

ROSEBURG PUBLIC SCHOOLS

School Board Regular Meeting

Fremont Middle School

850 W Keady Court

Roseburg, Oregon 97471

Available via Zoom

Vol 4 No. 17

May 24, 2023

Board Members:

Dr. Brandon Bishop



Rodney Cotton



Rev. Howard Johnson, Chair



Ann Krimetz

Zoom

Rebecca Larson, Vice Chair



Charles F. Lee



Andrew Shirtcliff



Administration:

Jared P. Cordon, Superintendent



Robert Freeman, Director of Human Resources

Exc

Michelle Knee, Assistant Superintendent

Exc

Cheryl Northam, Director of Finance and Operations



Melissa Roberts, Director of Student Services



BRIEF REGULAR SESSION – SCHOOL BOARD MEETING

TIME/PLACE: A brief regular meeting of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, May 24, 2023, in the administrative Board Room located at 1419 NW Valley View Drive, in person and available via Zoom link.

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, with Director Ann Krimetz attending via Zoom. Cabinet members Robert Freeman and Michelle Knee were both excused. News Review Reporter Drew Winkelmaier was in attendance.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon welcomed everyone present in person, and Director Krimetz via Zoom and others joining the meeting remotely. There were no changes to the agenda.

LICENSED HIRES AND ACCEPTANCE OF RESIGNATIONS:

Recommendations for Hire for the 2023-2024 School Year:

- Fullerton IV Elementary School
 - Crystal Loftin, Turnaround Program Teacher
- Melrose Elementary School
 - Joanie McLain, Second Grade Teacher
- Roseburg High School
 - Susan Valente, Special Education Teacher

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

- Jeff Hall, a First Grade Teacher at Winchester Elementary School, has submitted a notice of resignation after two years in the District.

ADMINISTRATIVE RESIGNATIONS FOR PERS RETIREMENT PURPOSES:

- Dr. Jill Weber, Principal of Roseburg High School, is retiring after 33 years in the District for PERS retirement purposes, and plans to continue working in the District during the 2023-2024 school year; and
- Cheryl Northam, Director of Finance and Operations, is retiring after 30 years in education, 15 in the District, for PERS retirement purposes, and plans to continue in her position during the 2023-2024 school year.

Director Rebecca Larson moved to approve the proposed hires and submitted resignations. Director Rod Cotton seconded, and the Motion passed unanimously.

M4-062 Approved recommended hires and accepted resignations as presented

BID APPROVAL: SECURITY UPGRADES AND VESTIBULES AT EASTWOOD, FIR GROVE, AND WINCHESTER ELEMENTARY SCHOOLS, AND ROSEBURG HIGH SCHOOL

Director of Finance and Operations, Cheryl Northam, shared that as directed by the Board last June, the District is working to establish security upgrades and establish single point of entry vestibules at our schools. This request is to move forward with construction of entry vestibules at Eastwood, Fir Grove and Winchester Elementary Schools, along with minor renovations at RHS. Two responses to a request for proposals were received. The apparent low bidder for the security upgrade and vestibule work is H3 General Contractors of Roseburg, Oregon, in the amount of \$768,119.

Director Charles Lee moved to accept the bid of \$768,199 from H3 General Contractors and direct the District to publish a Notice of Intent to Award the contract. Director Andrew Shirtcliff seconded, and the Motion passed unanimously.

M4-63 Accepted bid from H3 General Contractors in the amount of \$768,119 and directed the District to publish a Notice of Intent to Award the contract

BID APPROVAL FOR UTILITY RELOCATION WORK AND HOUSE DEMOLITION FOR RHS SOFTBALL FIELD

Cheryl Northam, Director of Finance and Operations, explained that this request for utility relocation and house removal is related to the softball/multi-purpose field to be installed behind RHS on Finlay Avenue. Staff anticipate that site preparation and underlayment can begin approximately August 1st, with artificial turf installation to follow in early September. In preparation for planned demolition of the house, Heartwood Resources will be repurposing any useful items and both the City and County Fire Departments plan to conduct fake smoke training for their crews. The low bid to complete the relocation and demolition work was received from Knife River Materials in the amount of \$80,684.

Director Charles Lee moved to accept the bid from Knife River Materials in the amount of \$80,684 for this project. Director Brandon Bishop seconded, and the Motion passed unanimously.

M4-064 Accepted \$80,684 bid from Knife River Materials for utility relocation work and house demolition at 612 Finlay Avenue

CONSIDERATION OF SALARY ADJUSTMENT PROPOSAL FOR 2023-2024 SCHOOL YEAR

Superintendent Cordon thanked the Board for their continued focus on the Strategic Plan and how our students and staff are doing. The Board was asked to consider a proposal presented by Superintendent Cordon through the Board sub-committee for a salary adjustment for all staff, effective July 1, 2023, with an associated cost of approximately \$1,451,000. This proposal was developed in an effort to help retain and recruit staff and includes a \$1 per hour increase for all classified staff and a 2 percent increase for all licensed and administrative staff. These enhancements will be added to the current Collective Bargaining Agreements for all staff which include a 2% cost of living increase for the 2023-24 school year. He further explained that we have increased support for students significantly over the past couple of years, while experiencing a decrease in enrollment. This decrease in total enrollment will result in no longer needing to hire some positions, creating savings to pay for this adjustment.

Director Charles Lee stated that this is an appropriate way to deal with costs increasing much more than expected. Staffing levels have to reflect the numbers of students we serve as well. Director Cotton noted that we are not contractually required to do this, but the biggest issue is retaining and recruiting employees. He hopes the District will become the employer of choice in this area.

Supt. Cordon also shared that many districts within the state are in reduction in force situations. We value our people, who do amazing work. They take care of our students, which is our key mission. We appreciate the Board's focus on the right work, which is taking care of students, and you need the right people to do that. That requires strong contracts, culture and supports. Chair Johnson added that from an accounting standpoint, this proposal reflects sound financial management to reach this number. It was well thought out at the sub-committee level as to how to support critical employees with monetary appreciation of their hard work.

Director Brandon Bishop moved to direct Superintendent Cordon to pursue a Memorandum of Understanding with both the licensed (REA) and classified (OSEA) associations for salary only to formalize this proposal. Director Rebecca Larson seconded, and the Motion passed unanimously.

M4-065 Directed Superintendent Cordon to pursue an MOU with the licensed and classified employee groups for the salary adjustment proposal as proposed

RECESS: With regular business concluded, Chair Johnson addressed attendees, acknowledging that many were present in order to hear the last order of business. He indicated that their presence was sincerely appreciated. The regular session was recessed at 6:20 p.m.

BOARD WORK SESSION

Board Chair Johnson reconvened the meeting at 6:25 p.m.

PHOENIX CHARTER SCHOOL REPORT

Phoenix Charter School Principal Kat Bierkens and Executive Director Thomas McGregor shared progress toward goals including attendance, completion rates and student growth in academic ability with positive trending grade-level assessment report scores in the areas of English Language Arts and Mathematics.

The Board was encouraged that 85.8% of students have been assessed in the areas of math and ELA, with 82.7% assessed for reading skills. However, actual current testing results were not provided, with staff indicating that those results will not be shared until late summer.

Director Shirtcliff congratulated Phoenix on the increasing attendance numbers and is looking forward to seeing if this trend continues over the next year as well. Director Bishop added that a Phoenix student is shadowing a staff member at his clinic, and has been very respectful and kind, representing positive changes at the school.

The Phoenix class of 2023 commencement ceremony is scheduled to take place June 6th at 6:00 p.m. at Umpqua Community College, when at least twenty Phoenix students will be graduating. Principal Bierkens added that they are very excited for the 2023-24 school year.

REPORT ON SURVEY RESULTS: DISTRICT CLOSURE MAKE-UP DAYS

Superintendent Cordon shared a copy of the current adopted 2022-2023 school year calendar, illustrating that potential make-up days are scheduled during the months of February and June. The District requested input from parents, staff and students asking for preference for the number of closure days to occur prior to considering adding make-up days. The feedback was overwhelmingly in support of three school closure days occurring prior to adding back instructional days.

After lengthy discussion, Director Rebecca Larson pointed out that due to the bond failure, our lack of air-conditioning will continue to result in mandatory school closures specific to changes in OSHA and OSAA regulations specific to heat and smoke-related air quality mandates. Parents are upset when we have to close, but these are due to legal mandates. Until a bond is passed and climate control deficiencies are resolved, she would be in favor of forgiving a few closure days before adding make-up days, hopefully as early in the school year as possible. Director Shirtcliff inquired how the decision to close is considered, and Superintendent Cordon shared that this is done in collaboration with our staff monitoring road conditions; working with our transportation provider as buses depart well in advance of school start times; along with monitoring heat indexes that sometimes result in having to pre-emptively close when temperatures are expected to exceed the maximum allowable thresholds.

The Board decided to consider at a future date how make-up days are scheduled on the annual school calendars.

STADIUM ADVERTISING

Superintendent Cordon thanked our Finance and Operators Director, Cheryl Northam, for reaching out to district business managers throughout Oregon, to solicit insight into what they are experiencing with advertising costs. We discovered widely differing advertising costs in those other school districts, leading the Board to

request that the superintendent begin developing request for proposal (RFP) criteria to use in gauging interest of area businesses who may be interested in pursuing commercial advertising on our District fields. Director Shirtcliff pointed out the need to capitalize on advertising potential on our properties. Director Lee suggested including varying time frames (one/five years) for potential consideration in the RFP.

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 7:02 p.m. and announced that the next meeting, a Budget Hearing and Board Meeting would be held June 7, 2023, at 6:00 p.m. at Roseburg High School.

Chair Johnson reminded Board of Education members to confirm with Janet if they would be able to attend the commencement ceremony on June 3rd.

Jared P. Cordon, Superintendent
JPC/jlk

Next Meeting: Budget Hearing and School Board regular Meeting, June 7, 2023, at 6:00 p.m. in the RHS media center located at 400 W Harvard Avenue, Roseburg, Oregon and available via Zoom.