

## EXECUTIVE SESSION

The Board met in Executive Session (non-public) pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations. The session was called to order at 5:59pm and adjourned at 6:14 pm.

## BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on June 13, 2022.

### 1. CALL MEETING TO ORDER AND FLAG SALUTE

Board Chair Naomi Raven called the Springfield Board of Education meeting to order at 7:01 p.m. and led the Pledge of Allegiance. Following the Pledge of Allegiance, she read the following Land Acknowledgement:

*We acknowledge that we are in the traditional homeland of the Kalapuya people, specifically the community that was known as Chifin, the area that we now call Springfield.*

*Kalapuya people, who have lived in this region since "[Time Immemorial](#)", were illegally dispossessed of their land and forcibly removed to what are now the [Grand Ronde](#) and [Siletz](#) reservations over several years, but most notably in treaties between 1851 and 1855.*

*The Kalapuya are now members of the [Confederated Tribes of the Grand Ronde](#) and the [Confederated Tribes of Siletz Indians](#), and members of the Kalapuya still live, work, study, and thrive in this area, and continue to make important contributions here in Springfield, across the land we now refer to as Oregon, and around the globe.*

*This information is shared out of a responsibility to honor the heritage and the humanity of all people and to promote unity within our school district.*

### Attendance

Board Members attending the meeting included Board Chair Naomi Raven, Director Jonathan Light and Director Todd Mann. Director Kelly Mason was excused from the meeting because she was attending her master's graduation ceremony. Director Hernandez was excused from the meeting due to illness.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Dustin Collins, Jeff Michna, Kim Donaghe, Sherry Moore, Joan Bolls, Jonathan Mults, Kari Isham, Kate Klontz, Jonathan Gault, Ame Beard, Katie Nunes, Ashlea Leas, Jeff Leas, Dean Bergen, Cliff Schutte, Alyssa Kent, Karri Thiele, Bekah Rhoades, Andy Price, Katie Dawson, José da Silva, Mindy LeRoux, Joyce Johnson, Whitney McKinley, Ryan Beck, Jim Crist, Judy Bowden and Trenay Ryan.

Chair Raven acknowledged the deep impact of the tragedy at Rob Elementary in Uvalde, Texas by sharing the following:

*As we come together this evening, we would be remiss in not pausing our scheduled agenda to acknowledge the deep impact the tragedy at Robb Elementary School in Uvalde, Texas has had on our nation, educational institutions, and each of us individually.*

*Tonight, we stand together, heartbroken, with the members of the Uvalde community and beyond who now join Springfield on a heartbreaking list of communities impacted by school violence.*

*Senseless events such as these shake us all. We all believe that schools should be places of learning, where we are building foundations for our children's bright futures, that are filled with great hope. To see that sense of security lost naturally causes us to question the safety of our own students and school communities.*

*Here in Springfield, we understand the immense responsibility afforded to us when our students and staff walk through our doors which is why we have been a leader in our area with best practices around response training for students and staff. We have intentionally leveraged community investments including enhancing security measures through the 2014 general obligation bond. Community feedback ensured that we included security measures at all schools as a top priority for investment which included:*

- *installing buzz-in single entry systems,*
- *a new phone system that provide for greater information sharing in the event of any type of emergency, and*
- *enhanced visitor management software to track and flag those entering our campuses.*

*Additionally, we maintain a close collaborative relationship with our law enforcement partners including hosting two School Resource Officers imbedded in our buildings throughout the school year.*

*This evening, as we take a moment to mourn the tragic loss of life, we recommit to keeping safety at the forefront of our decision-making. As a board, we will work to support policy that builds school communities that foster belonging. We will balance safety and security with welcoming and inclusion so that our buildings continue to be warm places of comfort for the students and staff who enter each day. We recommit to supporting district administration in advancing safety measures to help our community feel as confident as possible when they entrust us with their precious students. Finally, as a community we ask that we come together with thoughtfulness in discussions and pride in the work that Springfield has accomplished as a leader in our region in the area of school safety.*

*School safety is never an item that is "done" in a checklist, it continues to evolve and improve. For parents and community members looking to learn more about the district's response protocols you may visit our website under "Community" where there is a link to "School Safety" that will provide an overview and contact information for those with additional questions.*

*I will now ask that we pause for a moment of silent reflection to acknowledge the lives lost last month, before we proceed with our meeting.*

## **2. APPROVAL OF THE AGENDA**

**MOTION:** Director Light moved, seconded by Director Mann, to approve the June 13, 2022 agenda as presented.

There was no discussion.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of approving the June 13, 2022 agenda as presented: Director Light – Yes, Director Mann – Yes, and Director Raven –Yes.

Motion passed, 3:0.

### **3. PRESENTATIONS**

#### **Willamette Leadership Academy Charter (WLA) Renewal**

Chair Raven introduced Kristin Miles from the Oregon School Board Association (OSBA) and Colonel Kate Clontz, Battalion Commander and Principal and General Katherine Nunes, Core Committee and Program Director who are administrators representing Willamette Leadership Academy and were present to assist with the process for renewing their charter agreement.

Ms. Miles explained that she was present to help facilitate the renewal process for the Willamette Leadership Academy Charter renewal. The hearing was required by law, however there was not a legal format for that hearing. Ms. Miles had provided the Board, as well as the school, with draft questions, to use or not to use during the hearing.

Colonel Kate Clontz, Battalion Commander and Principal and General Katherine Nunes, Core Committee and Program Director shared the following report about Willamette Leadership Academy and their programming. Also included in their presentation were WLA Family Testimonials. Please see the following for support documents for their presentation and testimonials.

1. Overview of their program mission and vision, program details
  - a) Mission: WLA exists to serve the unique academic, physical, social and emotional needs of students through a military-style model with a focus on leadership, self-discipline, consistency, structure and personal growth.
  - b) Vision: WLA prepares students to become leaders and to live fulfilled lives as respectful and responsible citizens.
  - c) WLA is a highly structured, supportive leadership academy that is structured and modeled after the military. We utilize structure, discipline and consistency to ensure that our cadets are supported and encouraged to grow into excellent leaders, scholars and human beings.
  - d) We work to encourage healthy choices, physical activity, leadership development and academic dedication in our cadets.
  - e) WLA cadets wear uniforms and work together as a team to encourage each other to work towards success.
  - f) Small class sizes and a high staff to student ratio help build academic, behavioral and personal success in our cadets.
2. Demographic data
  - a) Resident district
    - i. Springfield – 46%
    - ii. Eugene 4J – 17%
    - iii. Cottage Grove – 13%
    - iv. Bethel – 10%
    - v. Junction City – 5%
    - vi. Harrisburg – 3%
    - vii. Creswell – 2%

- viii. Fern Ridge – 2%
  - ix. Pleasant Hill – 2%
  - x. Marcola – 1%
  - xi. Central Linn – 1%
  - b) SpED/504 data
    - i. IEP – 22%
    - ii. 504 – 10%
    - iii. ELL – 2%
  - c) Race and Ethnicity data
    - i. White – 78%
    - ii. Hispanic – 7%
    - iii. Two or More – 6%
    - iv. American Indian/Alaskan Native – 5%
    - v. Asian – 2%
    - vi. Black/African American – 1%
  - d) On track data including high graduation rate
    - i. 8 early graduated this year so far.
    - ii. 9 remaining seniors will graduate on time this year.
    - iii. All of our cadets that started with us as seniors for the 21-22 school year are graduation as planned, in four years or less.
    - iv. WLA supports early graduation with our increased credit model to help keep students engaged and on track.
    - v. WLA frequently enrolls high school cadets who are behind in credits, up to and including, 0 credit juniors and seniors. WLA’s goal is to get our cadets as far as we can in the time that we have them, and to focus on growth.
  - e) Overview of why parents select WLA
    - i. Overwhelmingly, families choose WLA because they are looking for increased supervision, smaller class sizes, more accountability for their students, supportive relationships between school and home and more structure.
    - ii. Parents voice struggles with lack of discipline, support and follow through for their students in the public schools.
    - iii. Our biggest recruitment tool is word of mouth recommendations from current or former families.
3. NWEA test data
- a) WLA students, at initial enrollment are often 2 grade levels below where they should be. We do initial assessments to find out where students are and to help begin to fill in academic gaps and development to get them to where they need to be.
  - b) Sometimes, social and behavioral progress needs to be addressed first before the students are in a space to be able to focus on academic growth.
  - c) 25% of our students are in the foster care system and we are oftentimes the sole stable force in their lives. Many students are moved through different foster homes while enrolled with WLA. Data reveals less academic progress is made during these periods of transition. WLA feels that these statistics apply to many of our other students who are constantly undergoing change and turmoil in their home lives, but are not in the foster care system.
  - d) There have been tremendous challenges with reintegrating kids back in a regular daily school setting. We focused heavily on care, connection, engagement and support.

Academic growth was made at a slower rate than previous years because so many other factors needed to be addressed at the same time.

4. Staff support and retention

- a) Use of ESSER funds for bonuses and health and wellness stipends
  - i. Pandemic bonuses for all staff to honor and help retain those that have stuck it out during these challenging times.
  - ii. Personal health and wellness stipends for next year's staff to encourage self-care and personal health. Benefits will translate to more regulated and happy staff which will benefit our cadets. Also, will be used as a recruitment tool for onboarding new staff as well as retaining current staff.
  - iii. Professional advancement funds available to staff who are looking to continue their education, especially in the areas of PE licensure and SpED licensure.

5. HSS

- a) Partnership with LCC
  - i. Working to build a strong partnership with LCC since we are physically located very close to each other. WLA is working to build connections and support for cadets to access advanced coursework, CTE and other early college and career learning opportunities.
- b) Self-selected professional development
  - i. WLA firmly believes in full staff professional development. We have also found the benefit of staff having the opportunity to self-select professional development in areas of their choice. Staff then share back what they have gained at their PD sessions which enriches our staff learning.
- c) Dropout prevention
  - i. WLA works hard to support cadets as they work to find success at school. We offer a robust attendance support system that involves personalized phone calls home when students are absent, required meetings with administration when unexcused absence rates start to climb. These meetings are set as a way to identify barriers for getting to school and how WLA can work to support and remove those barriers.
  - ii. WLA works to provide robust connections between staff and families so that cadets feel safe and supported. We have found that these connections keep cadets engaged and coming to school.
  - iii. WLA offers a unique opportunity for elective credits; we utilize an additional class period once a week that offers engaging and creative ways for students to learn some of the soft skills needed for adulthood and career success. Cadets love these options and we see excellent attendance on these days.
- d) Ingenuity/Imagine Learning
  - i. WLA is utilizing Imagine Learning to support a more robust course catalog for our cadets. Due to our small staff and limited physical space, we cannot always offer the wide variety of courses that cadets are interested in. We utilize Imagine Learning's catalog to provide our cadets options that meet their interests.
  - ii. WLA also uses Imagine Learning for credit recovery and summer credit recovery options to help cadets build back lost credits.
- e) Attendance Support Personnel
  - i. We have utilized HSS funds to bring on a staff member to help support attendance needs for staff and students. This person has managed our ISS, is our

in-house substitute, which helps keep our continuity of learning going when staff are absent. This staff position also helps support cadets when they have been absent and ensures they get what they need to get caught up.

6. SIA

a) Obstacle Course

- i. Used funds to help rebuild and reframe our obstacle course. This will evolve into two parts – a confidence course for younger cadets and an obstacle course for older cadets. We will integrate these items into our PT program and into other on-site activities and competitions.

b) Health and Nutrition

- i. WLA has put a large focus on health and wellness for our cadets.
- ii. Weekly Health and Nutrition curriculum that allows cadets to earn .0125 credits in a year.
- iii. Daily afternoon snack to help reduce behavior incidents in cadets at the end of the day and on the bus ride home. This part of the program has been widely successful and we have seen a big reduction in end of day behavior issues by providing additional food to cadets.
- iv. Summer Wellness Kits – WLA is purchasing a 1Pass for all cadets that are interested. We are also filling a bag with health and wellness items for cadets to participate, monitor and engage in healthy activities over the summer.

c) Mural

- i. WLA invested in honoring our cultural diversity with a Code Talkers mural. This mural supports and honors our cadets and staff of native heritage as well as the great service provided during WWII by Native American soldiers.

d) Technology

- i. WLA has used SIA funds to invest in technology at school. We have added updated staff technology in laptops and Smart Boards as well as additional chromebooks.

e) Therapeutic Model

- i. WLA families voiced a need for more therapeutic services at WLA. We have utilized funds to help cadets access counseling services via Roseburg Therapy and 5<sup>th</sup> Corner Academy. We cover co-pays and other costs to reduce barriers to services. We also provide space in the building for in-person telehealth counseling appointments for our cadets.
- ii. WLA also utilized 5<sup>th</sup> Corner Academy's Peer Support program to help our cadets learn how to become peer support specialists.
- iii. As our needs have shifted, we will move away from the Peer Support Specialist program and will utilize Sources of Strength next year as our primary SEL and suicide prevention/peer support programming.

7. Items for SPS to consider in terms of support

- a) Higher funding 95 for both HS and MS
- b) Transportation
- c) Food services

8. Upcoming Items for 2022-2023 School Year

- a) Projected enrollment for next year

Grade Level	Projected Enrollment for 2022-2023
12 <sup>th</sup>	16
11 <sup>th</sup>	21
10 <sup>th</sup>	33
9 <sup>th</sup>	40
8 <sup>th</sup>	53
7 <sup>th</sup>	49
6 <sup>th</sup>	28
Total	240

- b) Sources of Strength
- c) Additional Case Manager Assistant
- d) Obstacle Course
- e) Horticulture/gardening
- f) Deeper connections with LCC
- g) Embedded therapists

#### WLA Family Testimonials

Good afternoon-

I could go on for days and days about how amazing that I think WLA is, not just for me as a parent, but for [my student] as well. [My student] thrives at WLA (which I've stated so many times before), [my student] actually gets mad when there's days off school, because [my student] loves it so much. [My student] really lost his excitement for school a few years ago, but this year, [my student] is more motivated, happy and focused than ever. [My student] said the teachers are very fair, [my student] loves being challenged and having exact goals (promotions) to work towards. Any time that I've needed to reach out to any staff member, I've gotten great communication, in a timely manner, which is important for me. I have recommended WLA to many people that I know, and I am looking forward to have two of [my students] there next school year!

I know that [my student] would love to help in any way as well, [my student] actually "thanks" me all the time for allowing [my student] the choice of attending WLA.

Thanks!

Karilee Allison (parent of PFGC, 6<sup>th</sup> Grade)

WLA has been a saving grace for [my student] and our family. When the pandemic hit, a trauma also hit our family. [My student] went from getting decent grades to failing nearly all of his classes. [My student] ended up with some pretty intense behavioral problems as a result of both the isolation from school and the incident that hit our family. It was a battle nearly every day to get [my student] to be respectful or participate in school, or to be honest for that matter.

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When we enrolled [our student] at WLA his sophomore year, we did it not as a punishment, but as an opportunity for him to grow and learn. A junior now, I am happy to say that [my student] is thriving. The structure [my student] gets there, along with the support of the staff and faculty has done wonders for [my student]. He has almost a 3.5GPA, just got promoted, actually LOVES school. Had [my student] stayed at the old school, [my student] likely wouldn't have been on track to graduate. [My student] is on track at this point and talks about going to college. We are beyond proud of [our student] and so grateful for everything WLA has done to support [our student] and for us as parents. I know that we can reach out anytime with concerns and the staff fully support us. We love WLA and everything you do for the cadets and how you also support the families in the process!

Audra Landry

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When [my student] was in the 8<sup>th</sup> grade, I pulled [my student] out of public school due to noticing [my student] wasn't doing as well as [my student] used to. I've advocated for [my student] since [my student] was in early intervention, I always wanted [my student] main steamed and treated just like all the other students. [My student] has autism and an intellectual disability. Yet in middle school [my student] was kept in the special education class and missing out on so much. Ever since [my student] has been in WLA, [my student] has excelled so much, I'm so extremely proud of my student and I'm so very grateful to WLA. Willamette Leadership has made such an impact on [my student's] confidence and challenges [my student] daily. It's exactly what was needed.

Thank you, Willamette Leadership Academy,  
Melinda Preciado ~ Ms. Wheelchair Oregon America 2022

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WLA made us feel like we had a viable educational option for [our student]. The rigor and order of WLA accommodated what we were looking for in a school with the additional layer of allowing [my student] to be an active participant in a school community where accountability is paramount. WLA, the staff, the leadership was such a Godsend to us that our hope is that WLA grows, prospers and continues to be the blessing to others that it has been to us. Thank you from the bottom of our hearts!

~Dr. and Mrs. Michael Bratland

[My student] was all but kicked out of two public elementary schools for not listening and talking too much. My take on the situation was the schools are very limited on what they can do as far as punishment. The Springfield School District has the attitude that everybody. That's not the case in real life. At WLA there are repercussions for your actions, as in life.

In the four years at WLA [my student] has learned respect and that hard work pays off. Something that [my student] would have never grasped at a public school. At almost 15 [my student], has turned out to be a good person, responsible and respectful.

Kudos to WLA for helping me stay on top of [my student's] grades via email, phone calls and conferences. Without these [my student] would still be receiving d's and f's.



Thanks,  
Jeff Gates (parent of a 9<sup>th</sup> grader)

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In fourth grade, [my student] had a huge emotional meltdown at school and they called the police on him because of his angry outburst and threats. [My student] was unhappy and [my student's] self esteem took a huge dive from that school.

Me and my husband were so frustrated and disappointed from [our student] being another brick in the wall of our underfunded overcrowded public school system in rural Oregon.

School was not a happy or safe place for [my student] to go at that time. Distance learning was actually better than the in person learning at the previously newly built Harrison Elementary.

I knew [my student] deserved a chance to actually learn academic skills by dedicated teachers who still had passion to teach and help and support the children of their school. That's when a family friend suggested we take a look at WLA.

From the website I learned that this place is not a school where the "bad kids" go. It is not a punishment for not fitting in the regular schools.

WLA is a place where highly trained, dedicated, motivated teachers make the time to help every student excel and find their highest potential.

Sending [my students] here is the best decision I could have made. When [my student] wakes up in the morning, there is excitement about going to school. [My student] is proud of himself and his classmates. [My student] is motivated to do the very best every day. I never imagined [my student] would be on the honor roll. [My student] has set goals to be achieved. [My student] has learned how to be part of a team and I have seen [my student] mature and learn to deal with emotions and how to express those emotions. WLA brought that out in [my student] in just one year.

I am so grateful for the staff at WLA. I know that both of [my students] have very bright futures ahead because of WLA and the learning environment it provides for them. Thank you to all of the staff for all your hard work, for never giving up on [my students] and letting them fall behind. Thank you for helping them to be happy with their accomplishments and follow their dreams that they can excel at anything they want to if they put in the effort.

From Anastacia Rice (parent of a 6<sup>th</sup> and an 8<sup>th</sup> grader)

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It is not important but I wanted to tell you a bit why I'm so impressed with WLA and its staff. I was a painfully shy 6<sup>th</sup> grader (our family moved around a lot). Mr. Farley (yep, 30ish years later, I still remember his name) was my math teacher and it took all my quiet little heart could muster to walk to the teacher's desk in front of the class and ask him if he could re-explain the problems for the assignment, because I didn't understand. He stood up and said, loudly "if you didn't get it the first time, you're not going to. Go back to your seat." Horrible teacher. Now that I think about it, I had a few like that. I have so much respect for y'all. You guys give cadets 2<sup>nd</sup>, 3<sup>rd</sup>, even 4<sup>th</sup> chances for improvement. The staff cares about these kids. You get nothing out of their successes, but the good feeling of helping them achieve their goals. And I'm sure there are days that might not be enough, but y'all keep going even when it's hard. That's what's amazing to me. I wish I had a ton of money to give the school so that you could have all the tools and things these public schools get. It breaks my heart you do twice as good with

half the equipment and funding. You make do with what ya got and lord knows, I know a lot about that. Anyways, I'm not just blowing smoke, you guys are extraordinary. At least in my eyes.

Much respect,  
Billie Hicks

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#### Cadet Testimonials:

When I first started at WLA, I was a shy, quiet kid that just followed the crowd. As the first female Staff Sergeant, it's safe to say that I was broken out of my shell and molded into the outgoing, confident leader I am today. With the help of staff members who I had the pleasure of creating amazing relationships with that I will never forget, I have potential to last a lifetime. With this school, I wouldn't be me.

That's as short as I could get it without writing an essay, lol. I hope that's good enough!

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Director Light inquired as to the reason for their decrease in enrollment. Ms. Nunes answered that it was mostly due to COVID, but that next year's enrollment numbers were looking good. The middle school and high school campuses were merged back together and everyone was enjoying being on one campus.

Director Mann appreciated the nutritional wellness programs that they offered and enjoyed hearing the good things being accomplished with the Student Investment Account (SIA) funds. One concern that he had were drop-out rates. He was aware that measure 98 funds had been used for drop-out prevention and attendance support. He asked that they explain how that had impacted their drop-out rates since 2016. Ms. Nunes replied that the school worked very hard on credit recovery after the pandemic. All of their seniors were graduating and the remaining 87% of their students were on track to graduate.

Chair Raven asked Ms. Nunes to describe a day in the life of their students during the pandemic, using their comprehensive distance learning. Ms. Nunes answered that they offered an online schedule where students attended virtual classes and had asynchronous learning and activities to complete after the synchronous classes schedule. They navigated the schedule so that the middle school students met in the morning, and then the high school students met in the afternoon. This morning and afternoon schedule alternated each day of the week. Every Wednesday staff were assigned to homeroom or a company of students and they called to check in on those families. Teachers had office hours two days a week. Regular zoom meetings were held for the families to check in. The students used Google Classroom for turning in their assignments.

Chair Raven thanked General Nunes and Colonel Klonz for coming to share with the Board about WLA. At this point, she turned the meeting back over to Ms. Miles.

Ms. Miles thanked General Nunes and Colonel Klonz for their very comprehensive report. She said that the Board has 30 days following the Charter Hearing, which took place at this meeting, to vote to renew or not renew the charter agreement. That vote is based on the answers to 5 criteria set forth in law. They are:

- Is the charter school in compliance with the law?

- Is the charter school in compliance with their own charter contract?
- Is the charter school meeting or working towards meeting the student performance goals stated in their charter contract?
- Is the charter school fiscally stable with a sound financial system in place?
- Is the charter school in compliance with any applicable renewal requirements in their charter?

Ms. Miles added that the Board would receive her final report, an executive summary of the report and a recommendation that will be aligned with the statutory criteria. If the Board votes to renew the charter agreement with WLA, they have 90 days to negotiate the contract. If it can't be completed in 90 days, the law allows the current one to remain in place until the renewal process has been completed.

Chair Raven thanked Ms. Miles for her assistance with the hearing.

#### **4. PUBLIC COMMENT**

Chair Raven read the following statement concerning public comment:

*This is the portion of our agenda for public comment. The board provides three ways for community members to share public comment: written public comment, in person oral public comment and virtual public comment. Written public comment is received via email. Public comment received via email for this evening has been reviewed by the Board and has also been posted on the District's website. The deadline for submitting a request for oral public comment was today at noon. Those who requested an opportunity to speak this evening were notified by the board secretary about their request.*

*We encourage groups with a common purpose to designate a spokesperson. If your comments will be covered by a group spokesperson, please indicate so when your name is called. I want to remind those members of the public who have indicated a desire to make comments that our policy provides for a limitation of three (3) minutes per person.*

*The Board will not hear comments regarding any school personnel. We ask those speaking to refrain from using names and titles of school personnel. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires that complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will forward it to the employee, their supervisor and the Board.*

*Speakers are reminded that their public comments will be limited to three (3) minutes.*

Cliff Shutte has been a Springfield teacher for 23 years, varsity head coach for 12 years and a parent of a child attending a SPS school. Mr. Schutte requested the Board revisit the policy on community use of facilities and the implementation of that policy. He spoke regarding the Hamlin Sports Complex and felt that the policy, for "student use and having the students' best interests as priority", was not being followed. The Drifters Organization has use of the facility for the entirety of the Springfield High School summer baseball season. Mr. Schutte provided further examples.

Mike Oswalt requested to share public comment, but was not in attendance when his name was called.

Karri Thiele has been a teacher in Springfield for 23 years. Ms. Thiele resigned her position because of the negative workplace environment, due to lack of open, transparent communication and the untrustworthiness of district leadership. She felt there was not enough support for staff in dealing with behavioral issues. Teachers were choosing to educate the students on sensitive issues instead of allowing

the parents to make those decisions that belonged to them. Ms. Thiele said that this had been done under the guise of inclusivity. She spoke on other issues such as volunteer vaccination status, increased resignations and the need for shared information with the Board.

Sara Vest is a resident of Springfield and parent. Her son played baseball for Springfield High and graduated in 2022. Ms. Best spoke emotionally on the use of the Hamlin Sports Complex. She said that private citizens, who had financial interests in the complex, controlled the use of the field and that those organizations had implemented their own employees into the school in order to gain even more control.

Jonathan Muhs has been a Union Ironworker for 26 years and is the parent of six. Mr. Muhs spoke on the use of Hamlin Sport Complex and the impact on the baseball players. He mentioned that those responsible were not maintaining the field as they should be. He stated that he did not like the direction that things were going and the impact it was having on the baseball players and students.

## **5. ACTION ITEMS**

### **A. Approve Consent Agenda**

- 1. May 9, 2022 Board Meeting Minutes**
- 2. May 12, 2022 Budget Committee Meeting Minutes**
- 3. Financial Report**
- 4. Personnel Action, Resolution #21-22.037**
- 5. Board Policy Approval, Resolution #21-22.038**

Jenna recommended the Board of Directors approve the following board policies as updated:

- GBL – Personnel Records
- GBLA – Disclosure of information (DELETE – information incorporated and combined into GBL updates)
- IGBB – Talented and Gifted Program

- 6. 2022-2023 Nutrition Services Dairy, Resolution #21-22.039**

Brett Yancey recommended that the Board of Directors award the dairy products contract to Umpqua Dairy Products Company of Roseburg, OR for an estimated amount of \$460,000.00.

- 7. 2022-2023 Nutrition Services Fresh Produce, Resolution #21-22.040**

Brett Yancey recommended that the Board of Directors award the fresh produce products contract to Emerald Fruit and Produce of Eugene for an estimated amount of \$260,000.00.

- 8. 2022-2023 Nutrition Services Bakery, Resolution #21-22.041**

Brett Yancey recommended that the Board of Directors award the bakery products contract to Franz Family Bakeries of Eugene for an estimated amount of \$125,000.00.

- 9. 2022-2023 Nutrition Services Supplies, Resolution #21-22.042**

Brett Yancey recommended that the Board of Directors approve the purchase of Nutrition Service supplies from the following cooperative agreement for the estimated amount:

- U.S. Foods, Rosemont, IL \$600,000.00

- 10. 2022-2023 Board Meeting Schedule, Resolution #22-22.043**

Superintendent Hamilton recommended that the Board of Directors approve the 2022-2023 Board Meeting Schedule as presented.

**MOTION:** Director Light moved, seconded by Director Mann to approve the Consent Agenda minus item number 4, Personnel Action and item number 10, approval of the 2022-2023 Board Meeting Schedule.

Chair Raven called for a roll call vote and asked each member to indicate if they supported the motion in favor of approving the consent agenda minus item number four and ten: Director Light – Yes, Director Mann – Yes, and Director. Raven –Yes.

Motion passed – 3:0

Chair Raven asked Director Light to share his reasoning for putting aside these two items from the Consent Agenda.

Director Light shared that he would like to pull items 5A #4 and #10 from the Consent Agenda. He said that he is very concerned about the number of resignations and retirements on the Personnel Reports in recent months and would like to have a report shared with the Board that could reflect the last five years of data on the number of retirements and resignations and reasons for this.

Dustin Reese, Director of Human Resources said that he would be happy to share a report with this information in the next couple of months. He added that the most accurate information will need to be pulled after July first because teachers are required to give a 60-day notice when they are resigning their position with the district. He said the District currently has over 30 positions posted and all hires are fully licensed teachers. Every year there are hard to hire positions and this year is no different. Pools have been posted since March for staff for 2022-2023 school year.

Director Light added that retaining the experienced staff we already have is very valuable and it is important to try to understand why some are leaving. That will inform the District about how we are able to do a better job retaining current staff. Mr. Reese agreed that retaining staff is extremely important. He added that we are also hiring staff with experience who are coming from neighboring districts.

Mr. Mann agreed that it is valuable for the board to receive additional information regarding staff retention, resignations and retirements.

Following the discussion, Chair Raven called for a motion to approve item number four from the consent agenda.

**MOTION:** Director Mann moved and Director Light seconded the motion to approve item number four from the consent agenda.

Chair Raven called for a roll call vote and asked each member to indicate if they supported the motion in favor of approving item number four from the Consent Agenda: Director Light – Yes, Director Mann – Yes, and Director. Raven –Yes.

Motion passed – 3:0

Next, Chair Raven asked Director Light to share why he would like to pull item number ten from the Consent Agenda. He responded by saying that he would like the entire Board to weigh in on the 2022-2023 Board Meeting Schedule. He would like the Board to consider adding a work session to most of the Business meeting dates. He would also like the Board to consider adding a Board Retreat in August. Director Mann agreed that more meetings would allow the Board to be less reactive and allow for additional time for discussion. Chair Raven added that she also would like to see the Board schedule a Board Retreat.

**MOTION:** Director Mann moved and seconded by Director Light to table item number ten from the Consent Agenda until the next meeting when hopefully all Board members would be present to discuss the 2022-2023 Board Meeting Schedule.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of tabling item number 10 from the Consent Agenda until the next meeting when hopefully all Board members would be present to discuss the 2022-2023 Board Meeting Schedule: Director Light – Yes, Director Mann – Yes, and Director. Raven –Yes.

Motion passed, 3:0

**B. Adopt 2022-2023 Budget, Resolution #21-22.044**

The District began holding work sessions with the Budget Committee in January 2022 to discuss parameter and estimates for the 2022-23 fiscal year. All information from District stakeholders, Oregon Department of Education and the Oregon State Legislative process was used to construct the proposed operating budget for the Springfield School District. Following months of preparation, the 2022-2023 proposed budget was delivered to the Budget Committee on May 5, 2022.

During its second Budget Committee meeting on May 12, 2022, the Springfield School District Budget Committee approved the proposed budget for 2022-2023 without modification. There are no modifications form the approved budget to the adopted budget being proposed.

The Board held a Budget Hearing prior to this meeting to hear public comment regarding the 2022-2023 Budget adoption. No public comment was shared.

Brett Yancey recommended that the Board of Directors adopt the 2022-2023 Budget Resolution as presented.

**MOTION:** Director Light moved, Director Mann seconded the motion to adopt the 2022-2023 Budget Resolution as presented.

There was so discussion.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of adopting the 2022-2023 Budget Resolution as presented: Director Light – Yes, Director Mann – Yes, and Director Raven – Yes.

Motion passed, 3:0

**C. Adopt 2021-2022 Supplemental Budget, Resolution \$21-22.045**

This resolution is necessary to recognize the items listed below in the 2021-2022 budget appropriations within the levels as required by Oregon Budget Law. Oregon Budget Law requires that a Supplemental Budget process be conducted if the proposed budget will change any fund’s expenditures by more than 10 percent or will create a new fund or a new appropriation category. Not all of the changes listed below require a supplemental budget process, however because some of the changes meet this threshold, the District is including all of the proposed changes in this proposed supplemental budget.

- 1) ESSER Fund – A supplemental budget is needed to create a new appropriation category for community services and to reallocate budget resources to align with spending decisions that were made after the 2021-22 budget was adopted. Items requiring a shift in function codes include approximately \$141,000 for a Covid Nursing Administrator, \$787,000 in Staff retention stipends

and additional Covid support, \$847,000 for the purchase of R-Zero disinfecting units, \$150,000 in indirect charges on funds, and \$136,251 in other areas including professional development and software.

Budget adjustments:

Expenditures:

Function 1000, Instruction Services	(\$2,061,251)
Function 2000, Support Services	\$1,814,613
Function 3000, Community Services	\$ 246,638

- 2) Student Investment Account – A supplemental budget is needed to create new appropriation categories for community services and facility acquisition and construction, and to reallocate budget expenditures to align with the proper function codes. EAs supporting the family resource center are charged to community services and costs to finalize installation of covered play structures are charged to facilities acquisition and instruction.

Budget adjustments:

Expenditures:

Function 1000, Instruction Services	(\$555,765)
Function 2000, Support Services	(\$415,059)
Function 3000, Community Services	\$318,384
Function 4000, Facilities Acquisition and Construction	\$652,440

- 3) Federal State and Local Programs (Special Revenue) – After budget adoption, the District and Lane Education Service District (LESD) determined that LESD would manage the Teacher Pathways Grant. Remaining grant funds were paid to LESD as a transit.

Budget adjustments:

Expenditures:

Function 2000, Support Services	(\$198,693)
Function 5000, Other Uses of funds	\$198,693

- 4) General Fund – This budget adjustment is to move \$500,000 in unspent salary and benefits in the maintenance department in the support services function to support a portion of the Hamlin restroom & team room project in the facilities acquisition and construction function.

Budget adjustments:

Expenditures:

Function 2000, Support Services	(\$500,000)
Function 4000, Facilities Acquisition and Construction	\$500,000

- 5) Debt Service Fund – The Board authorized a partial refunding of the District’s 2015 General Obligation Bonds. This resolution recognizes the bond proceeds and related Debt Service and refinancing costs.

Budget adjustments:

Revenue:

Function 5100, Bond Proceeds	\$23,525,000
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Expenditures:

Function 5100, Debt Service	\$23,307,764
Function 2000, Support Services	\$ 217,236

- 6) Capital Projects Fund - The District is recognizing insurance proceeds and costs related to the flooding at Walterville Elementary School. The District expects building repair costs and furniture and equipment replacement to total \$2,200,000 for the fiscal year.

Budget adjustments:

Revenue:

Function 5300, Compensation for Lost Assets \$2,200,000

Expenditures:

Function 2000, Support Services \$ 150,000

Function 4000, Facilities Acquisition and Construction \$2,050,000

The Board held a Supplemental Budget Hearing prior to this meeting to hear public comment regarding the adoption of the 2021-2022 Supplemental Budget. No public comment was shared.

Brett Yancey recommended that the Board of Directors for Springfield School District No. 19, hereby recognize additional revenue and re-allocate budget appropriations as listed above for the current fiscal year, 2021-2022.

**MOTION:** Director Light moved, Director Mann seconded the motion to recognize additional revenue and re-allocate budget appropriations as listed above for the current fiscal year, 2021-2022 as presented.

There was no discussion.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion favor of recognizing additional revenue and re-allocating budget appropriations as listed above for the current fiscal year, 2021-2022: Director Light – Yes, Director Mann – Yes, and Director Raven – Yes.

Motion passed, 3:0

**D. Approve 2022-2023 Designation of District Officers, Clerks, Depositories and Contract Review Board, Resolution #21-22.046**

Brett Yancey recommended that the Board of Directors approve the resolution designating District officers, clerks, and agents, including the depositories for District funds and contract review board as presented for the 2022-2023 fiscal year.

**MOTION:** Director Light moved, Director Mann seconded the motion to approve the resolution designating District officers, clerks, and agents, including the depositories for District funds and Contract Review Board as presented for the 2022-2023 fiscal year.

There was no discussion.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of approving the resolution designating District officers, clerks, and agents, including the depositories for District funds and Contract Review Board as presented for the 2022-2023 fiscal year: Director Light – Yes, Director Mann – Yes, and Director Raven – Yes.

Motion passed, 3:0

**E. Approve 2022-2023 Property and Liability Insurance, Worker's Compensation Insurance, Resolution #21-22.047**



**Property & Casualty Insurance:**

In preparation for the 2022-2023 fiscal year, the Springfield Public Schools requested the District’s agent of record request bids for property, casualty and liability insurance policies. The District has received a premium quotation for property, casualty and liability insurance coverage and the most economical quotation received is approximately 9.54% increase compared to premiums paid for the 2021-2022 fiscal year, which is a total increase of approximately \$82,869. Overall, insurance market conditions are volatile based on several factors., Employment and boundary invasion claims continue to be a concern in the overall market, as well as large property claims from natural disasters. The agent of record (Brown and Brown Northwest) recommends coverage under the Special District Association of Oregon that meets or exceeds current levels of coverage.

**Worker’s Compensation Insurance:**

Annually, the Springfield Public Schools reviews insurance and worker’s compensation policies to ensure the most cost-effective plans for the upcoming year. For the 2022-2023 fiscal year SAIF Corporation quoted \$410,809, which is approximately \$28,183 more than the current year. Coverage under this proposal is identical and consistent with current plans.

Be it Hereby Resolved, that the Springfield Public Schools Board of Directors renew property, casualty and liability insurance coverage, including earthquake and flood coverage under Special District Association of Oregon for the period July 1, 2022 – June 30, 2023.

Be it Hereby Resolved, that the Springfield Public Schools Board of Directors renew worker’s compensation insurance coverage under SAIF Corporation for the period July 1, 2022 – June 30, 2023.

**MOTION:** Director Mann moved, Director Light seconded the motion to approve the resolution for 2022-2023 Property and Liability Insurance, Worker’s Compensation Insurance as presented.

There was no discussion.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of approving the resolution for 2022-2023 Property and Liability Insurance, Worker’s Compensation Insurance as presented: Director Light –Yes, Director Mann – Yes, and Director Raven – Yes.

Motion passed, 3:0

**F. Approve 2022-2023 Designation of District Legal Counsel and Municipal Auditor, Resolution #21-22.048**

Brett Yancey recommended that the Board of Directors approve the resolution designating District agents as presented for the 2022-2023 fiscal year.

**MOTION:** Director Light moved, Director Mann seconded the motion to approve the resolution designating District agents as presented for the 2022-2023 fiscal year.

Director Light indicated that he thought the number of law firms seemed rather large. Mr. Yancey responded that the District does not need the services of each of the law firms every year, but the Board does need to authorize their use each year. There is no retainer associated this resolution. The District only pays when the specific firms are engaged for service.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of approving the resolution designating District agents, as presented for the 2022-2023 fiscal year: Director Light – Yes, Director Mann – Yes, and Director Raven – Yes.

Motion passed, 3:0

**G. Approve Agreement between Oregon School Employees Association (OSEA) and Springfield School District No. 19, Resolution #21-22.049**

The District and OSEA bargaining teams began meeting in January 2022 to negotiate a three-year compensation and benefit contract for classified employees. The new agreement is effective July 1, 2022 – June 30, 2025 and will re-open during the 2024-2025 school year to discuss compensation and insurance contributions. The school board is being asked to approve the new three-year agreement.

Jim Crist recommended that the Board of Directors approve the new three-year agreement between Springfield Public Schools and Oregon School Employees Association, effective July 1, 2022 through June 30, 2025.

**MOTION:** Director Light moved, Director Mann seconded the motion to approve the new three-year agreement between Springfield Public Schools No. 19 and Oregon School Employees Association, effective July 1, 2022 through June 30, 2025.

The Board congratulated the district team and the team representing the OSEA for collaborating and being able to come together to agree on this three-year contract.

Hearing no further discussion, Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they supported the motion in favor of approving the new three-year agreement between Springfield Public Schools No. 19 and Oregon School Employees Association, effective July 1, 2022-June 30, 2025. Director Light – Yes, Director Mann – Yes, and Director Raven – Yes.

Motion passed, 3:0

**6. INFORMATION/REPORTS**

**A. Superintendent Communication**

Superintendent Hamilton shared that summer school was beginning soon and that six elementary sites were hosting summer school programs, all four of the middle schools would have programs, and the high school programs would be located around the district. There would be numerous opportunities for high school students, both for credit recovery and academic enrichment. Springfield School District would continue to support Willamalane's One Pass program and summer camps. Those passes would be offered free to Springfield students. The Springfield Public Library would be hosting summer programs and activities for all Springfield students, including those living outside of city limits. The District has a three-year agreement with the library to issue library cards for all SPS students who currently live outside the city limits. Mr. Hamilton announced that Connected Lane County was continuing their Sparks Lab camps and internship opportunities. He said that he and his staff would bring more information for the Board to consider and then a recommendation would be made to memorialize the Board's interest in including a land acknowledgement in their policy. Mr. Hamilton then gave an update on the Equity Advisory Committee. He noted that the Mr. Madden had been waiting for the State Board of Education to make their final rules. They were preparing to gather information to present to the Board in August, for a decision to be made in September around their advisory committee. Mr. Hamilton concluded by proudly announcing that there were 657 graduates that walked across the stage at graduation this year. This number would increase to include those from Willamette Leadership Academy who would graduate later in the week. Superintendent Hamilton also recognized that not only do we have students graduating, but we also have staff and a board member who received advanced degrees, as well.

## **B. Board Communication**

Chair Raven was grateful for the organization of the meetings. She said that the last couple of years had felt like treading water in trying to find ways that they could best offer support to their administration and also to support the children. She was looking forward to enjoying the summer, moving into next year, continuing in the recovery, being able to have opportunities to look even deeper at the impacts of the last few years and being honest and intentional in the ways that they would meet those needs of their students. Ms. Raven attended and enjoyed the student production of “Pippen” at Thurston High. She added that she had really enjoyed attending virtually the Board Chair Cafés which were being offered monthly by OSBA for board chairs across the state to come together, share ideas and support. Ms. Raven concluded by saying that she was excited to see the implementation of all the innovative educator programs that were being funded by the SEF Innovative Grant money.

Director Light was excited for the summer school programs. He was hoping that Superintendent Hamilton would provide a schedule of activities and programs offered through the Summer School Program and the Springfield Library, in the event, any of the Board Members would like to attend. Director Light stated those programs and activities were supported through ESSER Funds, which would be running out in 2024. He urged the Board to be forward thinking in finding a way to continue with such funding because of the positive impact those opportunities had on the students.

Director Mann noted that the Luau was soon approaching. He then shared that the Springfield Education Association had received the results from the analysis by the University of Oregon. They would be reviewing the Executive Director’s contract. He also announced that the Innovative Educator Grants totaled \$65,000 for the current year. He also shared about the amazing job the high school principals did in honoring all students as they graduated and making the ceremonies especially meaningful. He also enjoyed an orchestra concert at Springfield High School. He concluded by reminding everyone that the Night of 11,000 Stars would be held at the Ford Alumni Center at the University of Oregon. It would be an in-person event and would be held on October 15, 2022.

## **7. NEXT MEETING**

Chair Raven thanked everyone for attending and reminded them that the next meeting would be a Work Session held on June 27<sup>th</sup>.

## **8. ADJOURNMENT**

With no other business, Chair Raven adjourned the meeting at 8:50 p.m.

*(Minutes recorded by Trenay Ryan, LCOG)*