

# ROSEBURG PUBLIC SCHOOLS

## School Board Work Session and Executive Session

Central Office Board Room  
1419 NW Valley View Drive  
Roseburg, Oregon 97471  
Available via Zoom

Vol 5 No. 8

October 25, 2023

### Board Members:

Rodney D. Cotton, Chair   
Steve Hammerson   
Rev. Howard Johnson, Vice-Chair   
Ann Krimetz   
Michael Leone   
Andrea Miner   
Andrew Shirtcliff

### Administration:

Jared P. Cordon, Superintendent   
Michelle Knee, Assistant Superintendent   
Cheryl Northam, Director of Finance and Operations   
Melissa Roberts, Director of Student Services   
Jill Weber, Director of Teaching and Learning

## SCHOOL BOARD WORK SESSION

**TIME/PLACE:** A meeting of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, October 25, 2023, at 6:00 p.m. in the central office board room, 1419 NW Valley View Drive in Roseburg, Oregon, in person and available via Zoom link.

**CALL TO ORDER / PLEDGE OF ALLEGIANCE:** Board Chair, Rodney D. Cotton, called the regular meeting to order at 6:00 p.m. and invited Director Ann Krimetz to lead the Pledge of Allegiance. Chair Cotton also advised the audience that Board meetings are recorded for future viewing.

**ATTENDANCE:** Board members and Cabinet members attended in person. Reporter Hannah Seibold with the News Review was present.

### REVIEW OF AGENDA / COMMUNICATIONS TO THE BOARD

Superintendent Cordon welcomed everyone present in person, as well as those who were joining the meeting remotely. He further noted that since initial publication, an additional Executive Session was added.

Superintendent Cordon reminded board members of the annual legislative roadshow being held at the Douglas ESD. He also shared that RHS volleyball is hosting West Linn tonight.

### **STUDENT SERVICES DEPARTMENT – PROGRAM OVERVIEW** *(Slide deck attached)*

Student Services Director, Melissa Roberts, provided an outline of services her department provides to children who require supports in the areas of academics, behaviors, medical needs, social emotional support, McKinney-Vento, Dept. of Human Services liaison, suicide screening and threat assessment or crisis prevention.

Director Roberts emphasized that Special Education is a service that we provide, not a place or destination. Eligibility processes ensure that our students are receiving the tools and resources needed to reach their maximum success.

Staffing within the Student Services Department includes:

- 5 School Psychologists
- 1 School Psychologist Intern
- 2 Instructional Assistants for the virtual school psychologists
- 2 Behavior Support Specialists
- 2 Special Education Teachers on special assignment (TOSAs)
- 1 Speech and Language Specialist on special assignment
- 1 McKinney-Vento/DHS Support Specialist
- 1 Office Manager / one Administrative Assistant
- 1 Coordinator
- 1 Director

The district employs 31 Special Education teachers, 13 classified paperwork managers/IAs with a total of 124 Special Education-funded instructional assistants.

Speech and language, vision / hearing services and nurses are contracted through the Douglas Educational Service District (ESD). Consult services received through the Douglas ESD include occupational therapy, physical therapy and autism spectrum supports.

An overview of the Special Education Programs currently in place included:

1. Complex Needs Classroom (CNC): A county program housed at Fir Grove serving fragile students grades K-21 with four RPS students attending.
2. Profound Developmental Learning Center (DLC) is a district program serving those students in need of direct instruction for academic, communication, social and adaptive skills in a self-contained classroom housed at Fir Grove Elementary.
3. Developmental Learning Center (DLC): District programs for students in need of direct instruction to support academic, communication, social and adaptive skills and needs. Services are provided at Hucrest, Melrose and Sunnyslope Elementary Schools, Fremont Middle School and RHS.
4. Elementary/Secondary Resource Centers (ERC/SRC): Programs support students that benefit from specific academic, social, life-skill, communication and adaptive skill instruction. Sites include Eastwood, Fremont and Joseph Lane Middle Schools and RHS.
5. Learning Resource Centers (LRCs) are housed at each school site with programs providing support for reading, writing, math, social and/or behavioral needs of students as outlined on the student's Individualized Education Plan (IEP).

Additional special programs are the Emerging Kindergarten classroom at Hucrest School, designed to assist children with specific skill needs at the kindergarten level. In addition, the Pathways Program at Roseburg High School supports students aged 18-21 years with life-skill and work-skill development opportunities.

The Turn Around and Success Programs are specialized classrooms focusing on behavioral supports for special education students that are working on emotional regulation, self-awareness, and social/emotional skill development. The programs are housed at Fullerton IV Elementary, Fremont and Joseph Lane Middle Schools, and RHS.

Mrs. Roberts shared that 874 students receive special education services and there are 328 students who have Section 504 compacts. Twenty-one special education students graduated from RHS last year and two students exited from the Pathways Program.

Director Roberts also reported that in the Fall of 2023-24, 86 kindergarten students were enrolled as special education kindergarteners.

## **UNDERSTANDING THE COLLECTIVE BARGAINING PROCESS**

*(Slide deck attached)*

Superintendent Cordon shared that by law, collective bargaining is the negotiation of employment terms between employers and groups of represented employees. This collaborative process gives us an opportunity for the district and employees to work together to create a contract to honor the work of staff while prioritizing student learning and well-being, and balancing the district's financial health. As he pointed out earlier in the year when he spoke about "buying" not "renting", we understand the importance of retaining talent, and want the best people in our community working with kids. Our board has done a good job helping to create the strong culture needed to encourage employees to see their future here.

The current three-year contract with our employee groups including our licensed, classified, administrative and confidential staff expires June 30, 2024, and called for 4% in 2021-22, 3% in 2022-23 and 2% in 2023-24. Last spring, the School Board approved a \$1 per hour raise for classified & confidential staff and 2% increase for licensed and admin staff. Our people are the heart of our district, and we are looking forward to a collaborative process with our employee groups resulting in a measure of stability for the staff, district and children.

The Strategic Plan continues to be our North Star and will guide our efforts to provide the contract, culture and support that our employees deserve.

**ADJOURN REGULAR SESSION:** With work session presentations and discussion concluded, Chair Cotton announced that the board would be convening in executive session, first to receive insight into a potential legal matter, and second to conduct a board/superintendent check-in to start the process of the superintendent's evaluation. This process is very important in communicating with the superintendent and board in maintaining our focus on our North Star – the district's Strategic Plan. The regular meeting was adjourned at 6:45 p.m. He explained that the Board would be meeting in another room for Executive Session pursuant to ORS 192.660(2)(h) and (i).

### **Executive Session**

Pursuant to ORS 192.660(2)(h) and (i)

Chairman Cotton convened Executive Session pursuant to ORS 192.660(2)(h) and (i) at 6:50 p.m. to discuss a potential legal matter and to embark on the 2023-2024 annual superintendent performance evaluation check-in process as adopted in July of 2023. All Board members were present, along with Cheryl Northam, Director of Finance and Operations, Chelsea Duncan, Communications Coordinator, and News Reporter Hannah Seibold, who was again advised that there could be no reporting on tonight's topics.

**ADJOURN EXECUTIVE SESSION:** With discussion concluded, the Executive Session was adjourned at 8:01 p.m.

**Jared P. Cordon, Superintendent**

JPC/jlk

**Next Meeting:** Board Meeting, November 15, 2023, at 6:00 p.m. at Eastwood Elementary School, 2550 SE Waldon Avenue in Roseburg, Oregon and available via Zoom.