

## BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on Monday, September 13, 2021.

### 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.

#### Attendance

Board Members attending the meeting included Board Chair Naomi Raven, Board Vice Chair Emilio Hernandez, Jonathan Light, Todd Mann and Kelly Mason.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Katie Dawson, Amber Mitchell, Kari Isham, Charlie Jett, José da Silva, Andy Price, Jonathan Gault, Marion Malcolm, Rachel Allen, Chris Reiersgaard, Adrienne Pierce, Bambi VanDyke, Lesa Haley, Ame Beard, Nicki Gorham, Joyce Johnson, Kristen Noor, Carla Smith, Colleen Hunter, Johanis Tadeo, Jeff Mather, Jeff Fuller, Melissa Locke, Jenna McCulley, Marilyn Williams, Brian Megert, Dustin Reese, Mindy LeRoux, Whitney McKinley, Leslie Watson, Brian Mitchell, Taylor Madden, Lisa Dillon, Melissa Palma, Jeffrey Thompson, Judy Bowden and Jayson Hayden, minutes recorder.

### 2. APPROVAL OF THE AGENDA

Mr. Mann wished to amend the agenda to add an additional discussion topic, *Board Communication*, to be discussed immediately following discussion of School Board Representation for Agencies and Civic Organizations.

**MOTION:** Mr. Mann moved, seconded by Dr. Hernandez, to approve the September 13, 2021.

Chair Raven called for a roll call vote in favor of approving the September 13, 2021 agenda as amended: Dr. Hernandez – no, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes, and Ms. Raven – no.

Motion passed, 3:2.

### 3. INTRODUCTION OF NEW ADMINISTRATORS

David Collins introduced new district level administrators:

Taylor Madden, who was hired in July as the Equity and Inclusion Coordinator, reports directly to the Superintendent.

Melissa Locke, former assistant principal who left to explore other opportunities and returns to Springfield Public Schools as the Grants and Federal Programs Coordinator for the District.

Joyce Johnson, who has many years of experience in multiple levels of administrative positions, joins the District as the Elementary Director.

Mindy Leroux introduced the new secondary staff:

Katie Dawson: Assistant Principal at Briggs Middle School.  
Lisa Dillon: Assistant Principal at Springfield High School  
Melissa Palma: Assistant Principal at Springfield High School  
Jeffrey Thompson: Assistant Principal at Thurston High School  
Leslie Watson: Assistant Principal at the Brattain Campus

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

Chair Raven read the following statement concerning public comment:

*This is the portion of our agenda for public comment. The Board continues to accept public comment via email. The Board has reviewed the public comment for this evening. 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.*

*Those wishing to make public comments must complete a "request to speak" form and speakers will be called upon in the order in which they are received. Audience members who wish to make public comments must state their name and address for the record.*

*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.*

*The Board will not hear personal complaints concerning school personnel or against any person connected with the school system. Any complaints regarding a particular employee must be processed through the procedure set forth in policy, 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.*

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

The following public comment was submitted via email:

# Re: SEA Update

Curtis Crosswhite

Mon 8/23/2021 10:07 AM

To: Jonathan Gault SEAPREZ <seaprez@comcast.net>;

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

Is our union fighting the mandate and standing up for the rights and safety of employees and students? The side affects are more dangerous to most than the virus. When our government closes our southern border and stops letting thousands of Covid positive people each day from other countries from entering illegally and then transporting them around the country, then I will think this has anything to do with keeping people safe and not a power move. Any forced vaccine mandate will result in many lawsuits and destroy many people's trust in Government and schools. Even with rushed FDA approval. Hundreds of students will be home schooled. Letting any government or group demand medical treatment on USA citizens is against everything we believe in and support as free, IN GOD WE TRUST Americans. This is a very slippery slope, more like a nose dive against every American's freedom and rights. Freedom has and always will be worth fighting for. There comes a time when good people have to stand up for what is right. I believe you are such a person. We can not live in fear. Children should not live in fear. Students need to see smiles, they need to see facial expressions to learn how to read and write.

Curtis Crosswhite  
4th grade teacher  
Thurston Elementary

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**From:** Jonathan Gault SEAPREZ

**Sent:** Saturday, August 21, 2021 4:58 PM

**To:** ! Certified Staff; Todd Hamilton; David Collins; Dustin Reese; Brett Yancey; Jenna McCulley; Betsy Frost

**Cc:** Bob Gray

**Subject:** SEA Update

Good evening,

I certainly hope all of you have been able to enjoy some time for yourself and with loved ones this summer!

I wanted to send out a brief message to provide some information about a few things, as well as share a couple of calendars I received.

## Vaccination Mandate

Many of you have asked about Gov. Brown's vaccination mandate from Thursday, and how that will impact your situation. There remain details to learn and share. Your SEA bargaining Tier One team will be meeting with the district on Monday for a discussion and planning.

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## OEA Grant Support

I wanted to share that OEA will be supporting Springfield EA through two grants that were written and awarded this summer - both for outreach to our newer educators. We are very grateful for this support, as they will enable us to offer meals, prizes, welcome gifts, etc. for our new hires as well as for our early career folks. Be looking for information about an evening dinner and resource fair in October!

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## LOTS of new people in SPS

It's certainly exciting to have so many people joining our ranks in Springfield this school year. There were around 100, as of yesterday! There will be a packed house for new educator orientation this coming Thursday.

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## Licensure information

It's always important to make sure you stay up-to-date when it comes to your teaching license. Use the [TSPC Public Educator Search site](#) to check your license. Go [here](#) for renewal information and instructions. Finally, you can use this [fillable CPDU form](#), if it's helpful to you

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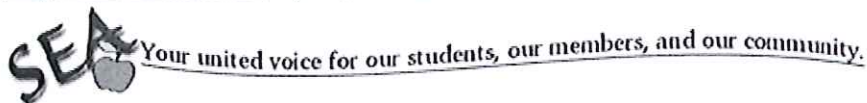
## Upcoming

- Aug. 26/27 New Educator Orientation
- Aug. 30 Skillful Teacher, Module 1 Training (for new hires)
- Aug. 31 First Day - All staff Inservice
- Sep. 6 Labor Day
- Sep. 8 First day with students (½ Kinder, 1<sup>st</sup>-6<sup>th</sup>, 9<sup>th</sup> grades)
- Sep. 9 First day with students (½ Kinder, 7<sup>th</sup>, 8<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> grades)

Enjoy the rest of the beautiful weekend!

JG

Jonathan M. Gault (he, him, his)  
President, Springfield Education Association  
[seaprez@comcast.net](mailto:seaprez@comcast.net) (541) 343.1151



*"Alone we can do so little; TOGETHER we can do so much."* - Helen Keller

Please consider this email as confidential...



# Public Comment: Board Meeting- September 13, 2021

Cody Rosenberg <codyeuler2012@gmail.com>

Sun 9/12/2021 11:33 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.

Hello SPS board...

As a teacher and a parent, I need to advocate for a Zoom option for board meetings. The fact that meetings are only available in-person runs counter to the precautions we're taking at our schools and makes zero sense. Forcing people to come together in an indoor setting in order to take part in and listen to the school board meetings without a Zoom option needlessly puts the lives of our community members at risk.

Please use the same common sense that 4j has already used and create a Zoom option for school board meetings immediately. Thank you.

Cody Rosenberg

# Public Comment: Board Meeting- September 13, 2021

Laura Farrelly <farrellylt@gmail.com>

Sun 9/12/2021 4:53 PM

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.

My name is Laura Farrelly, and I am a teacher at Springfield High School. I am requesting that the Board begin broadcasting the monthly board meetings on Zoom as soon as possible.

Since we are still in the midst of a pandemic, it would be beneficial to have safe access to the meetings via Zoom for greater community engagement.

Thanks for your attention to this matter and for all of your hard work. You are appreciated!

Sincerely,  
Laura Farrelly

The following public comment was made in person at the Board meeting:

Marion Malcolm, residing in Springfield, explained that procedural decisions sometimes had policy implications and hoped the Board would stay alert to the equity consequences of procedural decisions. She also noted that the district had posted some communications positions and hoped this would lead to updates to the website resulting in more transparency. Ms. Malcolm wanted to know what the contingency plan was at a time when pediatric cases of Covid were increasing.

Johanis Tadeo residing in Springfield, was an organizer for Springfield Alliance for Equity and Respect. He understood that the District has until January to make public comment accessible for families to attend Board meetings virtually and said it was concerning to see that other districts had already provided that opportunity. Mr. Tadeo said they were creating a disservice to families who currently don't feel safe attending in person. He encouraged the Board to revisit policies and learn what can be done to help families who were feeling disconnected. He hoped to create an equitable space for families and that Board members would speak up if a policy was no longer equitable or valid. Mr. Tadeo hoped they would continue to find ways to support teachers and educational assistants who were currently on the front lines.

Colleen Hunter, residing at 4921 Glacier Drive in Springfield, was a retired teacher and member of the Community Alliance for Public Education and the Springfield Alliance for Equity and Respect. She urged the Board to support transparency and greater access to information and noted that many community members were unable or hesitant to attend meetings in person due to health concerns. She believed that access to Board meetings via Zoom would enable any family and community members to take part as spectators and to participate. Ms. Hunter did not think it would be difficult to go back to virtual meetings and noted that the ability to record meetings would make it easier to archive them as well. She said it was critically important that community members be able to actively participate in the process of education and be aware of events as they take place in real time. She noted January 1<sup>st</sup> as the required date for compliance, but saw no reason why it could not be implemented sooner.

Andrew Smith, residing at 38415 Jasper-Lowell Road in Fall Creek, noted the current discussion about school curriculum and thought that the root of the problem was a lack of transparency. He thought that a good way to provide this would be to form a committee or advisory board to review potential new curriculum, deal with requests and provide feedback. He suggested it could be made up of district employees, educators and parents.

## **5. ACTION ITEMS**

### **A. Consent Agenda**

- 1. August 9, 2021 Board Meeting Minutes**
- 2. Personnel Action, Resolution #21-22.005**
- 3. Financial Report**

**MOTION:** Mr. Light moved to pull the Personnel Action item from the Consent Agenda. There was no second to the motion so the motion failed.

**MOTION:** Mr. Mann moved, Dr. Hernandez 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: Dr. Hernandez – yes, Mr. Light – no, Mr. Mann – yes, Ms. Mason – yes, and Ms. Raven – yes.

Motion passed, 4:1.

## **6. DISCUSSION**

### **A. School Board Agencies & Civic Organizations Representation**

Chair Raven said this was presented at the last meeting and explained that each Board member had the opportunity to serve on different community committees including Lane ESD, Wildish Theater, Lane Council of Governments (LCOG) and the Springfield Education Foundation. She proposed that Dr. Hernandez continue to serve on Lane ESD, Director Mann serve on the Springfield Education Foundation, Director Mason serve on the Wildish Theater Committee, and Director Light serve on the LCOG committee for the duration of this school year.

### **B. Board Communication**

Mr. Mann asked how the Board saw the purpose of the Board Communication agenda item and if this purpose was served by limiting discussion in any way.

Chair Raven reviewed their current practice. Currently, Board Communication takes place towards the end of the meeting and was an opportunity for members to share experiences about the various committees on which they serve and to share opportunities to attend any school events as a representative of the Board.

Mr. Light said one of the main responsibilities of members was to monitor progress of the District and be accountable for those results. He added that it was important to be able to address the community through the Board meeting process to let them know what the Board was doing. He said in the past this meant very open parameters for discussion and thought that putting additional parameters to limit the conversation would be detrimental to the health of the District and would abdicate their responsibility as Board members.

Ms. Mason noted that there weren't many public spaces available to address concerns as much of it happened behind the scenes or through email. She thought that providing this space was valuable but understood there were policies in place for Board communication.

Mr. Mann thought that the way meetings were run was very logical. If a member was given the chance to speak about anything, it could lead to extremely long meetings. He thought that the policies limited the scope of discussion down to what was really important. He thought the current purpose was not to communicate to the public, but to communicate amongst the Board and saw the value of limiting this conversation.

Dr. Hernandez said they were always concerned about public openings and comment to the public and explained that his experiences taught him that they had to be looked at within the parameters of that board's policies. He noted that he had not seen community and some board members take into account the COVID issue and the safety of children and staff. He said the Board needed to be able to ensure all students received the service they needed regardless of the difficulty to serve them.

Chair Raven noted that they were all passionate about education and if given the chance they could talk through the night. She said she was grateful for the opportunity to share thoughts and experiences as an individual Board member. She thought that they needed to be focused in their meetings, provide an opportunity for members to share their involvement and needed to be student focused. She said they needed to be focused on their roles as Board members and thought that limiting this portion of the agenda where they were focused in their conversation was better for public meetings.

Mr. Light said he found no language that limited or addressed Board communication within meetings, but requested they do more research about what the guiding organizations allowed. He noted that the



community voted them in not as a single person, but as a representative. The goal of Board communication was to speak individually, but act collectively.

Ms. Mason appreciated the need to be unified and that items included in the agenda needed to be voted on. She agreed that transparency was an important issue. She wanted to spend time as a Board to discuss and create clarity before including items on the agenda.

Mr. Mann thought they weren't able to utilize the usual vehicles for public communication due to the challenges of the pandemic. He shared that Board Communication was where members could discuss meetings they had attended with partner organizations and at district events and that nothing in Board member comments was for action. He said it was important that the group not spiral into a conversation lest the meeting go late and recommended a strict 10 minute time limit. Mr. Mann added that it was appropriate for members to discuss operations and finance, however bringing new members up to speed was not the work of the whole board and there was no need to take meeting time to revisit reports the board had already received and suggested sharing such information through email.

Chair Raven appreciated the conversation and encouraged the Board to review the Working Agreements prior to the work session at the end of the month. She thought they could all agree on the need for clarity and consistency and was excited to continue this discussion.

## **7. REPORTS**

### **A. Superintendent Communication**

Superintendent Hamilton shared that they had 11,000 people in their facilities on a daily basis for the first time in 18 months. He noted that administrators and staff were tired, but were doing the best that they could to support every student. He reminded the Board that a lot of people helped them get to where they are today and wished to recognize everyone who couldn't be there that night.

Superintendent Hamilton recognized the transportation staff who delivered meals and internet hotspots and noted that nutritional services staff had not stopped working for 18 months. He thanked the facility staff who had found creative ways to maintain safe and healthy environments. He shared that health aids and nurses were working overtime and thanked Ms. Bowden for answering calls from community members and responding to their questions. He thanked Mr. Collins for working with the instruction side to help continue focus on teaching and learning and Mr. Yancey for his work on the operations side. Superintendent Hamilton thanked Mr. Reese for the position of making sure there were people in their buildings and noted the difficulty in finding new employees. He thanked Mr. Michna for making sure every student had devices and connectivity and Mr. Madden for the conversations around equity and belonging.

He hoped his update would help the Board and staff recenter and remember why they were doing the work they were doing.

### **B. Board Communication**

Chair Raven shared that the November Oregon School Boards Association (OSBA) Annual Conference had been cancelled and would follow up as they got more information. She encouraged everyone to attend the OSBA's legislative update on September 15<sup>th</sup> and 16<sup>th</sup>. She shared that she had attended some sporting events and that it was good to see students being physical and competitive.

Vice Chair Hernandez shared that the ESD was working on their equity lens through workshops with OSBA and the Department of Education. He said some topics to be discussed were systematic or structural racism, oppression, equity vs. equality, exclusion vs. inclusion, antiracism and implicit bias. He stressed that they needed to take all of this into perspective and not focus on one item at a time.

Mr. Light shared that there had been no LCOG meetings.

Mr. Mann shared that the Springfield Education Foundation's annual luau was a great opportunity to raise money for kids.

Ms. Mason shared that she was excited to serve on the Wildish Theater board.

**8. NEXT MEETING**

The next Board meeting will be a Work Session on Monday, September 27, 2021 beginning at 5:30pm.

Chair Raven thanked everyone for attending.

**9. ADJOURNMENT**

With no other business, Chair Raven adjourned the meeting at 8:30 p.m.

*(Minutes recorded by Jayson Hayden)*