



Public Comment Information

The Springfield Public Schools Board of Directors desires to hear from the community they serve and sets aside 20 minutes for oral public comment during their regular business meetings.

Members of the community are invited to provide public comment, in-person, virtually, or via written submissions.

Oral Comments – In-person, or virtually:

To sign up to speak to the school board during their regularly scheduled business meeting please send your request to public.comment@springfield.k12.or.us. Clearly label the subject line as: “Oral Public Comment Request” and include *full name, whether you are a resident of the district, a phone number, agenda item or topic*. Submissions will be collected the Thursday before the meeting date, once public meeting notice has been made, and will remain open until 12:00 pm on the day of the meeting.

Oral public comment is limited to 3 minutes per person and is scheduled for 20 minutes on the agenda. Due to time limitations not all speakers may be selected to provide oral comment during the board meeting.

Written Comment:

To submit written public comment, send your materials to public.comment@springfield.k12.or.us by 12:00 pm the day of the meeting. Clearly label the subject line as “Written Public Comment”. All written comments submitted by the 12:00 pm deadline on the day of the meeting will be provided to the board for their review and posted to the district website by 4:00 pm on the day of the board meeting.



ESCUELAS PÚBLICAS DE
SPRINGFIELD
Cada Estudiante Cuenta, Cada Día

Información sobre los Comentarios Públicos

La Junta Directiva de las Escuelas Públicas de Springfield desea escuchar a la comunidad a la que sirve y reserva 20 minutos para comentarios orales del público durante sus reuniones regulares de negocios. Hay tres maneras de hacer comentarios públicos en las reuniones regulares de la junta.

Se invita a los miembros de la comunidad a hacer comentarios públicos, en persona, virtualmente o a través de presentaciones escritas.

Comentarios Orales - En persona, o virtualmente:

Para inscribirse para hablar con el consejo escolar durante su reunión de negocios programada regularmente, por favor envíe su solicitud a public.comment@springfield.k12.or.us. Etiquete claramente la línea de asunto como: "Solicitud de Comentario Público Oral". Por favor, incluya su *nombre completo, si es usted residente del distrito, número de teléfono, punto del orden del día o tema*. Las solicitudes serán recaudadas entre el jueves anterior a la fecha de la reunión y el mediodía del día de la reunión.

Los comentarios orales del público están limitados a 3 minutos por persona y están programados para 20 minutos en el orden del día. Debido a las limitaciones de tiempo, no todos los oradores pueden ser seleccionados para hacer comentarios orales durante la reunión de la junta.

Comentarios por Escrito:

Para presentar comentarios públicos por escrito, envíe sus materiales a public.comment@springfield.k12.or.us antes del mediodía del día de la reunión. Por favor, etiquete claramente la línea de asunto como "Comentario Público por Escrito". Todos los comentarios escritos presentados antes de la fecha límite se proporcionarán a la junta para su revisión y se publicarán en el sitio web del distrito antes de las 4:00 p.m. del día de la reunión de la junta.

Si tiene alguna pregunta o necesita asistencia favor de comunicarse al (541) 726-3486



SPRINGFIELD
PUBLIC SCHOOLS
Every Student, Every Day

BOARD OF EDUCATION
January 9, 2023
Administration Building Board Room
640 A Street
Springfield, OR 97477

[En español](#)

7:00 pm Board Meeting, Board Room
Streaming Meeting URL:
<http://www.vimeo.com/SpringfieldPS>

AGENDA		TAB
1. Call Meeting to Order	Board Chair Naomi Raven	
A. Pledge of Allegiance	Chair Raven	
B. Land Acknowledgement	Chair Raven	
2. Approval of the Agenda	Chair Raven	
3. School Board Recognition Month Proclamation	Superintendent Hamilton	
4. Presentations		
A. Student Board Representative Communication	Chair Raven	
5. Public Comments (Three (3) minutes each; maximum time 20 minutes. Speakers may not yield their time to other speakers.)		
6. Action Items		
A. Approve Consent Agenda		
1. December 12, 2022 Board Meeting Minutes		1
2. Financial Statement	Brett Yancey	2
3. Personnel Report, Resolution #22-23.022	Dustin Reese	3
B. Appoint Budget Committee Members, Resolution #22-23.023	Brett Yancey	4
7. Discussion		
A. 2023-2025 Lane ESD Local Service Plan, Year One	Supt. Scurto/Supt. Hamilton	
8. Information/Reports		
A. Superintendent Communication	Superintendent Hamilton	
B. Board Communication	Chair Raven	
• Board Committee Reports		
9. Next Meetings: January 14, 2023, 1:00-4:00pm Board Retreat	Chair Raven	
January 27, 2023, Time TBD Board Work Session		
February 13, 2023, 7:00pm Board Meeting		
10. Adjournment	Chair Raven	

Springfield Public Schools is an equal opportunity educator and employer.

Persons having questions about or requests for special needs, accommodations or language translation services at Board Meetings should contact the Office of the Superintendent; 640 A Street, Springfield, OR 97477; Phone: (541) 726-3201. Contact should be made 72 hours in advance of the event.



ESCUELAS PÚBLICAS DE SPRINGFIELD

Cada Estudiante Cuenta, Cada Día

CONSEJO DE EDUCACIÓN
9 de enero del 2023
Sala del Consejo de Administración
640 A Street
Springfield, OR 97477

7:00 pm Reunión del Consejo
Junta Transmitida a través de:
<http://www.vimeo.com/SpringfieldPS>

AGENDA		TAB
1. Declarar Abierta la Sesión	Presidenta del Consejo Naomi Raven	
A. Juramento de Lealtad	Predisenta Raven	
B. Reconocimiento de la Tierra	Gerente Hernandez	
2. Aprobación de Agenda	Presidenta Raven	
3. Proclamación del Mes de Reconocimiento de la Junta Escolar	Superintendente Hamilton	
4. Presentación		
A. Comunicación del Representante de la Junta Estudiantil	Presidenta Raven	
5. Comentarios públicos: (Tres (3) minutos cada uno; tiempo máximo de 20 minutos. Los ponentes no podrán ceder su tiempo a otros ponentes).		
6. Medidas a Tomar		
A. Aprobar la Agenda de Consentimiento		
4. 12 de diciembre del 2022 Minutos de Reunión del Consejo		1
5. Informe Financiero	Brett Yancey	2
6. Acción de Personal, Resolución #22-23.022	Dustin Reese	3
B. Nombrar miembros del Comité de Presupuesto, Res. #22-23.023	Brett Yancey	4
7. Discusión		
A. 2023-2025 Plan de servicio local de Lane ESD, primer año	Supt. Scurto/Supt. Hamilton	
8. Reportes e Información		
A. Comunicación del Superintendente	Superintendente Hamilton	
B. Comunicación del Consejo	Presidenta Raven	
• Informes de los Comités de la Junta		
9. Próximas Reuniones:		
14 de enero del 2023, 1:00-4:00 pm Retiro de la Junta	Presidenta Raven	
27 de enero del 2023, Hora sera determindada Sesión de trabajo de la Junta		
13 de febrero del 2023, 7:00pm Reunión de la Junta		
10. Aplazamiento	Presidenta Raven	

Las Escuelas Públicas de Springfield es un educador y empleador con igualdad de oportunidades.

Las personas que tengan preguntas o soliciten necesidades especiales, acomodaciones o servicios de traducción en las reuniones de la Junta Directiva deben ponerse en contacto con la Oficina del Superintendente; 640 A Street, Springfield, OR 97477; Teléfono: (541) 726-3201. El aviso debe hacerse con 72 horas de anticipación al evento.

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on December 12, 2022.

1. CALL MEETING TO ORDER, FLAG SALUTE AND LAND ACKNOWLEDGEMENT

Board Chair Naomi Raven called the Springfield Board of Education meeting to order at 7:04 p.m. and led the Pledge of Allegiance. Following the Pledge of Allegiance, Director Mason 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, Board Vice Chair Todd Mann, Director Emilio Hernandez, Director Jonathan Light and Director Kelly Mason.

District staff and community members identified included Superintendent Todd Hamilton, Dustin Reese, Pat Best, Judy Bowden, Brett Yancey, Mindy LeRoux, Joan Bolls, Whitney McKinley, Brian Megert, Nicole Nakayama, Karrie Thiele, Holly Schaper Maelette Brockmann, Giselle Garcia Rosales, Susan Rogers, Jamie Strand, Alana Strand, Ariel Jorkan, Lacey Macdonald, Ame Beard, Charlie Jett, Joan Bolls, Jonathan Gault, Caroline Omeara, José da Silva, Brooklyn Ramirez, Kimberlee Pelster, Pat Best, Taylor Madden and Joyce Johnson.

2. APPROVAL OF THE AGENDA

Chair Raven asked for a motion to approve the December 12, 2022 agenda as presented.

MOTION: Director Mann moved, seconded by Director Mason, to approve the December 12, 2022 agenda as presented.

Chair Raven called for a roll call vote. Chair Raven asked each Board member to indicate if they supported the motion in favor of approving the December 12, 2022 agenda as presented: Director Hernandez – Yes, Director Light – Yes, Director Mann – Yes, Director Mason – Yes and Director Raven – Yes.

Motion passed, 5:0.

3. PRESENTATIONS

A. Student Board Representative Communication

A3: Maelette Brockmann shared the following highlights:

- With the help of local entrepreneurs Keith and Amy Lewis, 250 full turkey dinners were donated to Springfield Public Schools' families.
- All students watched a biopic about Temple Gardin, an autistic woman who overcame the limitations imposed on her by her condition. Following the presentation, the A3 community had thoughtful discussions about how people with challenges can overcome adversity to be successful.
- Recent production of *The Curious Incident of the Dog in the Night-Time*. The cast received feedback from neuro divergent community members and their caregivers that the students did a good job at expressing what it's like to care of a neuro divergent individual.
- A3's next production in March will be William Shakespeare's *12th Night*.
- A3 continues to support academic success and saw 13 students come to school on a non-school day to get extra support from their teachers.

Gateways High School: Susan Rogers shared the following highlights:

- 41 families received Thanksgiving dinners.
- Spirit week for December 12-16 included holiday hat day, flannel day, PJ day and holiday sock day. Other activities in the cafeteria included hot chocolate, winter themed activities, candy grams and decorating cookies.
- Several interesting topics are being studied in physics classes (energy and engineering), art classes (creating album covers for their favorite bands) and math classes (financial algebra, balancing a checkbook and simple and compound interest).
- Small group instruction for additional support for students continues.
- Counselors help teachers understand when students are having problems and they work together to support students.

Springfield High School: Giselle Garcia-Rosales shared the following highlights:

- Ongoing focus on students and community needs
- Annual food drive just ended
- A clothing drive is being coordinated by the Family Resource Coordinator. There is no charge for students to access these items.
- SHS Band was the Honorary Grand Marshall at the 70th Annual Springfield Christmas Parade. This is the only group to participate in every single parade since its inception in 1952.
- The Leadership class collected gifts for the Tree of Joy project which will distribute gifts to elementary school students in our district.
- Winter sports season has officially started for wrestling, basketball and swimming.
- Leadership is planning a winter dance along with a spirit week, an assembly and a student vs teacher basketball game.

Thurston High School: Brooklyn Ramirez shared the following highlights:

- Students continue to receive Colt Compliment Cards. More than 1200 compliment cards have been awarded to students this year.
- End of term performances will be taking place in the coming weeks.

- Mental health continues to be a priority on campus
- Family Resource Center has been able to provide students with coats, shoes, personal care items, food and school supplies.
- December activities included the canned food drive bringing in 734 cans of food for THS families; Tree of Joy raised over \$3500 to purchase Christmas gifts for 34 future THS students.
- Winter sports season is underway for swimming, wrestling, cheer, dance and basketball. Over 25% of THS students are participating in a winter sport.
- The Multicultural Club hosted free holiday movie nights for the entire school
- Colton the Elf made return appearances during December. Students were given a clue each day during advisory or a posting on THS Instagram account to assist in finding Colton and win a reward. Colton is a fun way to engage students and help them feel that they belong to the THS community.
- Leadership is planning the next student dance to be held in January.

Willamette Leadership Academy: Alana Strand shared the following highlights:

- WLA mission is 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. Promote excellency and strive for greatness.
- Color Guard team visited Churchill Estates Senior Living Center giving a rifle spinning performance and an appreciation speech to the veterans. They also marched in the Springfield Christmas Parade.
- Gift card giveaway for five cadets who had 90% or better attendance rate for the month of November.
- School wide canned food drive, clothing and gift cards for holiday baskets for WLA families.
- Honor one Cadet of the Month and one Staff of the Month
- Creating a virtual tour for the website along with videos on how to shine your boots, roll your sleeves and male and female hair requirements.

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.

Karrie Thiele stated there was little focus on the board goal of addressing immediate problems. She said the process for making public comments was still restrictive, with no opportunity for back and forth conversations and little to no public input being considered. Ms. Thiele concluded by stating that any requests made for the Board to hold a community input opportunity had been denied.

Holle Schaper shared her comments virtually and said that her child was in the blended kindergarten, first grade classroom for the Brattain Online Elementary Program. She expressed that it had been absolutely wonderful. Her daughter had met or exceeded all benchmarks and absolutely loved school and learning. Additionally, she stated the requirement to sign up by noon on the day of a meeting to give public comment was an unnecessary barrier to providing public comment and asked that the request of address be removed, in an effort to ensure equity and access to public comment and for those with safety concerns.

There was one written comment submitted for review prior to this meeting. The email was posted to the District website before 4:00pm on the date of this meeting. Please see below for the text of the email.

Public Comment Business Meeting -- December 12, 2022 (Staff Surveys)

COLLEEN HUNTER <ckhunter13@aol.com>

Mon 12/12/2022 12:34 AM

To: public comment <public.comment@springfield.k12.or.us>;

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

Members of the Springfield Public Schools Board of Directors and Superintendent Hamilton:

As a retired teacher from SPS, I know how important it is for staff to feel respected and valued as part of the district team of care takers and educators who put their students and families first daily, not only when planning but also when putting those plans into action. The reality of teachers' lives is that they spend much of their time working without positive or any feedback from the folks higher up, unless there is something big or attention-grabbing from media or elsewhere. During my last year as a teacher, I spoke to the board twice sharing why I was leaving the profession which I loved 3 years earlier than I had planned. As there are no "exit interviews" now, nor were there then, this would be the only way for the district to know the reason that staff might be leaving their positions. We know that many people have left employment with SPS in the last 3 years.

When the people doing the daily work of educating and caring for students feel like they are working in isolation from district leadership, without support or interest in their feelings or input, it isn't surprising that many of the teaching staff have been moving on...going elsewhere to teach or leaving teaching all together. So when I heard about the "Stay Interviews" which took place not long ago, I was hopeful that teachers and other staff members would finally get to have some input by sharing their realities with district leadership. Multiple members of the community, staff, and others have spoken at numerous board meetings to ask for the results of those interviews. All of these requests or complaints have fallen on deaf ears, as nothing became of all of the time and energy spent on this effort to 'take a pulse' from staff. It could have been very useful to administrators in doing planning for professional development, dealing with the new realities for teachers since the pandemic began, as well as hearing and valuing the opinions of those in the trenches. However, the data which could have provided useful staff perspectives to district leadership, appears being held hostage by those who could have used it for the intent purpose which everyone was told was the reason for taking their time to talk about things.

Instead of making use of the information which was shared during these "Stay Interviews", and despite multiple requests to do so, the many hours spent on this effort were wasted. Working under unbelievably difficult conditions during the pandemic and afterwards, staff were asked to give input which went nowhere. As if that wasn't bad enough, now teaching staff are required to complete a commercially produced survey product :UPBEAT. More harmful than the monetary costs involved, is the inability of people to openly react to any of the questions. It can not provide any useful data about teachers' and other staff members' true feelings which could have been helpful, but alas..."throwing good money after bad" or in this case, making employees feel worse about being ignored and undervalued. I implore members of the board to request sharing of the results from the original "Stay Interviews". It is truly priceless information...which should be respectfully looked at by all involved parties: teaching and other staff, district leadership and members of the school board and community. Please be a brave group of school board members and ask for leadership accountability to all stake holders in the SPS community.

I appreciate your work on behalf of the students, staff, families and community members.

Respectfully,

Colleen Hunter
Member of Community Alliance for Public Education (CAPE)

4921 Glacier Drive
Springfield, OR 97478
(541) 510-9515

4. ACTION ITEMS

A. Approve Consent Agenda

- 1. November 14, 2022 Board Meeting Minutes**
- 2. Financial Report**
- 3. Personnel Action, Resolution #22-23.019**
- 4. Out of State Trip Springfield HS Cheer, Resolution #22-23.020**

MOTION: Director Mann moved, Director Mason seconded the motion to approve the Consent Agenda.

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

Motion passed, 5:0.

B. Accept Annual Comprehensive Financial Report & 2021-2022 Audit, Resolution #22-23.021

Oregon State law requires an annual audit of all financial transactions of the School District for all operating funds, including grant funds and trust funds. The independent accounting firm of Pauly, Rogers and Co., PC conducted the 2021-2022 fiscal year-end audit and a copy of this document was made available to the School Board prior to tonight's meeting. A copy of the report is published on the District website, as well as available tonight. In addition to the Annual Comprehensive Financial Report (ACFR) is the management letters for the District addressed to the School Board. This year a district finance committee was presented with the document and a comprehensive explanation of the detail. Included on the committee are two (2) Board members and two (2) budget committee members. Joan Bolls was available for a brief presentation and any questions from Board members.

MOTION: Director Mann moved, Director Light seconded the motion to accept the audited financial reports for 2021-2022 as presented by the firm of Pauly, Rogers and Co., PC.

Chair Raven asked if there was any discussion.

Director Mann praised Mr. Yancey, the Finance Committee and Ms. Bolls, for the amazing work that went into the finance document. He stated that the auditor had given them an unmodified opinion, which meant there were no issues with how the school financing was completed. The Springfield School District had won a Certificate of Achievement for Excellence for the nineteenth year in a row. The awards they have achieved show investors that they are a good investment for their money. Director Mann noted that there could be future challenges, such as the issue of declining enrollment, which would impact their budget moving forward, in addition to a potential recession in the near future for Oregon. He explained that the ending fund balance had been strategically built up over time and that now was the time to use those funds to catch up. The ending fund balance had gone from nineteen million to eleven million and while it seemed like a lot of money, they had other funds they had been building up over time. He concluded by stating that they were in a really good state despite the decrease of the ending fund balance.

Chair Raven noted that after her fifth year on the Board, she was in new territory and still learning, although she was getting more familiar with the lingo and more capable at reviewing budget documents. She was very pleased with the district's consistent effort to make sustainable choices for programming and staffing. Whether challenging times arrived now or later, she felt their Finance Department and District Administration would continue to put Springfield Public Schools in a very strong position. Ms.

Raven believed the document was put together very well and was incredibly impressed with the expertise of those involved. She declared that she was looking forward to their budget season this year.

Director Hernandez requested clarification of the government wide statements. Mr. Yancy explained that years ago the state determined that each employer that participated in PERS had to book the liability on their books. The state no longer booked it on their side.

Ms. Bolls stated that year after year the PERS amount moved up and down depending on investment earnings. It was a volatile number based on the actuarial study, but was a number given to them for use in their report.

Director Raven said to Director Hernandez that page 132 and 133 referenced the information he asked about. She pointed out there was a ten-year overview featured on those pages. It also included the state requirement change made in the year 2014-2015 when the end number, total net position went negative and the state began requiring individual entities to record it on their books.

Mr. Yancy thanked all involved for their hard work and expressed how lucky they were to have Ms. Bolls involved in the project.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they supported the motion in favor of accepting the audited financial reports for 2021-2022 as presented by the firm of Pauly, Rogers and Co., PC.: Director Hernandez – Yes, Director Light – Yes, Director Mann – Yes, Director Mason – Yes and Director Raven – Yes.

Motion passed, 5:0.

6. INFORMATION/REPORTS

A. Student Investment Act (SIA) Annual Report

Whitney McKinley, Teaching and Learning Director, Brian Megert, Special Programs Director and Nicole Nakayama, Special Programs Assistant Director shared annual updates for the Student Investment Act (SIA) and the High School Success Act.

Ms. McKinley reported that they had done a number of different engagement sessions within the district community. They also reached out online with all staff, community and family members that were unable to attend the various listening sessions. The District analyzed the data that led them to making a proposal and then decided the two primary areas where funds would be invested.

Please see the slides below for additional details from Ms. McKinley's update.

Dr. Megert shared an overview regarding the addition of mental health specialists in all of the schools. There were some limitations on the number of qualified people to fill these positions as partnering agencies were struggling to hire and retain qualified individuals. Unfortunately, this is a state-wide problem for mental health providers. He also shared that the District continued to work to ensure there were dedicated spaces for meetings with students and that the mental health providers were paid regardless if the student's family had insurance or if the student missed the meeting.

Please see the slides below for more details from Dr. Megert's update.

Dr. Nakayama shared that they had twelve Elementary Behavior Interventionists, one for each school. Their role was essential as part of their multi-tiered system of support, specifically for social behavior. In addition to providing direct support to the students, their Interventionists also partnered with their principals to offer professional learning for all staff, both certified and classified on a number of topics. The Interventionists had the opportunity to meet twice a month to receive training both for their technical skills, as well as having opportunities to collaborate with one another.

Dr. Nakayama next discussed Classified Investment, in the area of family resource coordination. She stated they also have a designated educational assistant for each of their schools, whose primary job was to coordinate resources for their students and families. They also had the opportunity to meet twice a month to discuss how to partner with them to meet student and family needs. They partnered with the following organizations: Catholic Community Services, Lane ESD discussing migrant education programs, representatives of Lane Community Health Centers of Lane County, Bags of Love, One Hope and multiple faith-based partners.

Dr. Nakayama explained that they began to add adults, pre-pandemic, specifically to target class size reduction. Both certified and classified staffing were added. The adults they added into their system required professional learning and mentorship. There was also some turn over in their workforce. They bolstered their Three-Year Mentor Program. To partner their coaches with their building base mentors and their new staff members, a comprehensive mentoring plan was created. Temporarily for one year, they were able to use those floating teachers in each of their buildings to help fill the gaps when they were unable to fill a substitute teacher position.

Please see slides below for additional details from Dr. Nakayama's update.

B. High School Success Act Annual Report

Mindy LeRoux summarized the High School Success Act as an effort to ensure that systems were in place and that there were research and evidence-based ways to offer the best outcomes for students. This produced a greater number of high school graduates in four years which supported and created engaging CTE Pathways for students to engage in and have access to college level courses while in high school. Current activities have established grade level data teams in the high schools. Those teams identify students at-risk of not passing classes, and then intervene in time, providing support to help them pass those classes. Ms. LeRoux noted that they were continuing to refine and expand their CTE Programs. Expansion included: Cosmetology program at Gateway High School beginning in the fall, a culinary, as well as a film and video pathway at Thurston High and Springfield High Schools. She said they were committed to implementing AVID schoolwide at both Thurston and Springfield High. AVID elective classes were already in grade nine and ten, with grade eleven to be added next year. In time, they expected to see not just more students graduating, but graduating college and career ready.

Please see slides below for additional details from Ms. LeRoux's presentation.

Investing in Student Success

Springfield Public Schools
Student Investment Account Update
December 12, 2022



SPRINGFIELD
PUBLIC SCHOOLS

Every Student, Every Day

Student Success Act- Student Investment Accounts



Our Charge:

Listen to our community to invest in targeted areas that will...

- *Meet students' behavioral or mental health needs*
- *Increase academic achievement for all students and reduce academic disparities for:*
 - *students of color*
 - *students with disabilities*
 - *emerging bilingual students*
 - *students navigating poverty, homelessness, foster care*
 - *other groups that have historically experienced academic disparities*



SPRINGFIELD
PUBLIC SCHOOLS
Every Student, Every Day

Where We Invested

Additional Staff*

- Certified 47.5
- Classified 43.0
- Administrator 7.0

** displayed as total FTE*



\$8.17 Million

Supporting the Health and Safety of Students:

Meeting students' behavioral and mental health needs

Additional Staffing:

- Certified - 27.5 FTE
- Classified – 15.0 FTE
- Administrator – 7.0 FTE



\$4.07 Million

Outcomes:

- School cultures that support students and families navigating crisis and mental health issues
- Increased physical health through specialized instruction
- Increased training and access to mental and behavioral health services
- Improved relationships with students and families

Supporting the Health and Safety of Students:

Meeting students' behavioral and mental health needs

Investment Goal: *Support students' behavior, social emotional, physical, and mental health and wellness.*

Elementary:

- Elementary Behavior Interventionist (8.0 FTE) ←
- Elementary Behavior EA Support Staff (5.5 FTE)
- Elementary Assistant Principals (4.0 FTE)
- Elementary Physical Education Teachers (11.5 FTE)
- Outside Mental Health Provider Support ←

Secondary:

- Middle School Licensed Mental Health Support (4.0 FTE)
- Middle School Behavior EA Support Staff (2.0 FTE)
- Outside Mental Health Provider Support ←
- High School Assistant Principal (2.0 FTE)
- Campus Security and Facility Improvements
- Free student access to feminine hygiene products

Districtwide:

- Free Student Access to Breakfast and Lunch
- Family Resource EAs ←
- District Equity Coordinator (1.0 FTE)
- Certified Support Positions (4.0 FTE)



Mental Health Partnerships

Investment Goal: *Support students' behavior, social emotional, physical, and mental health and wellness.*

Partner Providers in All Schools

- Students receive services from mental health providers, during the school day
- Dedicated spaces provided by the school
- District-Pay for students not covered by insurance
- District-Pay for 'no show'
- Therapists integrated into our school structures, when possible

Our Partners:

- The Child Center
- Looking Glass
- Roseburg Therapy
- HOOTS
- Ophelia's Place
- Options



Behavior Interventionists

Investment Goal: *Support students' behavior, social emotional, physical, and mental health and wellness.*

Elementary:

- Behavior Interventionists at each elementary school
- Team-based approach to developing and implementing behavioral supports
- Ongoing learning and collaboration through PLC



Family Resource Support

Investment Goal: *Support students' behavior, social emotional, physical, and mental health and wellness.*

Family Resource Coordination

- Designated Education Assistant in every school
- Devoted resource to each school
- District-level coordination and support

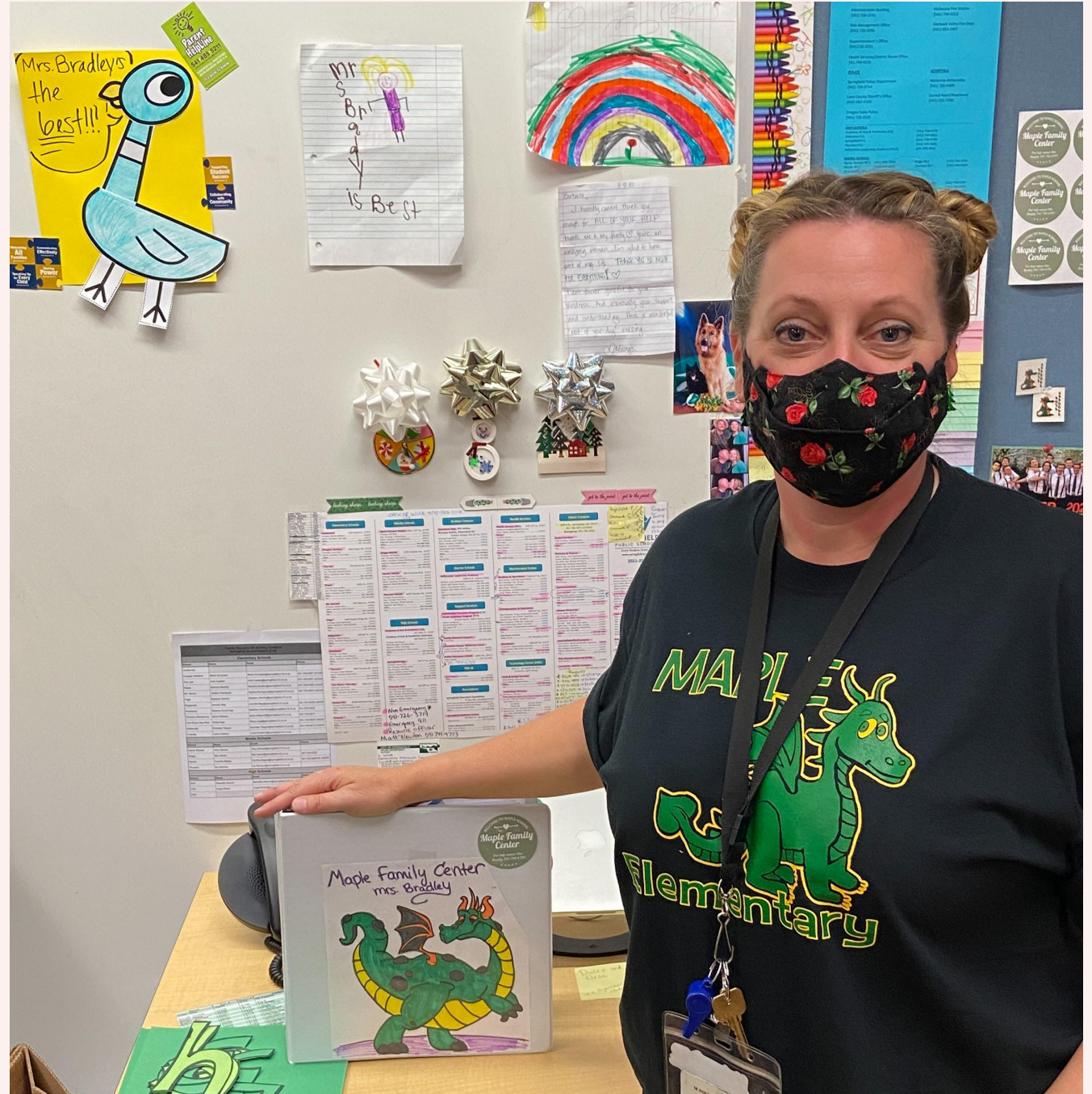


Success Story: Family Resource Navigators

Barbara Bradley, Maple Family Resource Coordinator

“My favorite part of the job is helping the families. Absolutely, helping families. The rewarding feeling you get after you see that [your work] is helping them.

*I get up in the morning
and go, 'I get to work
today.' I love that!" -
Barbara Bradley*



Success Story: Elementary P.E. Specialists

Jason Clark, PE Specialist, Two Rivers/Dos Ríos



“I am doing exactly what I want to be doing. Teaching physical education is the most fulfilling work I have ever done. It’s an opportunity to teach lifetime fitness activities, which promotes a healthy body and mind.”

- Jason Clark

Increasing the number of adults in our system:

Targeted class size reduction

Additional Staffing:

- Certified - 20.0 FTE
- Classified – 16.0 FTE

\$3.90 Million



Outcomes:

- Improved academic outcomes for every student

Increasing the number of adults in our system:

Targeted class size reduction

Investment Goal: *Improve instructional environment through targeted reduction in student-to-adult ratios*



Targeted Investments:

- Elementary Targeted Class Size Reduction (12.0 FTE)
- Elementary Classroom EA Support Staff (9.0 FTE)
- Middle School Targeted Class Size Reduction (8.0 FTE)
- Middle School Classroom EA Support Staff (3.0 FTE)
- Professional Development/Three-Year Teacher Mentor Program
- Temporary Teachers to support Substitute Needs



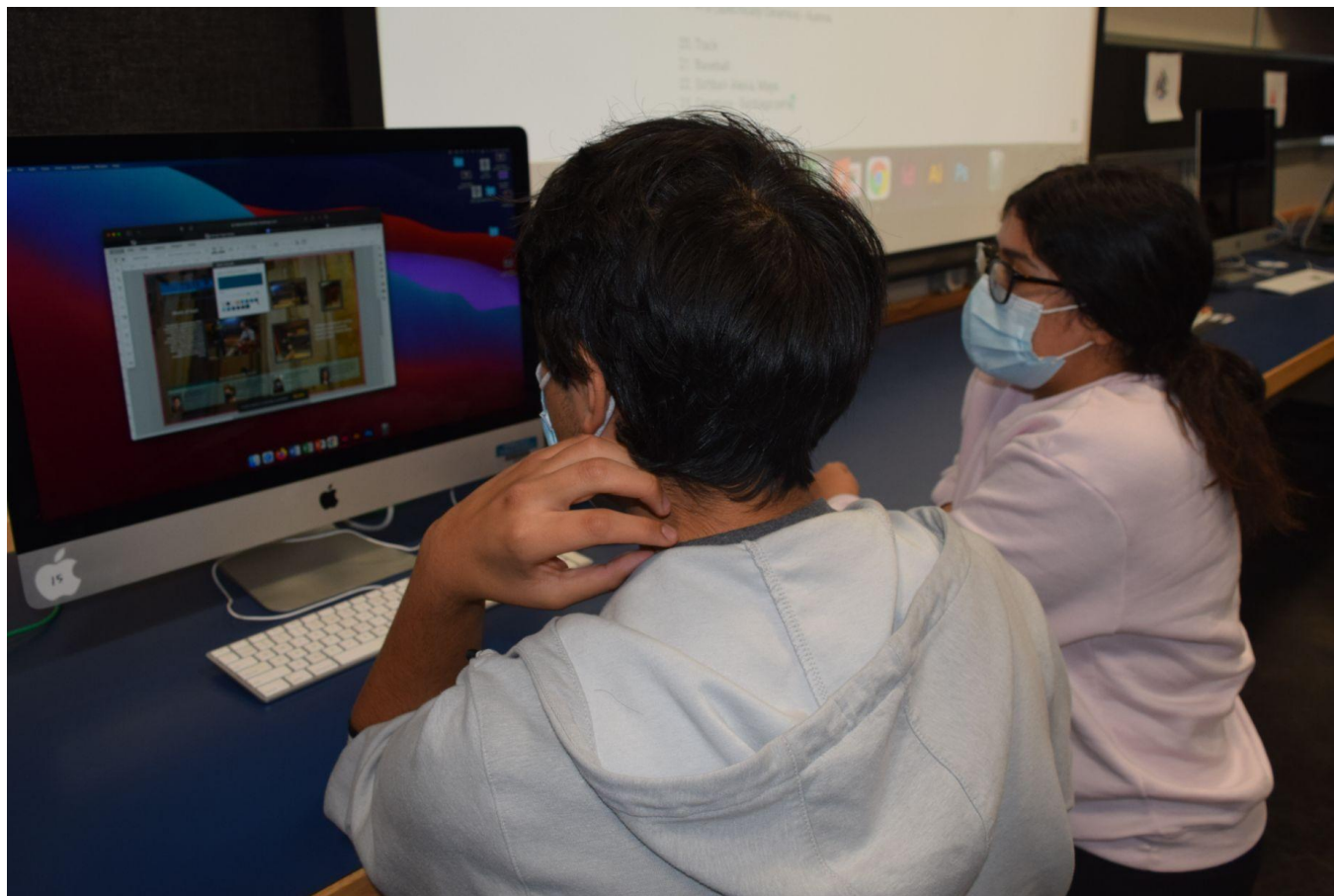
High School Success Grant

\$2.60 Million



High School Success Requirements

1. Systems to ensure on time graduation,
2. Teacher collaboration around data,
3. Equitable access to advanced courses,
4. Practices to reduce chronic absenteeism





Current Activities

2021-2023



- Grade Level Data Teams
- Care and Connect Teams
- Expanding AVID to grades 10-12, Springfield HS & Thurston HS
- CTE: Cosmetology Program, Gateways High School
- CTE Expansion at Thurston HS
- MS Alignment of Programs to HS Pathways

Thank you



SPRINGFIELD
PUBLIC SCHOOLS

Every Student, Every Day

The Board took a five-minute recess at 8:05pm and returned at 8:10 pm.

Following the break, the Board shared the following for additional information or topics for work sessions:

- The kitchen at Thurston High school will be updated to meet industry standards.
- Ensure that all students are able to participate in the new class offerings at Springfield and Thurston High Schools.
- How are these programs evaluated for success and where additional supports might be needed?
- Have District staff share data on student participation in these programs.
- Currently, the District has developed strong partnerships with many organizations in the community, but it continually reaches out to new mental health partners. Central Latino is currently trying to increase their capacity to be able to send people to our schools.
- With the current shortages of mental health workers, are staff receiving adequate professional development to be able to recognize and deal with distressed students with behavioral issues?
- What have been the greatest impact from the Student Investment Account for students with disabilities?

C. Superintendent Communication

Superintendent Hamilton thanked Ms. LeRoux, Dr. Megert, Dr. Nakayama and Ms. McKinley for their presentations regarding the Student Investment Act and the High School Success Act. He appreciated input from the board which had surfaced their interests regarding topics for future work sessions. He thanked Mr. Yancey and his team for their work putting together the budget document which was presented and accepted by the Board. He added that this document is the exemplar for other districts and it clearly articulates the status of the District. The inclement weather driving team had been activated two mornings in the past week. He mentioned that there is a video on the District website which clearly walks you through each step in the process for deciding if school needs to be cancelled or have a delayed start time when there is inclement weather in our area. Last week, Lane County superintendents gathered in Eugene for the COSA Law Conference. Most of the discussions centered around the upcoming legislative session and the anticipated release of the Governor's budget. Finally, he shared about the celebration that took place at the City Council meeting where SPS teacher Pauline Pham was celebrated as the 2021 Distinctively Springfield Teacher of the Year. Several SPS administrators joined the City Councilors and Ms. Pham's family to celebrate her award.

D. Board Communication

Chair Raven offered an update on the Board Retreat to be held January 7th and the 14th of 2023. It would be held from 1:00 - 4:00 p.m. for both of those Saturdays and would be held at the District office. Kristin Miles from Oregon School Boards Association would be the Facilitator. Ms. Raven said the Agenda would be created from the proposed agenda items that was in their packets from their August work session discussion. News was received that Judy Bowden would be retiring at the end of December. Ms. Raven, on behalf of the Board, expressed their appreciation for everything that she had done for them, and all with such an incredibly caring way about her. While they were excited for her and would be celebrating her, she would be dearly missed.

Director Hernandez expressed appreciation for the support from the staff and Board during a difficult period of time away.

Director Light shared that he and his wife had attended all three high school plays and that they were each very different and absolutely phenomenal. He attended the Briggs Thanksgiving Feast and gave a shout out to International Papers who had many volunteers present to help with the Feast. It was a great success.

At the Christmas Parade, he got to walk with the Transportation Department and noted how much fun he had while meeting nice people and distributing candy. Mr. Light shared that last Saturday he had attended the Eugene Education Association (EEA) Legislative Breakfast that they hold periodically. He said if any Board members wished to attend they would love that, as they felt it was a legislator's opportunity to talk with the people doing the work in their schools and keep them informed while in a much more relaxed environment than you might have on a legislation day in Salem. He felt they should revisit their sign-up policy for public comments in the near future. The naming rights of the Hamlin Sports Fields needed to be revisited and completed as well. Mr. Light attended an event last week, where a tribute was made to former Superintendent Nancy Golden.

Director Mann shared that he had started the holiday season by serving Thanksgiving meals to the students of Briggs Middle School. The Springfield Education Foundation (SEF) published a full newsletter including a digital version available online. The SEF adopted twenty students in need and holiday gifts had been collected for them. Mr. Mann said they had started their new School and Grant Buddy System Program. He was partnering with a grant winner at Yolanda Elementary and had the opportunity to meet her, see her classroom and see the investment that they had made in her and her innovative idea. Mr. Mann shared that he had the pleasure of participating in the Grand Opening of Arrow Park, noting that it was a thoughtful and wonderful thing to be part of all those smiling faces. Lastly, he mentioned that he had the opportunity to be a part of the Springfield Chamber award selection process and although it had been a first for him, he always enjoyed seeing the wonderful things happening in the schools and community and seeing just how interconnected they were.

Director Mason announced that the Wildish Theatre's leader had been having difficulty filling seats for their shows. She encouraged all to choose from a variety of shows to attend.

8. NEXT MEETING

The first Budget Committee Work Session is scheduled for Thursday, January 5, 2023. The next Board meeting is scheduled for January 9, 2023 this will be a Work Session followed by a Business meeting. Start time for the Work Session has yet to be determined. The Business meeting will begin at 7:00 p.m.

Chair Raven thanked everyone for attending.

9. ADJOURNMENT

With no other business, Chair Raven adjourned the meeting at 9:04 p.m.

(Minutes recorded by Trenay Ryan)

SPRINGFIELD PUBLIC SCHOOLS
2022-2023 Revenue/Expenditure Forecast
As of December 31, 2022
****Please see attached report****

REVENUES: *Due to the early nature of the school year, projections are preliminary and will likely change significantly over the course of the year.*

- Both current year and prior year tax collections are projected for 100% collection. To date there has been \$28.3 million in current year tax revenue received, as well as \$289,437 in prior year tax revenue received, which is an early indication that prior year tax revenue collections will be stronger than in the recent past. This report is based on the information received through the Lane County Tax and Assessment office.
- The district's most significant portion of revenue is the district's scheduled Basic School Support payments through the Oregon Department of Education. The district projects to receive approximately \$84.05 million for the current year based on 2022-23 projected enrollment and the allocation designated by the Oregon Department of Education. As District enrollment is below projections for the current year, the current year SSF allocation is based on the prior year's enrollment (2021-22).
- The district is anticipating receiving approximately \$190,000 in County School Funds. To date the district has not received anticipated funds.
- The district is anticipating receiving approximately \$1.26 million in Common School Funds. To date the district has received \$624,139.

EXPENDITURES: *Due to the early nature of the school year, projections are preliminary and will likely change significantly over the course of the year.*

- Projected salary expenditures are based upon staff allocations adopted during the budgeting process and is estimated using actual and projected data (per previous year-end estimates). The current projection of 97.0% expenditures for salary related items. This is due to ongoing unfilled positions, primarily within classified staff positions.
- Benefit amounts are based upon projected staffing expenditures and are directly tied to the salary assumptions and are currently anticipated to be 95.0% expended. This projection will change as the year advances.
- The purchased services, supplies and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends, and at this time being projected to be 100% expended.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2022-2023 adopted budget.

- Fund transfers allocated during the 2022-23 budget process include \$1.8 million (Co-Curricular Fund), 1.0 million (Instructional Materials Fund), 1,000,000 (Technology Fund) and \$434,246 (Debt Service Fund).

Additional Notes: For the 2022-2023 budget year the current estimate of ending fund balance is \$14,343,941. Included in this number is the audited ending fund balance from the 2021-2022 fiscal year (\$19,648,105). As with previous years, this is an early estimate and accounts for the reductions/adjustments and assumptions made in the current year operating budget, as well as the use of reserves as a strategy for adjusting to the unanticipated loss of enrollment.

Submitted by:

Brett M. Yancey
Chief Operations Officer

SPRINGFIELD SCHOOL DISTRICT 19
2022-2023 REVENUE/EXPENDITURE FORECAST
as of
12/31/22

	BUDGET	ACTUAL through 12/31/22	ESTIMATED from 12/31/22 to year end	PROJECTED 2022-2023	PROJECTED as % of BUDGET
REVENUES:					
Property taxes - current	29,488,180	28,326,187	1,161,993	29,488,180	100.00%
Property taxes - prior years	350,000	289,437	60,563	350,000	100.00%
Other local sources	608,000	684,644	150,000	834,644	137.28%
Lane ESD Apportionment	35,000	0	35,000	35,000	100.00%
County School Fund	300,000	0	190,000	190,000	63.33%
State School Fund	83,073,888	41,826,399	42,220,712	84,047,111	101.17%
Federal Forest Fees	400,000	0	400,000	400,000	100.00%
Common School Fund	1,054,017	624,139	640,211	1,264,350	119.96%
Total revenues	115,309,085	71,750,806	44,858,479	116,609,285	101.13%
Beginning fund balance	19,103,159	19,648,105	0	19,648,105	102.85%
Total Beginning fund balance	19,103,159	19,648,105	0	19,648,105	102.85%
Total resources	134,412,244	91,398,911	44,858,479	136,257,390	101.37%
EXPENDITURES:					
Personal services	66,114,967	23,587,228	40,544,290	64,131,518	97.00%
Employee benefits	39,131,699	12,324,691	24,850,423	37,175,114	95.00%
Purchased services	9,951,251	3,781,173	6,170,078	9,951,251	100.00%
Supplies & materials	3,626,802	1,824,433	1,802,369	3,626,802	100.00%
Capital outlay	1,603,500	1,125,338	478,162	1,603,500	100.00%
Other objects	1,191,018	1,153,481	37,537	1,191,018	100.00%
Fund transfers	4,234,246	4,234,246	0	4,234,246	100.00%
Total expenditures	125,853,483	48,030,591	73,882,858	121,913,449	96.87%
Unappropriated	7,558,761	0	0	0	-
Contingency	1,000,000	0	0	0	0.00%
Total appropriations	134,412,244	48,030,591	73,882,858	121,913,449	90.70%
Total resources		91,398,911	44,858,479	136,257,390	
Total appropriations		48,030,591	73,882,858	121,913,449	
Ending fund balance		43,368,321	(29,024,380)	14,343,941	
Less: contingency			0	0	
Net fund balance		43,368,321	(29,024,380)	14,343,941	

PERSONNEL ACTION

RELEVANT DATA:

Each month the board of Directors is asked to approve personnel action involving licensed employees. Tonight the Board is being asked to approve the attached new hires, resignations and retirements. If the Board of Directors would like to discuss any of these recommendations in executive session, in accordance with ORS 192.660(2)(f) Exempt Public Records, the employee should be identified by the number preceding the name and it will be withdrawn pending further instruction from the Board. Dustin Reese is available for questions.

RECOMMENDATION:

It is recommended the Board of Directors approve the personnel action for licensed employees as reflected in this resolution and any addendum presented along with this resolution. Categories include:

- New Hires
- Resignations
- Retirements

SUBMITTED BY:

Dustin Reese
Director of Human Resources

APPROVED BY:

Todd Hamilton
Superintendent

NO	NAME OR EMPLOYEE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	NEW HIRES				
1	BROOKS, TAMZA	TEMPORARY	FT	01/03/2023	TEMPORARY TEACHER FROM CLASSIFIED
2	MARTINEZ, ELIZABETH	TEMPORARY	PT	01/03/2023	TEMPORARY TEACHER
3	YOUNG, AMELIA	PROBATIONARY 1	FT	01/03/2023	NEW HIRE SPECIALIST
4	WIDNER, GRESSA	TEMPORARY	FT	01/06/2023	TEMPORARY TEACHER
	RESIGNATIONS				
5	2200082	PROBATIONARY 2	FT	02/03/2023	RESIGNED
6	393851	CONTRACT TEACHER	FT	12/01/2022	RESIGNED
	RETIREMENTS				
7	392294	CONTRACT	FT	06/30/2023	RETIRED
8	127337	CONTRACT	FT	02/03/2023	RETIRED

APPOINTMENT OF BUDGET COMMITTEE MEMBERS

RELEVANT DATA:

Oregon State budget law (ORS 294.414) requires that every school district in Oregon establish a budget committee, which is a vehicle that enables the public to participate in the budgeting process. The budget committee consists of the five (5) elected School Board members and an additional five (5) appointed community volunteers, selected at-large. The five appointed community volunteers each serve three (3) year terms. Springfield Public Schools currently has two (2) budget committee positions that expired on December 31, 2022 and need to be filled. In an effort to solicit interested community members, the Superintendent's office advertised the vacancies and made applications available to the public. Following the advertisement, two (2) individuals expressed interest and submitted their application. The two applicants have previously served on the budget committee and it was determined that it was not necessary to conduct an interview process prior to appointment. The recommendation for appointment follows. Brett Yancey is available for questions that surface at tonight's meeting.

RECOMMENDATION:

It is recommended that the Board of Directors appoint the following positions to the Budget Committee for a three-year term beginning January 1, 2023 and expiring December 31, 2025:

Position 2 – Nancy Cameron
Position 3 – Ken Kohl

SUBMITTED BY:

Brett M. Yancey
Chief Operations Officer

RECOMMENDED BY:

Todd Hamilton
Superintendent