

EXECUTIVE SESSION

The Springfield Board of Directors met in Executive Session (non-public) at 5:15pm pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations and ORS 192.660(2)(f) to consider information or records exempt by law from public inspection. The meeting was closed at 6:40pm.

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on November 15, 2021.

1. CALL MEETING TO ORDER AND FLAG SALUTE

Board Chair Naomi Raven called the Springfield Board of Education meeting to order at 7:03 p.m. and led the Pledge of Allegiance.

Chair Raven read the following statements:

We would like to take a moment to respectfully acknowledge that this meeting is being held on Kalapuya-Ilihi, the traditional homeland of the Kalapuya peoples who are now members of the Confederated Tribes of the Grand Ronde Community of Oregon and the Confederated Tribes of Siletz Indians and continue to make important contributions in their communities and at Springfield Public Schools.

We share this information out of humility and respect for this Indigenous homeland, and for the indigenous peoples who continue to live and thrive in what is now called the State of Oregon.

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, Chris Reiersgaard, Linda Foster, Megan Knight, Jonathan Gault, Wendy Williams, Tom Williams, Ryan Herlands, RoseAnn Coe, Caroline McGilvary, Laura Farrelly, Linda Smart, Kim Winkelman, Nick Wing, Halle Wing, Shelley Toncray, June Fothergill, Lori Umenhofer, Jay Bowman, Kristen Noor, Ame Beard, Lesa Haley, Jeanie Fuji, Cliff Schutte, Jonathan Hornung, Sonja Ljungdahl, Maria Sayre-Heiss, Allison Cunningham, Kassandra McLennan, Julie Buster, Bryn Fredrickson, Yasmin Staundl, Becky Willis, Bambi VanDyke, Karri Thiele, Peter Bottman, Brandi Starck, David Hulbert, Niki DeRosier, Acacia Adair, Cassie Wendt, Robin Erickson, Kari Isham, Carol Heart, Tonya Reichenberger, Johanis Tadeo, A.J. Vanderhoff, Melissa Palma, Peter Raven, Kevin Wright, Andy Price, Mieli Ward, Wyatt Tiller, Marilyn Williams, Chemen Clearwaters, Rosie Hernandez, Lisa Gielish, Jeff Mather, Kirsten LaShot, Andrew Smith, Jessica Orsini, Jessica Lemley, Apryl Smith, Samantha Alcantar, Jorge Peralta, Jeff Fuller, Joe Roberson, José da Silva, Jim Tyser, Christine Tyser, Marion Malcolm, Linda Hamilton and Judy Bowden.

2. APPROVAL OF THE AGENDA

There were no changes to the agenda.

MOTION: Mr. Light moved, Dr. Hernandez seconded a motion to approve the November 15, 2021 agenda as presented.

Chair Raven called for a roll call vote in favor of approving the November 15, 2021 agenda as presented: Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes and Ms. Raven – yes.

Motion passed, 5:0

3. INTRODUCTION OF NEW ADMINISTRATORS

David Collins introduced Joyce Smith-Johnson who introduced the following new elementary level administrators: Bambi VanDyke, Principal at Guy Lee Elementary, Megan Knight, Assistant Principal at Maple Elementary, Kari Isham, Principal at Yolanda Elementary and Kristen Noor, Assistant Principal at Two Rivers Dos Ríos Elementary.

4. INTRODUCTION OF STUDENT BOARD REPRESENTATIVES

Director of High School Education, Mindy LeRoux introduced the students who would be representing their schools at each business meeting. They are: Skyleigh McKibben and alternate McKenzie Cowan for Academy of Arts and Academics (A3), Wyatt Tiller and alternate Meili Ward for Thurston High School (THS), Katrina Perez for Gateways High School and Kassandra McLennan and alternate Desmond Scott for Springfield High School (SHS).

5. SCHOOL PRESENTATION: MAPLE ELEMENTARY SCHOOL

Mr. Collins introduced Maple Elementary School Principal Dave Hulbert and Assistant Principal Megan Knight. Mr. Hulbert thanked the school board and shared about the school's amazing growth opportunities, adding that the goal was to promote growth and success for every student with multi-tiered systems of support and family communication. Ms. Knight commented on the impact of a new family resource coordinator which included: basic needs, biweekly clothing/food closet, housing options, navigation of challenges, OHP doctor appointment applications and the receipt of a \$6,000 grant for shoes for their students. Mr. Hulbert remarked that the addition of a physical education teacher had been an amazing gift in helping students to grow, build vocabulary and participate in team sports that have never before been an option for them. Ms. Knight added that PE had also provided health learning experiences, such as 20-second hand washing.

Mr. Light said it was nice to have this presentation and stated he was appreciative of the PE teachers.

Mr. Mann said the Student Success Act had brought funding for the PE teachers and shared his appreciation for putting these funds to good use.

6. 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. It has also been posted on the District's website. 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 were 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. Chair Raven proposed the Public Comment section be extended by ten (10) minutes. The other Directors agreed to this proposal.

Jay Bowman. Mr. Bowman expressed his pleasure to be able to address general concerns: lack of staffing in Special Education department, the way in which services were delivered, lack of productivity due to staffing shortages and concluded by urging the board to find a way to fill these positions.

Ryan Herlands. Mr. Herlands commented on low morale and lack of leadership stating that teachers have reached their breaking points and a mass exodus of educators would cause long term damage to students.

Kim Winkelman. Ms. Winkelman (12-year language arts teacher) also expressed concern in regard to teacher burnout stating administrators are out of touch. She added that requirements change constantly and include: maintaining lists of students who do/don't wear masks, use of phone devices, student tardiness, misbehavior and/or missing assignments. She closed by lamenting that district leaders remain silent and invisible.

Nick Wing. Mr. Wing expressed concern regarding staff on unpaid leave due to religious exceptions, the moral effect of cramming more kids on buses, dishonesty from people of integrity and concluded that it broke his heart to see kids hurting.

June Fothergill. Ms. Fothergill, a United Methodist Church pastor, urged work with administration at the Indian Education Center to continue land acknowledgement at different schools and the formation of an equity advisory committee for the district with an inclusive process for selecting committee members.

Linda Hamilton. Ms. Hamilton thanked the school board for their work and support of their district. She said that she was running for a position on the Board of Directors for the Oregon School Boards Association and would appreciate their support for her election.

Cassie Wendt. Ms. Wendt (a teacher at Thurston High School and head cheerleading coach) stated she submitted two out-of-state trip requests, which were denied for no reason, adding that she understood COVID-19 concerns, but stringent protocols had been put in place for their practices and other groups are being allowed to continue participation. She questioned if there would be a timeline to consider a proposal metric for vaccination rate.

Andrew Smith. Mr. Smith encouraged the group to educate themselves regarding COVID-19 vaccinations for children, commenting that there may come a time to vaccinate children, but not now.

Peter Bottman. Mr. Bottman is an 18-year board certified teacher on family medical leave for extreme duress and may lose his job because of personal medical choices. He commented that he was utterly baffled at the district's choice not to support approved accommodations.

Samantha Alcantar. Ms. Alcantar informed the board that SB732 mandates the formation of an equity advisory committee composed of staff, students and families. She emphasized the need for an open democratic process for diverse communities to apply.

Laura Farrelly. Ms. Farrell (SEA union rep) indicated that masking all day is exhausting and makes one-on-one teaching impossible. Additionally, staffing shortages, 15 minute lunches and masks create difficult working conditions.

The following are the written comments which were submitted to the Board of Directors for their review prior to the meeting.

Public Comment Business Meeting- November 15, 2021

COLLEEN HUNTER <ckhunter13@aol.com>

Mon 11/8/2021 6:00 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.

Members of the Board and Superintendent Hamilton,

As requested before, I would like to ask that live public comment continue at board meetings and that virtual availability for public comment also be available, as well. This should be done not only to comply with SB 2650 but also to allow for community members to be able to participate in the process to speak and also to be able to listen to others' statements, opinions, questions and/or concerns. This would allow for full transparency as email public comment is very difficult to locate on the website even by those of us who know where to attempt to find it. The information regarding how community members would go about making these live public comments could simply be shared on the district website so as to help people in the process of wanting to share their thoughts, feelings, opinions, etc.

I would also like to ask that district leadership consider the current realities facing our teachers and take notice of the actions of some districts in our state that have modified and/or cancelled expectations which were workable in the time before covid-19. Mandated professional development trainings, professional learning community work and teacher evaluations have been cancelled or postponed during this time. I see a similarity in the Oregon Department of Education requesting a waiver from the United States Department of Education for administering federally mandated standardized tests during the pandemic. Teachers are being asked to do so much more and so differently than ever before, under enormous constraints and I would like to think that they are valued enough, as well as their students. In consideration of their current workloads, please show them the understanding and respect that they deserve.

Respectfully,

Colleen Hunter
Retired SPS teacher and member of:
CAPE (Community Alliance for Public Education) and
SAfER (Springfield Alliance for Equity and Respect)

Public Comment

Laura Farrelly <farrellylt@gmail.com>

Wed 11/10/2021 6:23 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.

November 9, 2021

Dear Members of the Springfield School Board,

My name is Laura Farrelly, and I am an English Language Arts teacher at SHS. I am writing this letter to help clarify the reasons teachers are feeling burdened this year as well as to request your help. If you are not actively working in a classroom with students, the severity of this issue may not be readily apparent.

Many of the challenges that teachers currently are grappling with stem from inequities which have become normalized in our nation's public schools. Due to the pandemic, these problems (large class sizes, ever-increasing workload, unsafe working conditions) have worsened and can no longer be ignored.

Teaching during a pandemic is extremely difficult. Wearing a mask for eight hours a day, while facilitating and directing safe and interactive classes for 30+ students is exhausting. It is not possible to give the students the one-on-one attention that they need and deserve while policing cell phone use, misuse of school-issued devices, and improper mask-wearing on top of the other misbehaviors present in a student body grown unaccustomed to in-person schooling. Additionally, when many of our students are in quarantine or returning from quarantine, teachers are giving up their preps and lunches in order to help their students catch up on missing work.

The ongoing staffing shortages are exacerbating teachers' already untenable workload. One teacher in my building loses fifteen minutes of her lunch everyday because she has to accompany her students to and from the lunch line. Ordinarily, an EA would cover this duty. Besides this, she had to give up her prep because she had to act as one-on-one aid to a student receiving special services.

The staffing shortages are also a safety concern. Since we do not have enough campus monitors, teachers now have to discipline students that are not even in their classes. Students have taken to wandering the halls without masks and disrupting classes. A colleague shared with me that a group of students ran past his classroom and threw rocks into it while class was in session. Luckily, he and the students were not injured. I frequently have to leave my own class to help maintain order and safety out in the hallways, but because we don't have the human power to staff lunch detentions, after-school detentions, facilitate other disciplinary measures, or the time to establish meaningful relationships with students, our efforts are in vain.

Clearly, we are in crisis. We need your help and support in order to help our students be successful. In order to teach, we need time to plan effective, engaging lessons. We need time to collaborate with our colleagues. We need

time to grade formative and summative assessments while giving detailed, meaningful feedback in a timely manner. Finally, we need the administration to develop systems, so we and our students feel safe on campus.

Thank you in advance for your attention to these matters.

Sincerely,

Laura Farrelly

Public Comment Business Meeting - November 15, 2021

Jonathan Gault SEAPREZ

Fri 11/12/2021 11:28 PM

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

Good evening once more,

I did want to highlight an incorrect email address for public comment, posted on the "Contact the School Board" website, which does not include the requisite period in-between the words "public" and "comment" :

<https://www.springfield.k12.or.us/Page/8124>.

Public Involvement

Public involvement is important to the Springfield School Board. The board invites members of the public to attend the public meetings of the board to gain a better understanding of school district business and the role of the school board. The public is also invited to address the board during identified public comment portions of their business meetings. Individuals interested in addressing the board during the public comment portion of their meeting should arrive a few minutes prior to the scheduled meetings to fill out the request to speak paperwork. Individuals may also submit written public comment to be included in the meeting minutes of the board business meeting by submitting an email to publiccomment@springfield.k12.or.us.

Notice of Public Meetings

To find out when meetings are scheduled:

- Visit the [Agendas & Materials](#) section of the SPS website

To contact the school board outside of public comment please feel free to use the form below and a member of the board, or district staff will assist you in a timely manner.

I did find the correct email address for public comment, as well as the instructions for proper subject line labeling on the board packet.

Since the message I sent for public comment was rejected by the server, I am forwarding it below.

Thank you,

JG

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

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

From: Jonathan Gault <seaprez@comcast.net>

Date: Friday, November 12, 2021 at 10:57 PM

To: Naomi Raven <naomi.raven@springfield.k12.or.us>, Emilio Hernandez <emilio.hernandez@springfield.k12.or.us>, <todd.mann@springfield.k12.or.us>, Jonathan Light <Jonathan.Light@springfield.k12.or.us>, <kelly.mason@springfield.k12.or.us>, <publiccomment@springfield.k12.or.us>

Subject: Public Comment: Springfield Education Association Survey Results

Good evening Springfield School Board,

Springfield Education Association recently sent a survey out to certified staff in order to gain an understanding of the experience of our educators so far this year, with an awareness of the increased demands and challenges related to the pandemic and the impacts of ongoing staffing shortages. SEA wanted to make sure you all were included in the sharing of this information, which has also already been shared back with certified staff, as well as with district leadership.

Some highlights from the results follow:

- **445 responses** (as of 9:45pm, Nov. 12th)
- **76%** feel their work-related stress level is causing them to feel overwhelmed
- **Almost 40%** report stress so severe that it is **impacting physical and emotional health**
- **89%** say that workload is more extreme this year than in any previous year
- **95%** say that their stress level is more extreme this year than in any previous year
- **98%** are working hours beyond the contract day; many are working more than 20 hours extra per week
- **212 educators** are “**seriously considering**” **exiting the profession** in one way or another (leave of absence, early retirement, or resignation). Our schools could not function if this many people left. **299 more reported that they are “possibly” considering these actions.**
- The greatest contributions to stress and workload have been attributed to **heightened student needs, and added work requirements, and lack of time to plan/prepare**

Thank you for taking the time to read through and consider this important information,

JG

Jonathan M. Gault (he, him, his)
President, Springfield Education Association
scaprez@comcast.net (541) 343.1151

“Alone we can do so little; TOGETHER we can do so much.” – Helen Keller

Letter to the School Board

Kyle Johnson

Sun 11/14/2021 6:00 PM

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

 1 attachment

Letter to School Board - Kyle Johnson - Google Docs.pdf;

Please see attached letter.

Kyle Johnson
English Language Arts Teacher
Springfield High School
541-744-4700

Please consider this email as confidential...

November 12, 2021

Dear Members of the Springfield School District School Board,

My name is Kyle Johnson, and I am an English Language Arts teacher at Springfield High School. This is my sixteenth year working as an educator in Oregon, and my sixth with Springfield School District. I love working with my colleagues and students at SHS; it is the best job I have ever had. Today, I am writing to add clarity around why teachers are feeling so burdened this year, and to ask for your help.

For those who do not work in a school building every day, it may be difficult to imagine what it is like to teach during a school year like this one. Many challenges that teachers -- and students -- face have worsened due to the pandemic, and yet, in so many ways, teachers are being asked to proceed as if it is 2019. Since the beginning of the pandemic, many students have lost any meaningful connection to school, and to ignore these challenges and pretend that everything is "back to normal" is harmful for both students and staff. Many of these obstacles are not minor at all, because they directly relate to teachers being able to do their jobs and students being able to learn. Challenges such as large class sizes, teachers having more responsibilities with less time to do them in, and an unsafe school environment have intensified, and while these obstacles certainly directly affect teachers, they also negatively affect every student who walks into our building.

Teaching during a pandemic is arduous. Teachers are wearing a mask for their entire work day, while delivering instruction to large classes. We all know that one-on-one relationships and supporting of students is essential, and yet, it is impossible to provide that for all of our students while trying to successfully manage inappropriate technology use, incorrect wearing of masks, and other unsafe behaviors. By this point in the school year, many students have had to quarantine for multiple weeks at a time, and in order to help those students get caught up when they return, teachers are frequently sacrificing their prep time and lunch.

You are undoubtedly aware of the staffing shortages our district is currently facing. These shortages make it logistically impossible to provide legally required services to some of our students. In our special education department, we have less than half of the necessary EAs to support our students. Classes that used to have two educators in them now often do not. Some of our students on IEPs are legally entitled to one-to-one support, and these shortages make that impossible. Without these legally required services, many students are struggling. Teachers are overextended to attempt to make up for these shortages. For example, special education teachers have found themselves covering lunch supervision; some students have IEPs and behavior plans necessitating staff escorts from location to location, and that burden has also fallen on special education teachers, despite being incompatible with their assigned teaching duties.

Additionally concerning to me is that these staffing shortages are leading to unsafe environments for staff and students alike, since we do not have enough campus monitors. Teachers have been asked repeatedly to help supervise hallways during passing periods, but those ten minutes are often crucial for building connections with students, assisting students getting caught up from absences, or even a simple restroom break. Additionally, supervision concerns are not limited merely to passing periods -- the lack of hallway supervision during instruction time is a growing and scary concern. A colleague in my hallway had a student run by his classroom and throw rocks into it during one of his classes. During my prep period, I have often encountered groups of students in hallways having loud, disruptive, and profane discussions with their masks removed. There has been clear evidence of items being thrown over stairwells. Many of my colleagues, myself included, have had to stop in the middle of teaching to address behavior concerns happening in the hallways. Furthermore, we do not currently have the staffing necessary for lunch detentions or other disciplinary measures, let alone the necessary time to build meaningful relationships with students, so these efforts often feel frustratingly futile.

Not addressing these issues will only worsen them. Teachers need time to plan meaningful lessons with their colleagues. We need time to grade assessments and give feedback to our students. We need staffing so that students on IEPs receive the services that they are legally entitled to. We need supervision and discipline plans that do not require teachers to stop teaching in the middle of a lesson to address behavior concerns with students they may not even know. Perhaps most importantly, we need help creating a school environment where all staff and students can feel safe.

Thank you for your time, and thank you in advance for your assistance.

Sincerely,
Kyle Johnson

Public Comment Business Meeting – November 15, 2021

Pauline Pham

Sun 11/14/2021 6:38 PM

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

November 14, 2021

Dear Members of the Springfield School Board,

My name is Pauline Pham, and I'm a special education teacher at SHS. This is my fourth year in the district, and my 14th year teaching. I write to you in order to shed light on the crisis taking place at our schools and to implore you to take effective measures to relieve some of the burdens teachers are carrying.

The most significant factor impacting student success is the staffing shortages we are experiencing. We need more educational assistants to provide required accommodations and specially designed instruction to our students with disabilities. Many of our classrooms went from having two adults to one, and the impact of that loss has been severe. Some students have told me they no longer attend certain classes, because they're not getting the support they need and are likely to fail anyway. Other students who attend say there's no one to ask for support from because their teachers are too busy helping the numerous other students that need help. Some students who are used to one to one support are having to adapt to a constant change in staffing. When I asked a group of students how the year was going, one student asked, "Why did they make us come back full time if they aren't ready to help us?" The academic and behavioral supports provided by our educational assistants are not only ethical obligations; these are also legal obligations that our students are entitled to in order to be successful.

We also need more campus monitors to provide and maintain a safe and healthy place of learning. There have been an increased number of physical and verbal conflicts among students, particularly in the hallways that don't have enough supervision. Just last week, students came to my class talking about "oh, just another fight" that took place, as if violence has become the norm at our school. We also need more transition specialists. Our freshman, who haven't had a normal year of school since the 6th grade, are struggling immensely to transition to the demands of high school. Some of them can barely sit through an entire class period without experiencing an anxiety attack. We need more custodians. The physical space of our school is a reflection of our school climate, and right now it's not uncommon to see trash and old food littering our hallways. Imagine what that scene communicates to our kids about the importance of their education.

Without these vital members of our school, teachers have taken it upon themselves to fill these roles. Some teachers have dedicated time before and after school, lunch hours, and even their precious prep time to provide more academic and emotional support for kids. We're often in the hallways monitoring student behavior, trying to prevent fights and begging kids to return to class. We're providing therapeutic support (for which most of us aren't professionally trained) in and out of classes for there has been lasting trauma from this pandemic. We're bringing in our own supplies and cleaning our own classrooms to keep the school from looking like a total dumpster. It's no secret that teachers have always worked beyond their paid duty hours. Except this time, the stakes are higher and

the needs are greater. It's not an exaggeration to say that teachers are working at least 60 hours a week and are still unable to accomplish what we need to do for kids. And students not getting what they need are not attending, not engaging, and not succeeding.

I implore you to help us fill these gaps in our schools. I don't believe we have a staff shortage problem. I believe we have a staff recruitment problem. What are we saying as a community if Taco Bell's starting hourly rate is \$17.25 and our starting hourly rate for an educational assistant is \$15.25 with no guarantee of a full time position and full benefits? Surely we care more about our children than we do a chalupa craving box. Our students deserve more than teachers and administrators who are stretched too thin; they deserve a fully staffed school that is functional, supportive, and safe. Another way to do this is to give teachers more time to address the lingering effects of unfinished learning from the past year. We've only just begun to really assess where students are and what they need. Now we need more time to find creative ways to solve some really complex problems. Also, please reduce the additional responsibilities that only serve to detract from the most pressing issues at hand: the wellbeing of our kids. Lastly, I believe it's important for teachers to hear directly from you that it's okay to prioritize caring and connecting with students and to adapt our curriculum to meet students where they are at, whether that means abridging materials for kids who are quarantined for 3-4 weeks or starting from scratch for the kid who missed an entire year of instruction. We cannot pretend this is a normal school year and ignore how the pandemic continues to affect so many parts of our lives.

Before signing off, I'd like to clarify that the hierarchy of people I interact with directly have done their absolute best to be supportive and solve problems. But the reality is that they can't produce new employees or give us time that isn't theirs to give. I work with some of the most brilliant and compassionate people who want the absolute best for our students, but we will not be able to effectively serve our kids without additional support and more time.

Sincerely,

Pauline Pham

Special Education/English 9&10/Ethnic Studies

Please consider this email as confidential...

Public Comment Business Meeting-November 15, 2021

Halle Wing <hallejwing@gmail.com>

Mon 11/15/2021 11:59 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.

Greetings! I love our community and seeing good teachers being put on unpaid leave is so heartbreaking. I personally know some of these teachers and to see them get thrown out like they're dirt simply because they won't get a new vaccine that they have strong convictions against getting. These teachers who were once being praised during the pandemic are now getting put on unpaid leave because they won't get a vaccine. Our country is known for being a free country and a mandate is going against freedom. I am confused about why we need a vaccine mandate because I thought the vaccine was only to protect the person who gets the vaccine. So far no one has been able to prove or even have good evidence on if the vaccine is supposed to stop the spread. Instead, they are telling us that the vaccine is our hero whether we like it or not and that there is NO guarantee that it actually stops the spread. Please listen to your community and take into consideration the lives being changed due to this mandate.

Thank you.

Halle Wing

8th grade student

ACTION ITEMS

A. CONSENT AGENDA

- 1. September 27, 2021 Board Work Session Minutes**
- 2. October 11, 2021 Board Meeting Minutes**
- 3. Financial Statement**
- 4. Personnel Action, Resolution #21-22.012**
- 5. Budget Calendar Approval, Resolution #21-22.013**
- 6. Board Policy, First Read**

Chair Raven asked for a motion to approve the Consent Agenda.

MOTION: Mr. Mann moved, Mr. Light seconded to approve the Consent Agenda.

Mr. Light suggested #4 Personnel Action, Resolution #21-11.012 be pulled from the Consent Agenda.

A brief discussion about Personnel Action, Resolution #21-11.012 followed with Dustin Reese, Director of Human Resources. He was able to answer Mr. Light's questions.

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

Motion passed 5:0.

B. OSBA Elections

1. OSBA Legislative Policy Committee, Resolution #21-22.014

Between November 15, 2021 and December 17, 2021, school boards across the state must take official action on Oregon School Boards Association Board Legislative Policy Committee Position 6. School boards must take official action by December 17, 2021 and submit its vote at Oregon School Board's E-Voting Center, using the information provided to board secretaries and superintendents.

The following candidates are running for Legislative Policy Committee Position 6:

- Austin Fohnagy, Lane CC
- Judy Newman, Eugene 4J

Superintendent Hamilton recommended the Springfield Board of Directors vote to select one candidate and submit the candidate name to the Superintendent or designee to submit this vote at the Oregon School Boards Association's E-Voting Center no later than midnight on December 17, 2021.

MOTION: Mr. Light moved, Ms. Mason seconded the motion to approve the selection of Austin Fohnagy as the Legislative Policy Committee candidate for Position 6 and submit the candidate's name to the Superintendent or designee to submit this vote at the Oregon School Boards Association's E-Voting Center no later than midnight on December 17, 2021.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they supported the motion in favor of the selection of Austin Fohnagy as the Legislative Policy Committee candidate for Position 6: Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes and Ms. Raven – yes.

Motion passed 5:0.

1. OSBA Board of Directors, Resolution #21-22.015

Between November 15, 2021 and December 17, 2021, school boards across the state must take official action on Oregon School Boards Association Board of Directors position. School boards must take official action by December 17, 2021 and submit its vote at Oregon School Board's E-Voting Center, using the information provided to board secretaries and superintendents.

The following candidates are running for Board of Directors Position 6. Please review attached candidate materials for:

- Mark Boren, Fern Ridge 28J
- Linda Hamilton, Lane ESD

Superintendent Hamilton recommended the Springfield Board of Directors vote to select one candidate and submit the candidate's name to the Superintendent or designee to submit this vote at the Oregon School Boards Association's E-Voting Center no later than midnight on December 17, 2021.

MOTION: Dr. Hernandez moved, Mr. Mann seconded the motion to approve the selection of Linda Hamilton as the Board of Directors candidate for Position 6 and submit the candidate name to the Superintendent or designee to submit this vote at the Oregon School Boards Association's E-Voting Center no later than midnight on December 17, 2021.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they supported the motion in favor of the selection of Linda Hamilton as the Board of Directors candidate for Position 6: Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes – and Ms. Raven – yes.

Motion passed 5:0.

B. Hamlin Restrooms, Resolution #21-22.016

As previously discussed, the Springfield School District entered into an agreement with Bushnell University and Springfield Drifters Baseball for the improvements and use of the west baseball field at Hamlin Middle School. This unique, three way partnership will offer the community valuable resource to an already valued asset. Bushnell University and the Springfield School District will utilize the field during the fall and spring seasons, while the Springfield Drifters baseball program will lease this portion of the facility (west baseball field) during the summer season of June, July and August. Although the Drifters are leasing the field during the summer, Springfield School District teams will continue to have access when it is not in use by the Drifters.

As part of the contract, several improvements would be agreed upon for construction. Bushnell University is responsible for the artificial turf installation throughout the entire facility, which is currently under

construction. Springfield Drifters Baseball is responsible for the expansion of the 2,000 seat bleacher system (including press box), concession areas, increased capacity of bullpens, family seating areas, additional storage facilities, safety, netting/backstop, and entry restroom facility that will include team rooms and is accessible by all programs utilizing outdoor spaces.

During the original construction of Hamlin Middle School, this restroom facility was included in the campus master plan, but unable to be constructed due to budget limitations. The restroom facility will serve the school and community by providing indoor restrooms for the track facility, including soccer, lacrosse and football. This campus is the highest utilized facility in the school district, with groups using the field every day of the week.

The solicitation for these services were advertised in the Oregon Daily Journal of Commerce. Proposals were received by six (6) firms for the District evaluation team to consider. All submissions were found to be responsive and the proposals ranged from \$1.34 million to \$1.60 million. Board Member Emilio Hernandez reviewed procurement file prior to the Board meeting. Funding to support this project is identified in the co-curricular fund and capital project fund, both of which were budgeted in the current fiscal year's operating budget.

Brett Yancey recommended that the Board of Directors approve the award of construction for the Hamlin Middle School restroom and team room facility to Bineham Construction for a base bid of \$1,340,602.

MOTION: Dr. Hernandez moved, Mr. Light seconded the motion to approve the award of construction for the Hamlin Middle School restroom and team facility to Bineham Construction for a base bid of \$1,340.602; Mr. Lighted seconded the motion.

Chair Raven called for a roll call vote. Chair Raven asked each Board member to indicate if they supported the motion to approve the award of construction for the Hamlin Middle School restroom and team room facility to Bineham Construction for a base bid of \$1,340,602. Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes, and Chair Raven – yes.

Motion passed 5:0.

C. Technology Chromebook Purchase, Resolution #21-22.017

This device purchase will be used to buy replacement Chromebooks that were originally purchased as part of the 2014 Bond. Under the Bond, each school worked with the administrator, school technology team and teachers to develop a technology plan on usage in classrooms. Consequently, a deployment of 1:1 student devices was implemented to address the needs of students during the pandemic.

The District has 890 touchscreen student devices, currently used in second grade, that were purchased to fulfill the second round of proposals. These devices would reach the end of their life cycle and would no longer be supported by the manufacturers in the 2022-2023 school year. The District has submitted and been awarded an FCC Emergency Connectivity Fund (ECF) grant of \$285,823. This grant will help cover the cost of replacing these Chromebooks so students would continue to use devices to perform remote learning.

Jeff Michna recommended that the Board of Directors approve the award of the Student Device Technology purchase to MicroK12 of Lynnwood, WA for the amount of \$372,910.00. This purchase would be paid from the ECF grand and \$87,087.00 of technology funds.

MOTION: Vice Chair Emilio Hernandez moved, Ms. Mason seconded the motion to approve the award of the Student Device Technology purchase to MicroK12 of Lynwood, WA for the amount of \$372,910.00. This purchase will be paid from the ECF grant and \$87,087.00 of technology funds.

Chair Raven called for a roll call vote. Chair Raven asked each Board member to indicate if they supported the motion to approve the award of the Student Device Technology purchase to MicroK12 of Lynwood, WA for the amount of \$372,910.00. This purchase would be paid from the ECF grant and \$87,087.00 of technology funds. Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes, and Chair Raven – yes.

Motion passed, 5:0.

D. OSEA Memorandum of Agreement, Resolution #21-22.018

The District and OSEA bargaining teams met in April 2021 to negotiate wages and insurance contributions as part of the reopener obligations agreed upon in the 2020-2022 collective bargaining agreement. The District and OSEA came to agreement on terms of a Memorandum of Agreement (MOA), with the effective dates of July 1, 2021-June 30, 2022. The school board is being asked to ratify the MOA.

Dustin Reese recommended the Board of Directors approve the Memorandum of Agreement (MOA) between Springfield Public Schools and Oregon School Employees Association (OSEA), effective July 1, 2021 through June 30, 2022.

MOTION: Ms. Mason moved, Mr. Mann seconded the motion to approve the Memorandum of Agreement (MOA) between Springfield Public Schools and Oregon School Employees Association (OSEA), effective July 1, 2021 through June 30, 2022.

Chair Raven called for a roll call vote. Chair Raven asked each Board member to indicate if they supported the motion to approve the Memorandum of Agreement (MOA) between Springfield Public Schools and Oregon School Employees Association (OSEA), effective July 1, 2021 through June 30, 2022. Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes, and Chair Raven – yes.

Motion passed, 5:0.

8. DISCUSSION

A. Superintendent and Board Working Agreements

Chair Raven shared a copy of the latest version of the Superintendent and Board Working Agreements.

Dr. Hernandez asked if it was a draft and it was affirmed. Chair Raven asked that Board members email her their thoughts about the current draft of the Agreements. Please have these comments to her prior to the December 13th Board meeting.

9. REPORTS AND INFORMATION

A. Summer Learning Programs

Assistant Superintendent David Collins introduced the department team. Mr. Collins reported HB 5042A - \$250 million for summer enrichment and academic support (75% with matching ESSER funds); \$1.274 million for academic credits and disabilities and planning/support for funds. Discussion questioned credits (.5 per class), longer planning needs, proactive integrate planning, percent of high school/elementary, (half population is elementary). Students were returning to campus at the same time the above named funds were being implemented, thus challenging the staff. Students were excited for the opportunity to return to their classrooms. The team reviewed a slide presentation which focused on student safety, both physical and mental. Teachers have become incredibly creative and have learned to reach students where they are to provide them opportunities to learn. Teachers were encouraged to carry their creativity forward into summer programs. There was a concern regarding a potential lack of staffing for summer schooling, but staff stepped forward and this was not an issue. Over 1,000 students were served. Joyce stated she had joined the district in July, where she found the elementary program was fun and robust with four different programs taking place. The summer program ended with a picnic, playing music, blowing bubbles and topping off the summer with a big celebration.

B. Equity Advisory Committee

Equity and Inclusion Coordinator Taylor Madden introduced himself and shared information about SB732. He said that this was not only an obligations under the law, but an opportunity for the district. The bill was signed into law in July. His presentation included the duties of the Equity Advisory Committee (EAC), membership and timelines for establishing the committee.

C. Superintendent Communication

Superintendent Hamilton commented that United Way Lane County was celebrating 75 years in Lane County. They recently held an event that was attended by 700+ students featuring civil rights leader Ruby Bridges-Hall. He commended Finley, a 10th grader from Springfield High School for the time he was given to speak directly with Ms. Bridges-Hall. United Way has plans to host several more events this year to celebrate their 75 year anniversary.

D. Board Communication

Director Light suggested that the board consider handing out books at the Springfield parade on December 4, 2021. He further commented on his concern regarding education in crisis stating schools are under staffed, student misbehavior has increased and staff are stressed. He requested this item be added to the December 13, 2021 board meeting agenda.

Director Mason shared that the Wildish Community Theater Board had vacancies. Their board is anticipating next year to be a turning point in their ability to start hosting events again.

Director Mann, a member of the Springfield Education Foundation Board reported that they raised \$167,000 at their Night of 11,000 Stars event which will support grants for teachers in Springfield schools. He added that the program is in good financial condition in spite of a rough year.

Vice Chair Emilio Hernandez shared ESD has one more meeting for planning/strategy, noting that Zoom meetings have proven difficult. Also, the event, Día de los Muertos, was well attended and monthly workshops were being held to teach the community about culture.

Chair Raven shared she attended soccer matches and cross country meets. She was pleased to announce that nine girls on the Thurston soccer team were nominated for All League awards. She added that board chairs from around the state hold monthly meetings with staff from the Oregon School Boards Association, via Zoom, to provide helpful information about board governance.

10. NEXT MEETING

The next Board meeting will be a Business Meeting scheduled for Monday, December 13, 2021 beginning at 7:00 p.m.

Chair Raven thanked everyone for attending.

11. ADJOURNMENT

Chair Raven adjourned the meeting at 9:46 p.m.

(Minutes recorded by Marlene Hockema)