

BUSINESS MEETING MINUTES

5/A Regular Meeting of the Lane County School District No. 19 Board of Education was held on October 22, 2018.

1. CALL MEETING TO ORDER

Board Vice Chair Michelle Webber called the Springfield Board of Education meeting to order in the Board Room of the District Administration Center at 4:05 pm and led the Pledge of Allegiance.

Attendance

Board Members present included Board Vice Chair Michelle Webber, Laurie Adams, Dr. Emilio Hernandez and Naomi Raven. Board Chair Zach Bessett was excused from the meeting.

District staff and community members identified included Superintendent Bruce Smolnisky, David Collins, Brett Yancey, Judy Bowden, Jenna McCulley, Whitney McKinley, Suzy Price, Brian Megert, Jeff Michna, Dustin Reese, Shawn Walker, Dennis Minium, Lesa Haley, Sonny Molinari, Gus Beeler, Anne Goff, Colleen Hunter, Jonathan Light, Laura Pavlat, John DeWenter, Brenda Holt, Ame Beard, Dan Eagan, Steve Mow, Missy Cole, Joan Bolls, José da Silva, Marilyn Williams, Calli Dean, Shawn Walker, Cadence Rose, Josh Perry, Shylee-Ann Campbell, Ian Ker, Jacob Sieczkowski, Kenneth Woodruff, Kayleena Buster and Marina Brassfield.

2. SCHOOL PRESENTATION: SPRINGFIELD HIGH SCHOOL

Principal José da Silva shared a PowerPoint presentation entitled, *Springfield High School Board Presentation*. Assistant principals Marilyn Williams, Calli Dean and instructional coach Josh Jordan assisted with the presentation.

Principal da Silva wanted to offer a strength-based approach when addressing the challenges facing Springfield High School (SHS). These challenges included chronic absenteeism, graduation rates and test scores. The administration was looking hard to identify root causes and taking steps to address these challenges.

SHS wanted to prepare every student for a bright and successful future. In order to do so, the school had embedded the district's mission into its own mission. The SHS mission statement was, "At Springfield High School, we are committed, through an ongoing collaboration between teachers, families, and community members, to offering rich and diverse curriculum that equips students with the knowledge and skills necessary for success in school and in all future endeavors."

Ms. Dean explained SHS had implemented a few initiatives over the past couple years. One was a positive behavior intervention and supports (PBIS) initiative and their Stay SHARP (Self Aware, Honest, Appreciative, Respectful, Persistent) framework. SHARP was clearly stated and it defined school-wide expectations. SHARP was part of the school's branding, was defined in the classroom and common areas and was a part of the student leadership group's work.

Ms. Dean said there was a measurement called "tier fidelity inventory." It measured certain criteria related to PBIS supports. When 70% of the criteria were met, they would begin to see a positive impact in the school's culture. SHS reached 80% this fall.

SHS also worked to become a trauma informed school. A trauma informed school realized both the widespread impact of trauma and the role the school could play in promoting resiliency. It helped recognize the signs and impacts of trauma in students and families. Staff responded by fully integrating knowledge about trauma into policies, procedures and practices and sought to actively resist re-traumatization of students. PBIS and trauma informed practices both had positive effects on student performance and graduation.

Mr. da Silva said a theme this year was to specifically put together goals of the school board, instructional department, district and SHS. A progressive plan of action combining the goals into a cohesive set of strategies had been created.

Board goals included:

- Support families so that every student is ready to learn
- Provide personalized learning opportunities for every student
- Promote growth and success for every student

Instruction department goals included:

- Multi-tiered System of Support (MTSS)
- Guaranteed and Viable Curriculum (GVC)
- Quality Instruction

Ms. Williams said SHS had created a focus statement for academic year 2018-2019: *Because we are culturally responsive, and trauma informed, we will develop supports, procedures, and systems that create an environment where all students will learn. During 2018-2019, we will focus on writing, engagement, and instructional clarity.*

Another goal at SHS this year, was to incorporate writing across the curriculum. Ms. Williams explained writing exercises should happen in every classroom in a variety of ways. To help teachers, professional development and practice around different writing types were offered.

Mr. Jordan said the last two areas of focus were engagement and clarity. Engagement was how students interacted with content. To support the process of learning, SHS was specifically implementing Skillful Teacher Practices and creating staff resources that were easily accessible.

Mr. Jordan explained clarity from teachers had a big effect on how a student learned. It was how teachers communicated learning intentions and success criteria. The administration worked with staff on breaking down learning intentions into learning progressions and on giving clear and precise feedback about how the student was progressing.

Mr. Jordan described his work. His hours were split between teacher support (70 hrs.), classroom visits (25 hrs.), department professional learning community support (19 hrs.) and school wide professional development (9 hrs.). He concluded that teachers and staff required 50+ hours of professional development to develop a new practice.

Ms. Dean explained slides on student success indicators. The first was student attendance, which had a direct correlation to student graduation rate. Staff wanted to focus on students who attended less than 90% of the time. Students who attended more than 90% had a significantly higher chance of graduating. Over the past three years, chronic absenteeism went from 62% to 28%. SHS had done a lot of work to achieve these results. Administration hired a truancy officer, who was very helpful, and SHS implemented a stringent tardy. Staff made weekly phone calls to students with three or more unexcused absences and sent out quarterly “nudge” letters to get students to attend regularly. These letters were also available in Spanish.

Ms. Dean said students needed to earn six credits per year to graduate on time. There were improvements among sophomores, junior and seniors, so trends were heading in the right direction.

Ms. Dean said the administration looked at referrals and suspension rates. She explained it was significant that in school and out of school suspension rates were decreasing. Students spent more time in class which helped decrease the cycle of failure.

Principal da Silva said one of the great strengths of SHS was its partnerships within the community. They worked with a wide array of organizations. Staff publicly shared attendance rates and goals on the reader board. Finally, SHS hosted a variety of family-centered events.

Principal da Silva stated SHS wanted all graduates to be college ready, career ready, and future ready; these goals were reflected in the portrait of a SHS graduate. A SHS graduate student was a(n):

1. Persistent and Resourceful Individual
2. Adaptable and Productive Participant
3. College and Career Ready Scholar
4. Critical and Innovative Problem Solver
5. Ethical Decision Maker
6. Effective Communicator and Collaborator

Dr. Hernandez asked about suspensions. He wondered how to keep the student involved in school when they were required to stay home. Ms. Dean said when making a discipline decision, staff responded to the behavior and which class it occurred in. For example, the student might be given work service hours because the staff used suspension as a last resort. During an in-school suspension (ISS), there was a specific classroom and a teacher who proctored that study time. When students came into the class, they logged-on to look at their grades and filled out a grade sheet. Emails were sent to teachers about missing work and runners gathered that work. Ms. Dean reiterated teachers wanted kids to be accomplishing work and catching up during an ISS.

Ms. Dean explained out of school suspensions were generally for school safety issues (i.e. coming to school under the influence or participating in a physical altercation). In those cases, families came to school and got homework for the lost instruction time.

Dr. Hernandez asked how to involve parents and keep parents aware of the situation. Principal da Silva said administrators used a holistic approach. They held a phone conference to ensure parents were fully aware of the situation and the discipline approach moving forward. Administrators also tried to understand the core reason for the behavior. Sometimes the student could have been upset about something outside of school.

Ms. Raven appreciated the “portrait of a graduate” and the policies and practices put in place to reach success. She thought SHS was working with the end goal in mind.

3. STUDENT BOARD MEMBER INTRODUCTIONS

Vice Chair Webber introduced Assistant Superintendent David Collins introduced the following students who would serve as Student Board Representatives for the 2018-19 school year:

Academy Arts and Academics: Cadence Rose and Alternate: Josh Perry

Gateways High School: Shylee-Ann Campbell and Alternate: Sonny Molinari

Springfield High School: Ian Ker and Alternate: Gus Beeler

Thurston High School: Jacob Sieczkowski and Alternate: Madisen Hill

Willamette Leadership Academy: Kenneth Woodruff and Alternate: Kayleena Buster

4. LOW-INCOME RENTAL HOUSING PROPERTY TAX EXEMPTION REPORT

Vice Chair Webber invited Erin Fifield and Liz Butterfield from the City of Springfield to come forward and share a report regarding the Low-Income Rental Housing Property Tax Exemption Program.

Ms. Fifield explained the City Council recently adopted Ordinance No. 6383, and were looking to have board support. Ms. Fifield said the City Council identified housing as a key community issue. Findings pointed to a shortage of housing. Rental vacancy rates were very low and waiting lists were long for low-income qualified rental housing.

The City Council created a housing strategy in 2016 to identify ways to address housing issues. One effort focused on increasing the supply of affordable housing to families and individuals with lower incomes. As part of the process, Oregon State Statute 307515 allowed local governments to adopt a property tax exemption for low income rental housing for 20 years for projects serving folks earning less than 60% of the area median income (AMI). For a household of four individuals, that was no more than \$35,000 a year combined household income.

Ms. Fifield said local affordable housing developers asked the City for the exemption, so staff conducted their own financial analysis. In June 2018, the City Council decided to reinstate the program, with a focus on new units. Ms. Fifield explained the tax would apply to the City's levy, as well as any district with a combined tax rate of 51% or more. Thus, the City Council was asking all taxing partners for support.

Dr. Hernandez wanted to assist people in accessing livable rental units in any way they could. However, he didn't have chance to review Ms. Fifield's letter as he received it that day. Ms. Fifield pointed to one piece in the packet, which was an example analysis on a new affordable housing development called the Myrtlewood. The analysis on the property tax impacts within Springfield was modeled after that development. The estimated exemption per development was \$10,000 to \$11,000 per a year, split among districts. Ms. Fifield noted the City didn't frequently receive development applications.

Ms. Adams asked if "exempt" essentially meant the district wrote off the portion of revenue. Ms. Fifield said yes, while the program was in place, the district wouldn't receive taxes from new affordable housing developments. She understood hesitations around loss of revenue, which was one reason the City Council opted to implement the program solely for new units. The district was already not receiving that tax revenue, so there would be fewer negative effects.

Mr. Yancey said from the district's financial standpoint, there were two pieces to understand. The first was general obligation which was calculated in the state's formula. The other piece was property taxes collected via a general obligation bond levy. The district didn't collect those funds at a specified rate, but at a certain dollar amount. There was an annual debt service which was paid by the community via a levy. Essentially, if the City exempts a property from paying a portion of taxes, those taxes would still be picked up by the community. Therefore, there could be an impact on other tax payers.

Mr. Yancey asked if affordable housing developers could be both nonprofit/government agencies and private entities. He wondered what guarantees were put in place to ensure private developers who didn't necessarily need the exemption still passed affordable rates onto lower income renters. Ms. Fifield responded requirements were built into the statute. For-profit developers had to complete an application which showed that the full value of the exemption was reflected in the lower payments.

Mr. Smolnisky said the item would be brought for action at the next meeting.

5. SUPERINTENDENT SEARCH

Vice Chair Webber was pleased to share the selection of McPherson and Jacobson, LLC and search executive Dr. Steven Lowder to assist the district in its search for a new superintendent.

The selection came following the review of several search proposals along with interviews with lead executives from various firms. It became evident in the thorough proposal and interview process that Dr. Lowder was the right choice to guide the board through the selection process for the next superintendent.

Dr. Lowder would join the board during the November 1, 2018 special work session. He was aware of the board's request to engage stakeholders. Vice Chair Webber said there would be focus groups held throughout the month of November 2018, and asked board members and the public to keep an eye out for them. She was pleased to move forward in the process.

Dr. Hernandez asked if any dates were set yet. Ms. McCulley replied there were a few dates in mind, based on when groups usually met. Mr. Smolnisky said the intent was to complete the focus groups within the next couple weeks.

Dr. Hernandez confirmed that board members would receive notice when the dates were set, so they could share the information with their different constituents and the community in general. Ms. McCulley said absolutely. The Chair and Vice Chair requested cards that directors could pass out with the dates, times and locations of the focus meetings as well as a link to the online survey.

6. PUBLIC COMMENT

Vice Chair Webber read the following statement:

This is the portion of our agenda for public comment. 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.

Colleen Hunter of 4921 Glacier Drive wanted to thank leadership and the board for supporting recent fundraisers for Mount Vernon Elementary School teacher, Amber Trano, who is battling cancer.

Speaking as a teacher who retired a year ago, Ms. Hunter also wanted to speak about the Smarter Balance Assessment. She said she was not against assessments, but she thought they should be authentic and serve a purpose. Ms. Hunter did not think the Smarter Balance Assessment was appropriate. It was geared toward students with abilities two or three years above grade level and it was discriminatory toward students without a computer. Finally, testing involved a vast amount of classroom time. From her understanding, the purpose of the test was for accountability in equalizing the student experience. However, it asked questions that even

high achieving students couldn't comprehend. Part of her ask to the board was for board members to look at the practice test for 4th grade through the ODE website so they could understand the problem.

7. CONSENT AGENDA

A. September 24, 2018 Board Meeting Minutes

B. Financial Statement

C. Personnel Action, Resolution #18-19.009

Dustin Reese recommended the Board of Directors approve the personnel action for licensed employees as reflected in the resolution. Categories include:

New Hires

Jennifer Boatwright

Joel Duran

Evan Stone

Matthew Valenzuela

Leave of Absence

Trena Jayne

Resignation

Brittany Watters

Retirements

Pat Gagnon

Jeanne Rose

Kathy Lynn Smith

Change of Contract Status

Pat Gagnon

Stephanie Lawless

Jeanne Rose

Kathy Lynn Smith

D. Out of State Trip, SHS Girl's Basketball, Resolution #18-19.010

Dr. Brian Megert recommended the Board of Directors approve SHS Girl's Basketball team's request to travel to Phoenix, Arizona to participate in the Tournament of Champions. Dates of travel will be December 18-23, 2018.

Three school days would be missed.

The Girls' Basketball team had fundraised all of the \$8,000 needed to cover the cost of the trip.

There was no cost to the district for this trip. Monies fundraised would also cover costs for substitute teachers, should there be any.

E. Out of State Trip, THS Baseball, Resolution #18-19.011

David Collins recommended the Board of Directors approve Thurston High School Baseball Team's request to travel to Phoenix, Arizona to participate in the Pride Classic Baseball tournament. Dates of travel will be March 22-30, 2019.

Students will miss one half of a school day (March 22).

The Baseball team had already fundraised all monies needed to cover the cost of the trip.

There was no cost to the district for this trip. Monies fundraised would also cover costs for substitute teachers.

Motion: Ms. Adams moved, seconded by Dr. Hernandez for approval of the Consent Agenda. The motion carried unanimously, 4-0.

8. REPORTS AND DISCUSSION

A. Enrollment Update

Assistant Superintendent David Collins shared the following report on enrollment. The report was included in the agenda packet.

The final student count that the district will use for the remainder of the year was taken the last day of September.

On September 28th there were 10,718 students attending K-12 in Springfield. This included all schools including charter schools and in-district alternative education programs. It did not include any out of district alternative students or homebound students.

SHS was currently under projection by more than one percent, but not in a distributed way. A few schools exhibit variations from projections. At the elementary level, the following elementary schools were over projections:

Guy Lee Elementary over 53 students
Ridgeview Elementary over 12 students

Elementary Schools that were under projection:

Centennial Elementary under 7 students
Douglas Gardens Elementary under 12 students
Page Elementary under 7 students

The remaining elementary schools were over or under projection by 6 or less students.

Middle school enrollment showed Agnes Stewart Middle under by 11 students, Briggs over by 4 students, Hamlin Middle under by 16 students, and Thurston Middle under by 17 students.

At the high school level projections are:

Springfield High	over 9 students	Thurston High	under 11 students
Gateways High	over 2 students	A3	over 7 students
SPS Night School	under 25 students		

Dr. Hernandez wondered if the trends were typical. Mr. Collins said there were patterns of movement by families, who generally chose their neighborhood school. People moving in and out had different ages of kids. Over time, there was a consistent rate of change.

Dr. Hernandez asked if the district tracked information on juniors and seniors who left school to work and support families. Mr. Collins said the group was not tracked formally, but the district did track internships and work experiences. Staff put mechanisms in place over the past year to further monitor truancy, such as the hiring of a truancy officer.

In response to Dr. Hernandez, Mr. Collins said there were meetings with the court system to discuss preventative, responsive ways to address truancy. In an effort to understand the needs of families, the truancy officer looked at obstacles and built relationships with students and families.

Ms. Raven asked how many people were generally enrolled in SPS night school. She was told around 30.

Dr. Hernandez encouraged student representatives to contact any board member about issues they saw within their own school.

Ms. Adams thought it was encouraging to see enrollment grow. However, she understood affordable housing was a huge need in the current economic climate. Even a small raise in rent could cause people to move.

B. Superintendent Communication

Superintendent Bruce Smolnisky would be out of town for a week starting October 23, 2018. Mr. Yancey and Mr. Collins would act as contacts during his absence.

Secondly, the Alpha Delta Kappa (ADK) Tea would take place on October 24th at 4:30 in the Board Room. ADK was an educational society and each year they honored seven to eight teachers selected by their peers.

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That morning, in conjunction with the City of Springfield, the district kicked off a three-week United Way campaign to support community organizations.

C. Board Communication

Laurie Adams attended a recent soccer game. She was told the fields in the back of the school were in rough shape. She wondered if there were plans to improve the field. Mr. Yancey said the soccer fields were in worse shape than football fields because they were being utilized everyday by both boys' and girls' teams. Grass fields in the Willamette Valley were difficult to maintain, but they would be closed if they were found to be unsafe for practices or games.

Dr. Emilio Hernandez would serve on the Education Service District (ESD) board and the ESD budget committee as a community adviser. He would start in November 2018 and provide reports to the Board. Dr. Hernandez attended Latino Night at Springfield High School. He was happy to see so many families participated.

Naomi Raven said she had only been on the board a few weeks and was thrilled to be a part of the district. She shared some of her notes since being on the board. She said she was able to attend the Springfield Education Foundation's event, Night of 11,000 Stars, which she thought was phenomenal.

Michelle Webber was thrilled Dr. Hernandez was able to attend Latino night. Ms. Webber attended Night of 11,000 stars. She said each year the event was bigger and better. She loved the hard work and passion by the hosts.

9. OTHER BUSINESS

There was no other business.

10. NEXT MEETING

Ms. Webber said the board would hold a Special Work Session on November 1, 2018 from 6:00-8:00pm. She added the next board meeting would be held on Tuesday, November 13, 2018 because Veteran's Day would be observed this year on Monday, November 12, 2018.

11. ADJOURNMENT

With no other business, Vice Chair Webber adjourned the meeting at 5:26 pm.

The board moved to Executive Session (non-public) pursuant to ORS 192.660(2)(e) real property.

(Minutes recorded by Marina Brassfield)