

ROSEBURG PUBLIC SCHOOLS

School Board Regular Meeting

Green School Library

4498 SW Carnes Road

Roseburg, Oregon 97471

Available via Zoom

Vol 4 No. 13

March 8, 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, March 8, 2023, in the Library of Green Elementary School, 4498 SW Carnes Road, 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 as did Cabinet members. No members of the media 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 expressed appreciation to the Green Elementary staff members for such a warm welcome tonight. He reminded those present that the April board meetings are the opposite of usual, with the work session on April 12 and the business meeting on April 26th.

STUDENT REPRESENTATIVE REPORT:

RHS leadership student representatives, Hannah Heuberger and Sylvia Eckman, celebrated the return of the annual Arts Assembly, with many students involved. Leadership at RHS and the middle schools are working on the upcoming Kindness Week. A campus clean-up is in the planning stage. Students selected “Enchanted Forest” as this year’s Prom theme. Planning continues for Homegoing, Senior Brunch and Senior Sunset. Other activities and events included:

- Drama’s play “13 the Musical” was very successful.
- Orange R launched a new Instagram page, “Humans of RHS” bringing recognition to members of our community via a student-run platform.

- Representatives of seven public Oregon universities were on campus last week in the Career Center.
- The 2023 Yearbook goes to print next week, nearly 300 pages!
- RHS band will host a competition here Thursday-Friday.
- Altrusa International and the Umpqua Literacy Council were assisted by our Astra Club in the recent Celebration of Literacy activities.
- FFA Club hosted festivities in celebration of FFA Week.
- The Aries Robotics Team successfully qualified for the world competition held in Houston, TX on April 18th.
- Sports:
 - Spring sports are beginning following the conclusion of Winter sports.
 - Grady Hamilton was state champion in his weight class in wrestling and other athletes achieved success as well.
 - RHS swim team members attended NW Regional YMCA Conference in Boise, Idaho.
 - The first track meet of the season will be next Thursday, at the Crater Track Twilight.
 - Boys Lacrosse competes next Wednesday at Corvallis High School.
 - South Medford will host boys and girls' tennis next Monday.

Students are looking forward to activities both on and off campus involving the Roseburg community in the coming weeks. Chair Johnson acknowledged how hard public speaking can be and thanked both these students for a job well done.

STUDENT / STAFF RECOGNITION

Board Chair Howard Johnson had the honor of presenting awards and McDonald's gift cards to students being recognized this evening, including:

Ella Adams

Sixth Grade Student at Fremont Middle School

Ella is a motivated, caring, and respectful student. She always works hard and is a positive role model for her peers. Ella is exactly the type of student who exemplifies what Fremont is all about. One teacher reported that their favorite quality of Ella's is her humbleness. She is extremely smart and capable, and yet will always be the first to ask a question when she is stuck. Being a great learner is not understanding everything right away. Being a great learner is the ability to be persistent in the pursuit of understanding and enjoy the path of reaching your goal. Ella is constantly showing everyone at Fremont what it takes to be a great learner!

Congratulations, Ella!

Gene Chaffee

Fourth Grade Student at Green Elementary School

Gene Chaffee is an exceptional student, and Green is excited to have the opportunity to celebrate him and all of his hard work. He is always eager to learn and has excellent participation in class. He is very responsible and consistently puts forth his best effort to succeed academically. Gene's teachers and fellow students appreciate his positive attitude and considerations for others. Gene always has a smile, and more recently, a ready laugh with a joyous sense of humor. The growth that the staff have seen in Gene is unmatched, and they are honored to be a part of his academic journey.

Congratulations, Gene!

Grace Harris, Tenth Grade Student at Roseburg High School

Grace is a 4.0 student who participates in Key Club, National Honor Society and Yearbook. She is also the team manager for girls' basketball. Grace is a hard worker and cares about learning, a winning combination. Not only is Grace interested in completing all her course requirements in a timely and competent fashion, but she also goes

the extra mile when she would do fine without teacher intervention. Her work ethic, easy-going nature, and ability to bring a smile to those around her make her a joy to be around. She is humble and conscious of how other students are feeling and is a positive influence in the classroom. She is a loyal, helpful friend to her classmates, and is quick to ask for help, even when others are timid.

She prioritizes learning in preparation for her future.

Congratulations, Grace!

Special staff members were also recognized and honored with **Crystal Apple Awards** presented by Vice-Chair Larson:

Christine Ausdemore, First Grade Teacher at Green Elementary School

“You radiate positivity and go above and beyond for your students.”

The following quote, sent to Principal Dickover through an email from a parent, clearly states why Green Elementary’s Crystal Apple award winner for 2023 is Christine Ausdemore. “All through the year, Mrs. Ausdemore has gone above and beyond to make my child feel seen and heard. Some specific examples include taking pictures “O’s way” on picture day as a compromise to get him to sit still and take a good portrait for mom and working on building his confidence and self-esteem and creating a noticeable improvement in his performance in class.”

Congratulations, Christine!

**Amanda Haga, Fifth Grade Teacher at Fullerton IV Elementary School, and
Angelee Kenyon, Fifth Grade Teacher at Fullerton IV Elementary School**

“Selfless leader, teacher, example to others and champion for kids.”

Ms. Kenyon and Mrs. Haga are the Fifth-grade team at Fullerton IV. In a display of true selflessness, this team considered what was best for the whole school and made a difficult decision to the benefit of the many students at Fullerton IV. This choice to put others before themselves is the mark of dedicated professionalism. Their devotion to students is clear as they have worked together to problem solve, plan, and help students thrive under their watch. It is remarkable to witness the miracles they create. Additionally, both teachers are building leaders helping with science, technology, writing, and math instruction. These two teachers make a remarkable team and leave a big footprint. It is impossible to recognize one without the other. Fullerton IV staff members have chosen to honor and thank both Ms. Kenyon and Mrs. Haga for being great leaders, teachers, examples, and champions for kids.

Congratulations, Amanda and Angelee!

Cherie Jones, Office Manager at Green Elementary School

“A constant support and friendly face to all who enter Green Elementary.”

Cherie goes above and beyond to make sure all students and staff have what they need each day. She is the first one on campus and is always a step ahead of what each day brings. She is a team player, kind, energetic, and has such a huge heart for all students. She is their biggest cheerleader! Green Elementary is so lucky to have Cherie Jones as their office manager.

Congratulations, Cherie!

Vice-Chair Larson reminded everyone that it is Classified Employee Week, emphasizing that we could not run our schools without our classified staff members. The work they do is so important. Oftentimes they are the ones who can reach a child when a teacher can’t. She emphasized, “We cannot do what we do without you!”

BRIEF RECESS: On behalf of the Board, Chair Johnson took the opportunity to specifically thank the families and friends of those being recognized tonight, sharing that we are excited to have you here. Chair Johnson extended congratulations

to all of those honored tonight and called for a brief break at 6:17 p.m. to allow those who wished an opportunity to depart to enjoy the rest of their evening and week. The meeting was reconvened at 6:22 p.m.

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the February 8 and 23, 2023 regular meeting, work session and executive session, a Surplus Items listing and Gifts to the District. Personnel actions included the recommendation for hire and acceptance of resignations as listed below:

Recommendation for Hire:

Fullerton IV Elementary School: Sarah Cordell, Second Grade Teacher, a temporary position for 2022-2023.

Licensed Resignations:

- Delores Forney, Kindergarten Teacher at Fullerton IV Elementary School, has submitted her resignation after 23 years in the district, effective March 7, 2023;
- Marlene Garcia, English Language Arts Teacher at Roseburg High School, is resigning after two years in the district, effective June 9, 2023;
- Holly Farrimond, STEAM Teacher with the Dept. of Teaching and Learning, is retiring after four years in the district, effective June 9, 2023;
- Kristina Kelso, Physical Education Teacher at Sunnyslope Elementary School, has submitted her resignation after 18 years in the district for PERS retirement purposes, effective April 1, 2023, and would like to continue in her position until the end of the 2022-23 school year.

Director Rodney Cotton moved to approve the Consent Agenda. Director Brandon Bishop seconded, and the Motion passed unanimously. Director Charles Lee referenced the gifts to the district in the consent agenda, thanking the patrons for their thoughtful contributions. He especially appreciated the donation of chess sets for the chess clubs, noting that it encourages useful thinking skills.

M4-045 Approved the Consent Agenda

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. There was no one present wishing to participate, and Asst. Superintendent Knee confirmed that there were no individuals attending via Zoom who were waiting to address the Board.

CONSIDER APPROVAL OF BUDGET COMMITTEE CANDIDATES

Superintendent Cordon explained that next month we will begin our Budget Committee Meetings. The committee consists of our seven Board members, along with seven members of our community. We currently have two unfilled vacant positions. Two members of our community have expressed interest in filling those vacancies, Mr. Steve Hammerson and Mrs. Micki Hall. These positions are due to expire in June 2024.

Director Rodney Cotton moved to approve Mr. Hammerson and Mrs. Hall to fill these Budget Committee vacancies. Vice-Chair Rebecca Larson seconded and the Motion passed unanimously

M4-046 Approved Steve Hammerson and Micki Hall to fill the two Budget Committee vacancies due to expire June 30, 2024

Director Cotton offered his thanks that two individuals have stepped up to fill the vacancies. He further encouraged these newly appointed members, along with the remaining five community members, to please attend the upcoming budget meetings as it is particularly important this year. There is a work session coming up in April.

APPROVE CONTRACT MANAGER/GENERAL CONTRACTOR (CM/GC) FOR EASTWOOD ELEMENTARY SCHOOL SEISMIC REHABILITATION

Director of Finance and Operations, Cheryl Northam, shared that the Board earlier approved the use of the CM/GC process for procurement of a contractor for the Eastwood Elementary School Seismic Rehabilitation, and an RFP was published in OregonBuys.gov. One firm, S+B James Construction, submitted a proposal that met all the criteria set forth in the RFP. The seismic rehabilitation grant is \$2,041,595. The proposed fees for the project are \$29,271 for the pre-construction phase, and \$13,583 for the construction phase. Mrs. Northam shared that this firm has done an excellent job for the district in past projects, and the recommendation is that the Board consider S+B James Construction as Contract Manager/General Contractor (CM/GC) for the Eastwood Elementary Seismic Rehabilitation.

Director Charles Lee moved to approve S+B James Construction as CM/GC for the Eastwood Elementary Seismic Rehabilitation as proposed. Director Ann Krimetz seconded, and the Motion passed unanimously. Director Cotton asked Mrs. Northam how many dollars have been received through the seismic program, and she responded that approximately \$14M in grants have been received during her time with the district. The first was for the main gym at RHS, followed by projects at Green, Fullerton IV, Melrose, Hucrest, Fremont, Jo Lane and now Eastwood. Director Cotton explained that every time the district goes out for a bond, patrons ask if we have tried other avenues. We have explored available avenues, and have been successful. He thanked Cheryl for her hard work in pursuing these seismic grants. Director Bishop asked when this particular project is scheduled to begin, and Mrs. Northam shared that we expect to begin in the summer of 2024.

M4-047 Approved S+B James Construction as CM/GC for Eastwood Elementary Seismic Rehabilitation
--

INTEGRATED GUIDANCE APPLICATION – CONSIDERATION FOR APPROVAL

Assistant Superintendent, Michelle Knee, presented a 26-page slide deck that provided the background and context, plan inputs, overview and next steps to expect in the process of Roseburg Public Schools proposed Integrated Guidance application to be submitted to ODE no later than March 31, 2023.

Purpose for Presentation:

- To share what was prioritized in the plan given the range of inputs
- To explain how the plan was developed
- To hear additional feedback on the plan now that it has been developed
- To seek Board approval

By way of background, Michelle shared that this integration guidance effort was created in response to requests from educational leaders and state legislators for combined processes for community engagement, needs assessment, planning, budgeting and evaluation for six programs. This is being designed to reduce burden and redundancies and improve the framework by which progress can be measured over time. The six programs include:

- High School Success (HSS)
 - To improve graduation rates and college/career readiness.
- Student Investment Account (SIA)
 - To meet students' mental health, behavioral needs and increase academic achievement/reduce disparities for student focal groups.

- Continuous Improvement Planning (CIP)
 - A process involving educator collaboration, data analysis, professional learning and reflection – toward improved outcomes for students and especially student experiencing disparity.
- Career and Technical Education (CTE)
 - Improving access and participation in education and training programs that prepare learners for high-wage, high-skill, in-demand careers.
- Early Indicator and Intervention Systems (EIS)
 - The development of a data collection and analysis system, in which educators collaborate, to identify supports for students.
- Every Day Matters (EDM)
 - Embedded across the five other programs, focusing attention on student engagement, school culture, climate/safety & culturally sustaining pedagogy.

Our district's Equity Lens is an improvement tool used to improve decision-making and resource allocation. More specifically:

- Whose voice is and isn't represented in this decision?
- Who does this decision benefit or burden?
- Does this decision close or widen the access, opportunity and expectation gaps?
- How will you modify or enhance your strategies to ensure each learner and communities' individual and cultural needs are met?

Roseburg Public Schools has identified the greatest needs in terms of equity and access are:

1. The need for greater access to behavioral and mental health supports for students and families.
2. The need to reduce disparities for student focal groups (students with disabilities, students of color, students navigating poverty and students navigating foster care and homelessness).
3. Continue to expand college and career opportunities for students.
4. The need for more representation of students in identified focal groups (students with disabilities, students of color, students navigating poverty and students navigating foster care and homelessness) in advanced courses (AP/Dual Credit).

The district facilitated listening sessions, surveys, community business meetings, focus groups and empathy interviews to receive input on the strengths of our district as well as the challenges for students, schools and educators. Community partners included the Ford Family Foundation, IRRE, Cow Creek Bank of Umpqua Tribe of Indians, Boys and Girls Club of the Umpqua Valley, Umpqua Community College, and Douglas ESD.

The following data resources were used to inform decisions:

- ✓ IRRE Teacher and Student Surveys
- ✓ IRRE Student Outcome Data
- ✓ District Attendance and Discipline Data
- ✓ District Summative and Formative Assessment Data
- ✓ District Community Listening Sessions
- ✓ Staff and Parent Surveys
- ✓ Student Empathy Interviews and Focus Groups
- ✓ ODE provided Longitudinal Data

After providing needs assessment highlights, Mrs. Knee shared the plan in keeping with our Strategic Plan and the needs assessment in the forefront, we identified the following high priority needs:

1. Improve support for students' mental and behavioral health
2. Improve literacy outcomes for elementary and middle school students
3. Improve student achievement while creating positive outcomes for all students

4. Build aligned CTE/STEM Pathway options and strengthen partnerships with industry leaders
5. More access to high quality professional learning and collaboration for teachers and staff to better support the needs of their students

In addition, Mrs. Knee pointed out the intended outcomes along with the 22 strategies to support those outcomes and address needs.

Investment highlights were also presented, including:

❖ SIA (Preliminary Budget: \$4,198,070.55)

- Special Education Teachers and Instructional Assistants
- Skills Trainers
- STEAM Teachers
- PK-12 Social Emotional Learning Coordinator
- Eliminate all fees for students
- Additional teachers to reduce class sizes

❖ HSS (Preliminary Budget: \$1,445,131.61)

- Two Graduation Coaches
- 9th and 10th Grade Smaller Learning Communities
- CTE Teachers, Equipment, Supplies and Curriculum
- High School Summer School Courses (Credit Recovery, MS/HS Transition/Acceleration)
- College dual credit / AP Courses
- High School Counselors

❖ Perkins / CTE Investment Highlights (Preliminary Budget: \$80,869)

- Equipment, Supplies, Training, Professional Learning & Curriculum to support:
 - Hospitality
 - Tourism & Recreation / Culinary Arts
 - Early Childhood Education
 - Construction / Cabinetry
 - Drafting / Engineering
 - Agriculture
 - Welding / Manufacturing
 - Automotive
 - Office Systems / Business

The state's process for understanding student success was reviewed, including the summary of performance measures and longitudinal performance growth targets (LPGTs).

Mrs. Knee described the March – June review process timeline, assuring the Board that they will be informed and asked for approval as the process moves forward. Once the application is submitted, ODE will review and come back to the District with any proposed changes. Michelle pointed out that this work is similar to what we are already doing with our school report cards where we measure results with the goal of seeing growth every year. Superintendent Cordon added that we look at longitudinal data that is paired with cohort data long term. He also pointed out the considerable work that the assistant superintendent undertook in navigating the smart sheets, etc. used in creating this application.

Director Lee had reviewed the 53 page report, and remarked that he will depend on the experts to analyze what is and is not working. Director Cotton reflected that we knew that COVID would have a negative impact on student learning, and questioned what is being done to remedy that. Mrs. Knee responded that we are in the third year of our SIA Plan focusing on social emotional and behavior support to address academic disparities. Last work session we shared how those

supports were put in place, and are still built into this proposed plan to allow us to continue moving forward.

Superintendent Cordon articulated that this integrated grant is non-competitive, but our proposal is crafted as if it was competitive. We are grateful for this funding and will need to be patient with our expectations of moving the work forward. This will help us in assuring that we are meeting the Board's strategic measures.

Director Brandon Bishop moved to approve the proposed Integrated Guidance application for Roseburg Public Schools to be submitted to the Oregon Dept. of Education. Director Andrew Shirtcliff seconded, and the Motion passed unanimously.

Chair Howard Johnson added his acknowledgement to Asst. Superintendent Knee for a job well done, concurring with all the compliments from fellow Board members.

M4-048 Approved the proposed Douglas County SD 4 (Roseburg Public Schools) application for Integrated Guidance to be submitted to the Oregon Department of Education no later than March 31, 2023

ANNUAL RENEWAL OR NON-RENEWAL OF CONTRACTS FOR THE 2023-2024 SCHOOL YEAR – per ORS 342.513

Human Resources Director, Robert Freeman, reminded the Board that this is an action taken once a year, and explained that ORS 342.513 requires school districts to provide written notice of the renewal or nonrenewal of employee contracts for the upcoming school year no later than March 15 of each year to all teachers and administrators. He is proposing Board approval of our Probationary Administrator Contracts; 3-year extensions for 2023-24, 2024-25 and 2025-26 for our Contract Administrators; Probationary Teacher Contracts First-Year to Second; Second Year to Third; Third Year to Contract; Probationary Second Year to Contract; as well as Contract Teachers Two-Year Extensions for 2023-24, and 2024-25; and temporary contracts expiring 2022-23.

Vice-Chair Rebecca Larson moved to approve the annual contract renewals and non-renewals effective 2023-2024 as proposed. Director Charles Lee seconded, and the Motion passed unanimously. Chair Johnson thanked Mr. Freeman for his due diligence to procedures and policies.

M4-049 Approved 2023-24 annual contract renewals/non-renewals as proposed.

SUPERINTENDENT REPORT: (slide-deck attached)

Superintendent Cordon thanked the Green staff for creating such a warm and welcoming environment for the Board tonight. The student-created artwork is fabulous! And Jared always enjoys anything related to Dr. Seuss! Join us in celebrating Classified Employee Appreciation Week March 6-10. Supt. Cordon thanked our employees for making sure children get fed, assure buildings are functional and kids taken care of.

Our April 12th Board Meeting will be a Board Work Session, and April 26th will be a Board Business Meeting. Due to recent inclement weather necessitating a cancellation of school, the Winter Gathering Event has been rescheduled for Monday, March 13th from 5:30-7:00 p.m. in the RHS Student Center. Patrons may RSVP on the district's website or by calling (541) 677-4252. Please join us to enjoy dinner, refreshments, engagement activities, free resources and books, a photo booth, and more!

The application process for administrative openings at Jo Lane and RHS close March 17th with a quality applicant pool already becoming apparent. Superintendent Cordon also confirmed that the school district and our local partners in law enforcement and first responders have worked to identify what worked well and areas where we can improve after the recent “swatting” incident that is being further investigated by the FBI.

INDIVIDUAL REPORTS BY DIRECTORS

Director Rodney Cotton reported his pleasure at attending the recent high school play, “13 the Musical” admitting he was a bit reluctant due to warnings that older attendees might not appreciate the humor, but that was definitely not the case. He shared that the students were absolutely amazing, and we have so many talented kids here. He is also looking forward to upcoming additional electives for students, including a mock-trial team and bowling. During the recent “swatting” incident, he was disappointed when the media represented it as a hoax. He advocated for “real-world” drills, but added that overall we did a good job. He noted that his eldest daughter was an RHS senior during the 2008 shooting, and people here still feel the effects of that. He personally understands how it affected kids.

Mr. Cotton also shared a brief story about classified employees. In 1963 while attending Riverside School, he was taken to the office after becoming covered in mud during recess. Principal Roy E. Crain and his staff wrapped him in a blanket and sat him in the boiler room to warm up while his clothes dried, having lunch brought in so he didn’t miss the meal. He emphasized that he has always appreciated classified employees, noting that his mother spent nearly 30 years in the food service ranks, retiring at age 75 from Jo Lane Middle School. Good job Classified Employees!

Chair Howard Johnson thanked everyone for their input, time and due diligence. A member of the audience announced that a retired Roseburg teacher, Gary Gray, will be memorialized at Redeemers this Saturday. She also shared that she very much appreciated the awards for students and staff presented earlier. Chair Johnson thanked her for her kind words.

ADJOURNMENT: With business before the Board concluded, Chair Johnson adjourned the meeting at 7:18 p.m. and announced that the next meeting, a Board Work Session, would be held April 12, 2023, at 6:00 p.m.

Jared P. Cordon, Superintendent
JPC/jlk

Next Meeting: School Board Work Session, April 12, 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.