

ROSEBURG PUBLIC SCHOOLS

School Board Regular Meeting

Fremont Middle School

850 W Keady Court

Roseburg, Oregon 97471

Available via Zoom

Vol 4 No. 16

May 10, 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, May 10, 2023, in the library of Fremont Middle School, 850 W. Keady Court, Roseburg, Oregon, in person and available via Zoom link. Thank you to Principal Bentea and his staff for hosting the meeting tonight and welcoming attendees. We always appreciate the opportunity to be out in our schools.

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, with Director Freeman excused. News Review Reporter Drew Winkelmaier was 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 shared his hope that attendees had a chance to view the new vestibule at the school entrance. Board Chair, Howard Johnson, advised that anyone wishing to address the board during Public Participation is asked to complete the card on the counter identifying their name, address, and topic. Cards will be collected immediately following the Consent Agenda. Chair Johnson added that with mutual respect, we can accomplish great things! Without it, we accomplish nothing.

STUDENT REPRESENTATIVE REPORT:

RHS student leaders Kristen Ramirez and Liz Wilson reported that new class representatives have been chosen and they are:

- Emma Rethwill – Sophomore Class Representative
- Riann Eggleston – Junior Class Representative
- Sylvia Eckman – ASB Vice President for 2023-24
- Hannah Heuberger – ASB President for 2023-24

- The spring sports season is winding up with regional competitions occurring this week and next.

- Our FFA Vet Science team earned first place at State, competition, thereby qualifying for nationals.
- Robotics is hosting an Expo this Saturday.
- AP tests are currently underway, and band and choir concerts are happening soon.
- The first-ever family brunch was very well attended last weekend.
- This year’s enjoyable “Enchanted Forest” Prom event was held on the 29th.

Annual Homegoing events will include the assembly, a Lip Sync battle, a volley buff competition, and Senior Sunset gathering on May 31st.

STUDENT / STAFF RECOGNITION

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

Clayton Hatton

Fifth Grade Student at Eastwood Elementary School

It is our pleasure to celebrate and honor Clayton Hatton. Clayton attended Eastwood since Kindergarten. His legacy of perseverance, kindness, and overall gentleness fills our hearts with hope for a better world. Clayton Hatton is a respectful, kind-hearted and hard-working student who is always willing to share a sweet smile with others. He is a wonderful member of our Eastwood family, and we are both excited for him to move to middle school and sad that we won’t be able to see him every day next year. Anyone who has encountered Clayton can attest to the inspiration he spreads wherever he goes. This year, Clayton has tackled challenges with determination, a smile on his face, and a work ethic many can admire. Clayton is also the kindest student who accepts others for who they are without judgment. He lends a helping hand and offers support. Clayton always approaches difficult tasks with optimism and willingness to work hard to do his best. We are very grateful for the time we got to spend with Clayton, and are excited to see what adventures life brings his way.

Congratulations, Clayton!

Addison Sullivan

Eleventh Grade Student at Roseburg High School

Addison attended Hucrest Elementary School and Jo Lane Middle School before coming to RHS. She enjoys spending time with her dog, little sister, and friends in her spare time, and her favorite classes are science and math.

Teachers say Addison comes to class with a positive attitude and is always there to learn and work hard.

She participates often, answers questions in class and is the epitome of positivity. She treats everyone with respect, consideration, and kindness. In her art class, she elevates the level of discourse and is always thoughtful in how she approaches her work and respectful in discussing her classmates’ art.

She uses her creativity to solve artistic problems and pushes herself to improve. She is a gem.

Congratulations, Addison!

Ethan Williams

Eighth Grade Student at Fremont Middle School

Ethan Williams is a very bright student who works hard at everything he does. His grit and determination has paid off in multiple ways, and will continue to help him achieve great things in his future endeavors. Not only is Ethan a hard worker, he is kind to everyone around him. Ethan gets along well with all of his classmates, and always takes the extra step in helping those around him in class. Ethan is also a talented musician in both band and jazz band, and is very involved in cribbage. He pushes himself to do his best in everything, whether it is his academic or extracurricular pursuits. He is a person of great integrity and a wonderful role model for his peers.

Fremont is a better place because of Ethan’s time there.

Congratulations, Ethan!

Chairman Johnson reminded everyone that McDonald's provides the gift cards for our student honorees and encouraged everyone to thank them for their sponsorship.

Staff members were also recognized and honored with **Crystal Apple Awards** presented by Vice-Chair Rebecca Larson, who shared that it was her honor to present them during National Teacher Appreciation Week. Director Larson further stated that she wanted to thank everyone who works with our kids...we are so grateful for you!

Jamie Banta, Instructional Assistant in the Fremont Middle School SRC

Jamie is known for being enthusiastic, bubbly and encouraging. Fellow staff report that she is an amazing team member and teacher. Her Secondary Resource Center colleague Megan Crouch says Jamie is the foundation on which the SRC program was built and is a rock for the students and staff. The Fremont SRC program would not be what it is today without her co-piloting the whole way. Jamie's commitment and passion for serving some of Fremont's most fragile students is so impressive. Her joy is contagious and seen on a daily basis. She loves her students deeply and is always thinking of new and different ways to help them.

Fellow staff members are also grateful for the way Jamie took them under her wing and helped them be successful at Fremont.

Congratulations, Jamie

"You CAN do hard things!"

Jake Hughes, Assistant Principal, Fremont Middle School

Jake's colleagues describe him as approachable, encouraging, caring, and funny. He is 100% committed to whatever he is doing. Jake's quick, consistent and efficient behavioral support has helped classrooms run more smoothly, and he has a thoughtful and reflective approach to management and student discipline. In his office, "discipline" means "teaching". Jake is one of the first people at school each day and one of the last to leave. His dedication to Fremont students and staff is evident. He builds great relationships with the students and always has their best interest in mind. He pushes employees to be their best and does the same with students.

Plus, the singing makes them all smile.

Congratulations, Jake!

#generalup

BRIEF RECESS: On behalf of the Board, Chair Johnson extended a warm congratulations to all of the students and staff being honored tonight and called for a brief break at 6:18 p.m. to allow those who wished an opportunity to depart to enjoy the rest of their evening. He also reminded attendees to fill out the cards if they wished to speak during Public Participation. He encouraged folks to stay dry, as it started to rain. The meeting was reconvened at 6:25 p.m.

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the April 28 Meeting, Building & Sites Committee Minutes from May 5, a Surplus Items listing and Gifts to the District. Personnel actions included the recommendation for hire and acceptance of resignations as listed below:

Recommendations for Hire:

** Staff who worked in temporary positions in 2022-23

* Staff who are PERS Working Retirees

LICENSED

- Fir Grove Elementary School
 - Lindsay Ferguson, Second Grade Teacher

- Green Elementary School
 - Juan Martinez, Music; and
 - Vikki Pennington, Kindergarten Teacher *
- Melrose Elementary School
 - Kaitlyn Barrett, Music Teacher
- Sunnyslope Elementary School
 - Amy Cunningham, Second Grade Teacher **
- Jo Lane Middle School
 - Cary Cermak-Rudolf, Mathematics Teacher; and
 - Sarah Cordell, Sixth Grade Language Arts/Social Studies Teacher **

LICENSED RESIGNATIONS (effective at the end of the school year)

- Shannon Grauf, Sixth Grade Teacher at Joseph Lane Middle School, is retiring for PERS purposes after three years with the District and 31 years in education, and would like to continue her position for the 2023-2024 school year;
- Joe Richards, Math Teacher at RHS, is resigning at the end of the school year after 21 years in the district to take a position in Post-Secondary Education;
- Kathryn Spears, Third Grade Teacher at Melrose Elementary School, is retiring for PERS purposes after 39 years in the District, and would like to continue in her position through the 2023-2024 school year;
- Eileen Stanton, Math Teacher at RHS, is resigning at the end of the school year after 18 years in the District; and
- Karma Watters, Counselor at RHS, is resigning after four years in the District.

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

M4-056 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 for those attending via Zoom. He also shared that the Board’s role was simply to listen, as no action is taken during Public Participation.

Individuals advocated in support of increased wages for classified staff:

- Rhonda Carter, Fir Grove Elementary classified employee
- Tracy Ayers, Melrose Elementary classified employee
- Eric Fullerton (via phone due to illness), SpEd Teacher at Melrose Elementary School
- Jessy Lawrence, Associate Librarian at Melrose Elementary School

The individual noted below again spoke in support of adding “Thurman Bell Stadium” to the existing name of Finlay Field at Roseburg High School:

- Scott Lovemark, RHS teacher and coach

Individuals spoke in support of an elementary teacher currently out of the classroom, including:

- Lesa Harris, parent
- Shannon Mason, classified substitute at Fullerton IV Elementary

- Jerin Mason, classified employee at Fullerton IV (read statement from a Roseburg Public School Teacher, Megan Driver)

Asst. Superintendent Knee confirmed that there were no remaining individuals on-line wishing to address the Board. Chair Johnson thanked participants for taking time from their busy schedules to attend tonight.

REQUEST FOR APPROVAL TO PURCHASE CHROMEBOOKS

Assistant Superintendent Michelle Knee presented a request to purchase 550 Chromebook devices, towers and two-year warranties from CTL Corporation. This grant funded purchase supports our current 1-1 student/device allocation. The CTL quote for these devices totals \$163,900. Mrs. Knee confirmed that these devices are scheduled for replacement every 3-4 years as they become damaged or expire and no longer can be updated.

Director Charles Lee moved to approve the purchase of Chromebook as proposed. Director Rebecca Larson seconded and the Motion passed unanimously.

M4-057 Approved purchase of chromebooks from CTL Corporation in the amount of \$163,900

REQUEST FOR APPROVAL OF JOINT UMPQUA COMMUNITY COLLEGE (UCC) AND ROSEBURG PUBLIC SCHOOLS P-20 STAFF POSITION

As shared at the previous board meeting, Superintendent Cordon explained that this is a proposed joint UCC/RPS P-20 Pathways Innovator staff position. This position is being created to better align student job training program opportunities for students interested in advanced manufacturing and healthcare fields. This position will help to create college and workforce pathways to benefit our students.

Director Brandon Bishop moved to approve the request to create a joint P-20 Pathways Innovator position between RPS and Umpqua Community College. Director Ann Krimetz seconded, and the Motion passed unanimously.

M4-058 Approved joint UCC/RPS P-20 Pathways Innovator staff position

CONSIDER CRITERIA FOR EXTENSION OF SCHOOL YEAR IN RESPONSE TO SCHOOL CLOSURE DAYS

Superintendent Cordon confirmed that the Board is aware that we continue to receive inquiries from our student families if days will be required to be made up pursuant to cancelation of instructional days in response to smoke from wildfire, heat (temperature limitations due to OSHA regulations), or snow related events. If families know that days will be added back once school is closed for three days, it should alleviate frustration caused by not knowing what criteria is being used.

Board leadership sees a benefit in establishing clarity as to how potential closures will be handled, essentially a standard of practice. The district is still within our instruction limits after three school closure days. Once the threshold of three days is reached, we propose that consideration be given to adding days back to the calendar, starting with the days already identified as make up days in the school calendar.

Director Cotton suggested that input be requested from teachers and parents. He expressed concern that some parents have to remain home from work or pay for childcare when schools are closed. Director Charles Lee

shared his bias in favor of as many school days possible as he believes the school year is already short. His suggestion is for the board to make a decision at the first board meeting following a closure due to smoke, etc. That would be a good start. Director Brandon Bishop received confirmation that we are 125 hours over state requirements for instructional hours. The closest margin is for our seniors, which is 36 hours. Dr. Bishop agreed that he would feel more comfortable once input from the instructional professionals is received. As an educator, Vice-Chair Larson suggested that any make-up days be scheduled prior to the month of June. She also pointed out that in emergency situations such as snowmageddon, the state makes adjustments to instructional hours.

Director Charles Lee moved to not require a make-up day pursuant to the last snow closure day. Director Rod Cotton seconded and the Motion passed unanimously (and was met with enthusiasm by those in attendance).

M4-059 Approved proposal not to make up the last snow-related school closure day

REQUEST FOR APPROVAL OF PROPOSED 2023-2024 SCHOOL BOARD MEETING CALENDAR

Chairman Johnson presented the proposed 2023-2024 school board meeting calendar for consideration.

Director Charles Lee moved to approve the proposed board meeting calendar for the upcoming 2023-2024 school year. Director Brandon Bishop seconded, and the Motion passed unanimously.

M4-060 Approved proposed 2023-2024 School Board Meeting Calendar.

BOARD SUB-COMMITTEE REPORTS

Building & Sites - Committee Chair Andrew Shirtcliff shared that the committee met May 5th and discussed the proposal to change the RHS stadium name to include “Thurman Bell” stadium at Finlay Field. The members acknowledged the interest in honoring Coach Bell, as well as potential loss of advertising revenue and costs to be incurred with such a modification. The committee agreed that more information needs to be gathered. Director of Finance and Operations, Cheryl Northam, was tasked with gathering financial data for the Board prior to any action being taken on the field naming proposal. At some point we may want to consider a Request for Proposal process. Director Charles Lee noted that historically he has been opposed to use advertising in schools, but financially it has become more important to consider. He believes it makes sense to get more information before making any decisions.

Bargaining Sub-Committee – Committee Chair Charles Lee explained that we have bargaining agreements with our employees effective 2021-2024. Both contracts provided for COLAs in 2022 and 2023 of two to three percent as we anticipated that was how much wages would be going up. He has looked at consumer index increases that result in a 10.65% increase to present, and we haven’t even entered year three of the contract. Prices are up for staff, district, and really everywhere you look. The committee recommendation is for the superintendent to have discussion with the unions, and sharpen his pencil within our budget to look at an increase in compensation for all classifications of employees in reaction to unexpected amounts of inflation, and costs of living since July of 2021, realizing that this would be a new base for new contracts in 2024.

Chair Johnson asked for a Motion to direct Superintendent Cordon to have a discussion with the unions and be ready to report back to the Board prior to the June Board Meeting. Director Rod Cotton so moved. Director Andrew Shirtcliff seconded, and the Motion passed unanimously. Superintendent Cordon agreed to be ready prior to the June meeting.

M4-61 Directed Superintendent Cordon to research the possibility of an increase in compensation for all classifications for board consideration prior to their June 7 meeting.

Director Reports – Teaching & Learning (handout attached)

Assistant Superintendent Knee shared a copy of our Instructional Framework used in conjunction with our Board-adopted Strategic Plan focusing on:

- Appropriate and Timely Instruction
- Effective Operations
- Safe and Inclusive Environments
- Leadership Development

Mrs. Knee shared that our work centers on coaching and guidance and targeted feedback for new to veteran teachers as we help everyone grow their craft, acknowledging that we all have areas where we can grow and learn. We are currently in the final year of our time with the University of Washington Center for Educational Leadership, and from here we will work independently with their guidance and support as needed. This work has directly impacted professional learning by making sure that it is tied to teacher practices in the classroom, which impacts student learning.

Chair Johnson thanked Asst. Superintendent Knee for her update reflecting attention to detail and tireless commitment to doing her job.

SUPERINTENDENT REPORT: (slide-deck attached)

Superintendent Cordon expressed appreciation to staff at Fremont Middle School for making us all feel welcome tonight. We know it takes work to prepare both before and after these meetings. We hope those attending enjoyed the opportunity to see firsthand the new security vestibule as they entered the building. As Vice-Chair Larson pointed out earlier, we are currently celebrating Teacher Appreciation Week, and to share a sentiment by Fred Rogers, *“Anyone who does anything to help a child is a hero.”* Teaching has never been more complex. They understand that what children need is not in the lesson plan for that day. Our teachers are loved, and we are grateful for what they do, and we hope that they feel our appreciation. Mr. Cordon shared his frustration with how kids are often portrayed in the media, as we see them as incredible humans who are incredible and amazing. Unfortunately, a lot of people don’t know that. But everyone who works with them can see their intelligence and problem-solving abilities. We should all be optimistic about the future of this school district and community because of our children. There are so many examples of this, and you hear some of it during Student Recognition. We could easily recognize 100 more for the amazing things they are doing.

Our local employers are asking for skilled workers who can meet the demands in the areas of welding, advanced manufacturing, auto mechanics, etc., and we thank this Board for supporting our efforts to partner with Umpqua Community College in creating a pathway for students to succeed in the career technical fields including manufacturing and healthcare. We applaud Assistant Superintendent Michelle Knee for keeping the Board well

informed of our progress as we follow their directives in making sure all of our students can graduate with plans for their most successful futures.

Superintendent Cordon ended with a sincere thank you to this Board, sharing that he is grateful to have 7 bosses who are volunteers, and sometimes might feel battered. We don't often mention our conversations late in the evening, or time spent away from family as we think about how to benefit our community. He offered thanks to them for the dedication, leadership and direction required in assuring we are meeting the needs of our children and appreciate their patience as we organize the work necessary to achieve our goals.

INDIVIDUAL REPORTS BY DIRECTORS

Director Brandon Bishop appreciated the comments made by Superintendent Cordon, the support of UCC and this community, and the opportunity to be here. Great work is being done in our schools and at the District Office. So much happens behind the scenes, but you can feel how much these people really care about students. Even though it's not always done in public and sometimes has to happen in a protected fashion, there are reasons for interactions and policies in order to protect privacy of individuals. It's beneficial to hear from our patrons. We hear you, and we thank you.

Director Andrew Shirtcliff thanked all of our teachers as we celebrate Teacher Appreciation Week.

Director Rod Cotton thanked the guests attending tonight, adding that it's important for us to hear from you. He added that 60 years ago he began his journey at RPS, starting at Riverside Elementary School. He still remembers his fourth grade teacher, Dorothy Wilson, who was so kind and helped him through a rough time. He reflected that there are many Dorothy Wilsons in this district. He encouraged citizens to vote next week. It would really help if the bond passed, with so many things needing to be done. Security vestibules make our schools much safer. We need updated locks in order to secure a school with one button. We need better air quality so we don't have to worry about smoke related closures. He encouraged folks to encourage 10-20 people to vote. Director Cotton expressed his appreciation for everyone, but especially Superintendent Cordon, who makes it enjoyable to be on this Board, and it's been 29 years for him.

Director Rebecca Larson echoed Director Shirtcliff's comments. Coming from a background in education, she has lived all over the country, and shared her belief that it's an honor to be here. "These are the people I trust my kids with every day, and I do trust them." Thank you!

Director Ann Krimetz shared her appreciation for all classified employees. Having worked as a classified employee, she is aware of what they do. It's a difficult job, and we are pulling to keep you and want to be in your court. We are working on the new math curriculum and she is excited to see some changes that she believes will be positive. She hopes parents will take time to view it before we approve the purchase. She also expressed appreciation for Cabinet members, always providing requested information quickly and responsibly.

Director Charles Lee noted his appreciation for teachers, instructional assistants and other classified staff such as building maintenance folks. We all need to work together. He stopped there to avoid joining Director Larson in tearing up.

Chairman Johnson indicated he had nothing to add that would benefit the students. He asked Board members to please come prepared for the annual Board photograph on May 24th.

ADJOURNMENT: With business concluded, on behalf of the Board, Chair Johnson shared his appreciation for attendees taking their precious time to come and share with us. He adjourned the meeting at 7:29 p.m. and announced that the next meeting, a Board Work Session, would be held May 24, 2023, at 6:00 p.m. He reminded the Board of Education members to bring their best smile for the annual Board photograph.

Jared P. Cordon, Superintendent
JPC/jlk

Next Meeting: School Board brief regular Session and Work Session, May 24, 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.