phoenix Board is looking forward to data for this school year following the improvements put into place due to their concerns regarding student supports. Principal Kat Bierkens explained that they have implemented mid-year assessments to assure students are in the right classes, and pointed out that many changes are currently in the initial development stage. Students are experiencing anxiety, and others have parents who don't see value in education. Kat shared upcoming activities including a wellness fair, emphasis on healthy eating habits, expansion of the farm to school program and other pathways programs. Mr. McGregor reported that he is encouraged by positive trend lines. Data indicates that 9<sup>th</sup> Grade on Track numbers have returned to levels better than those prior to the pandemic. Director Ann Krimetz assured presenters that the district wants Phoenix to be successful and encouraged utilizing a motivational speaker to spark interest in coming to school. RPS Director Andrew Shirtcliff added that he was pleased to see the large increase in numbers of students who are now taking assessments which is helping teachers identify areas where individual students need assistance.

Chair Johnson thanked both Thomas McGregor and Kat Bierkens for the information presented, and stated he looks forward to hearing more from them in May.

### **STRATEGIC PLAN INVESTMENTS**

Assistant Superintendent, Michelle Knee, and Student Services Director, Melissa Roberts, provided information highlighting efforts and investments in student care and support in alignment with our District Strategic Plan. They reviewed with the Board our goal for every student:

*Every student should have an opportunity to grow into a caring, responsible and productive citizen.*

Embedding our social-emotional learning and behavior management strategies into all aspects of student life, we help students develop skills in self-awareness, self-management, social awareness, relationship skills and responsible decision-making.

Michelle reviewed the various investments in student care and support, including:

- Social Emotional Learning Coordinator, Mendy Endicott (funded through SIA)
- Weekly K-12 social-emotional learning lessons (SIA)
- Child Development Specialists aka CDS (General Fund)
  - One in every elementary school to provide lessons for children
- Counselors at secondary schools for students to access when they need someone to talk to (General Fund)
- Strengthening partnership with Adapt; closer to having therapists in every building
- School Psychologists, part of our crisis team when students are in crisis (SIA and General Fund)
- Skills Trainers, one at each elementary school, one at each middle school for crisis support (SIA)

Investments in that care and support also include:

Teachers on Special Assignment (TOSAs) (funded through SIA, Title IA and Title IIA)  
Conscious Discipline Strategies (SIA and General Fund)

Positive Behavioral Interventions and Support (PBIS) (funded through Title IA and General Fund)

Behavior Support Team (SIA and General Fund)

District Office Support (General Fund)

Professional Learning such as suicide and crisis prevention training (Title IIA and Title IVA)

Special Programs such as Horizons Foster Education Program (DHS) and the Ed Center, a place for students who are involved in disciplinary action can receive supports in smaller learning environments. The goal is for students to return to their home school proud and ready to be learners (General Fund)

Director Charles Lee pointed out that students don't learn well if they are not comfortable at school and with their classmates. These things being discussed make sense and are useful in helping kids form relationships.

Director Rodney Cotton wondered how the percentage is of students who have no parental involvement. He suspects that it is high. We try to make sure that school is the best part of a child's day. Until people begin acting like adults and try harder to get along with each other, we will have this problem. Districts are spending a lot of money, but they need to. He knows of kids who have tantrums lasting as long as 45 minutes before the child collapses with exhaustion. Then it begins all over again the next day .

Asst. Supt. Knee shared that we will continue to work on our parent engagement activities. Social-Emotional Learning Coordinator, Mendy Endicott is providing those classes.

Director Ann Krimetz added that we are providing care, support and instruction. Instruction is what we are supposed to be doing, but it's hard to teach when care and supports are not in place. She stated that these programs are critical since we can't expect great instruction and improved grades unless we first provide that foundation. She appreciates what is being provided for children.

Chair Johnson thanked both Michelle and Melissa for the time and effort required to provide these services.

**ADJOURNMENT of WORK SESSION:** With work session discussion topics concluded, Chair Johnson adjourned the Board Work Session at 6:41 p.m. and asked for a brief recess prior to convening a scheduled Executive Session. Human Resources Director Robert Freeman wished everyone safe travels returning home tonight. The next Board meeting will be held on March 8, 2023 at 6:00 p.m.

### **Executive Session**

Pursuant to ORS 192.660(2)(i)

Chairman Johnson convened an Executive Session pursuant to ORS 192.660(2)(i) at 6:47 p.m. to continue the annual process of evaluating the superintendent's performance and board expectations. Superintendent Cordon and all members of the Board of Education were present. Directors reviewed Superintendent Cordon's Self-Reflection and provided input to Chairman Johnson, who was then prepared to make a public statement in regular session.

With the annual review concluded, the Executive Session was adjourned at 7:20 p.m.

## Reconvene Regular Session

### Superintendent Cordon's Contract Extended through the 2025-2026 School Year

Chairman Johnson reconvened the Board's regular session at 7:20 p.m. and stated he would entertain a Motion to extend Superintendent Jared Cordon's contract for another rolling year.

Director Brandon Bishop moved to extend the Superintendent's contract for an additional year. Director Rodney Cotton seconded, and the Motion passed unanimously.

M4-044 Approved the recommendation to extend Superintendent Jared Cordon's contract for an additional year.
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On behalf of the School Board, Chair Johnson announced that Superintendent Cordon had performed with high marks this school year, demonstrating problem-solving and listening skills that gave the Board confidence in extending his employment contract an additional year. Rev. Johnson added that this is truly an assessment of the entire district as a whole. Chairman Johnson also emphasized that the Board's Strategic Plan has been implemented through the efforts of our classified, licensed, and administrative staff, who are focused as one to provide the best experience for our students.

**ADJOURNMENT of REGULAR SESSION:** With all business before the Board completed and with no objections, Chair Johnson adjourned the School Board Regular Session at 7:23 p.m. and announced that the next Board meeting will be held on March 8, 2023, at 6:00 p.m. at Green Elementary School, located at 4498 SW Carnes Road in Roseburg.

**Jared P. Cordon, Superintendent**

JPC/jlk

**Next Meeting:** School Board Meeting, March 8 2023, at 6:00 p.m. in the Green Elementary School Library located at 4498 SW Carnes Road in Roseburg, Oregon and available via Zoom.