

Gresham-Barlow



School District

BOARD OF EDUCATION

Board Business Meeting

AGENDA

January 4, 2018

BOARD OF EDUCATION

January 4, 2018

Board Work Session – 6 p.m. - CANCELLED

Board Business Meeting - 7 p.m.

Public Safety and Schools Building
1331 NW Eastman Parkway, Gresham, OR

I. CALL REGULAR BUSINESS MEETING TO ORDER AND PLEDGE OF ALLEGIANCEII. ROLL CALL

_____ Kris Howatt, Chair	_____ Kathy Ruthruff, Director
_____ Sharon Garner, Vice-Chair	_____ Blake Petersen, Director
_____ Carla Piluso, Director	
_____ John Hartsock, Director	
_____ Matt O'Connell, Director	_____ A. Katrise Perera, Superintendent

III. COMMUNICATION FROM THE AUDIENCE

Time has been set aside later on the agenda for Citizens' Requests of the Board. If anyone in the audience wishes to address the board this evening, there are yellow "Citizens' Requests of the Board" forms on the table in the back of the room; please complete a form and give it to our board secretary, Ms. Avery.

IV. APPROVE MEETING AGENDAV. CONSENT AGENDA

All items listed below are matters considered by the board to be routine and will be enacted by one motion. There will be no separate discussion of these items unless a member of the board or persons in the audience requests specific items be removed from the consent agenda and placed on the regular agenda.

1. Minutes from Regular Work Session December 7, 2017
- Minutes from Regular Business Meeting December 7, 2017
- Minutes from Regular Work Session December 14, 2017
2. Financial Report
3. Personnel Report: Employment Contracts
4. Policy Updates

VI. RECOGNITIONS

5. School Board Recognition Month Vadnais
6. National Board for Professional Teaching Standards (NBPTS) Hiu
7. Student Recognition – Sam Barlow High School Athletes Ketelsen

VII. GRESHAM-BARLOW EDUCATION FOUNDATION REPORT

8. Gresham-Barlow Education Foundation (GBEF) Report Vadnais

VIII. SUPERINTENDENT'S REPORT

IX. PRESENTATIONS

9. Metro East Web Academy Annual Report..... Evans

X. RECESS/RECONVENE (5 Minutes)

XI. COMMITTEE MEETING MINUTES AND/OR REPORTS

This portion of the board meeting agenda has been provided for the presentation of advisory committee minutes. No action or discussion is required by the board; however, there may be occasional reports or discussion regarding work being completed by the committee(s).

None..... n/a

XII. ASSOCIATIONS REPORTS

- Gresham-Barlow Education Association (GBEA) (2 Minutes)
- Oregon School Employees Association (OSEA) (2 Minutes)

XIII. CITIZENS' REQUESTS OF BOARD (3 Minutes per Guest / 15 Minutes Total)

XIV. RECESS/RECONVENE (5 Minutes)

XV. ACTION ITEMS

The board may, by majority vote, take action on items listed under first reading or information.

First Reading

10. Board Governance Planning Retreat..... Howatt / Perera
11. Good to Great - Values..... Hiu / Garner
12. Licensed Collective Bargaining Agreement 2017 - 2020..... Hiu
13. Postpone Material Selection..... Hahn-Huston
14. OSBA Legislative Policy Committee, Position 19, Run-off Election..... Howatt

Second Reading

None..... n/a

XVI. BOARD REPORTS AND REQUESTS

XVII. DISTRICT LEADERSHIP TEAM (DLT) REPORTS

XVIII. INFORMATION ITEMS

- | | |
|---|-----------|
| 15. Healthy and Safe Schools Plan | Schofield |
| 16. Financial Update | Schofield |
| 17. Standards Assurance of Compliance | Ketelsen |

XIX. ANNOUNCEMENTS

- Jan. 18, 2018: Board Work Session - 6 p.m.
Partnership Room
Center for Advanced Learning
- Jan. 25, 2018: No Board Meeting
OASE/COSA Winter Conference
- Feb. 1, 2018: Board Work Session - 6 p.m.
Council Chambers Conference Room
Public Safety and Schools Building
- Feb. 1, 2018: Regular Board Meeting - 7 p.m.
Council Chambers
Public Safety and Schools Building

XX. ADJOURNMENT (Estimated time for adjournment: No later than 9 p.m.)

GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.
Minutes of Regular Board Work Session

December 7, 2017

The Gresham-Barlow School District Board of Education held a regular work session on Thursday, December 7, 2017, in the council chambers conference room of the Public Safety and Schools building, 1331 NW Eastman Parkway, Gresham, Oregon.

The meeting was called to order at 6:04 p.m. by the chair, Kris Howatt. Other board members in attendance were John Hartsock, Blake Petersen, and Carla Piluso. Sharon Garner and Kathy Ruthruff were absent. Matt O'Connell arrived at 6:07 p.m. A quorum was present.

The following members of the superintendent's district leadership team were present:

A. Katrise Perera	Superintendent
James Hiu	Deputy Superintendent of Human Resources
Teresa Ketelsen	Deputy Superintendent of Teaching and Learning
Mike Schofield	Chief Financial Officer
Julie Evans	Executive Director of Elementary Education
Sara Hahn-Huston	Executive Director of Secondary Teaching and Learning
John Koch	Executive Director of Student Support Services
Athena Vadnais	Director of Communications and Community Engagement

MOTION 49 MEETING AGENDA (6:04 p.m.)

Chair Howatt clarified that the board would not go into executive session for negotiations because the information is now public, however, they would still enter executive session for a personnel matter.

It was moved by Blake Petersen, seconded by John Hartsock, and carried 4 to 0 to approve the meeting agenda as presented.

LEGISLATIVE UPDATE (6:05 p.m.)

Superintendent Perera shared a list of legislative priorities from Multnomah ESD (MESD). Their new government affairs specialist, Stacy Michaelson, will be at the December 14, 2017 board work session. She would like to discuss with the board what the legislative priorities are for the Gresham-Barlow School District.

NEGOTIATIONS UPDATE (6:07 p.m.)

A tentative agreement was reached with the Gresham-Barlow Education Association (GBEA) on Monday, December 4, 2017. Various proposals were presented over the last several bargaining sessions. Mr. Hiu provided information on the bargaining outcomes for the remaining contract articles. There was further discussion on where other area districts are in their bargaining process.

EXECUTIVE SESSION (6:28 p.m.)

The board recessed into executive session at 6:28 p.m. to discuss Personnel as provided by ORS 192.660(2)(b). The regular work session was reconvened at 6:32 p.m.

ADJOURNMENT (6:34 p.m.)

The work session was adjourned at 6:34 p.m. A regular board business meeting followed in the council chambers at 7:00 p.m.

Submitted by: _____
Sarah Avery
Administrative Assistant to the Superintendent and
Board of Directors

Note: These minutes were approved by the board on _____:sa

GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.
Minutes of Regular Board Meeting / Business

December 7, 2017

The Gresham-Barlow School District Board of Education met in regular session on Thursday, December 7, 2017, in the council chambers of the Public Safety and Schools building, 1331 NW Eastman Parkway, Gresham, Oregon.

The meeting was called to order at 6:59 p.m. by the chair, Kris Howatt. Other board members in attendance were John Hartsock, Matt O'Connell, Blake Petersen, and Carla Piluso. Sharon Garner and Kathy Ruthruff were absent. A quorum was present.

The following members of the superintendent's district leadership team (DLT) were present:

Katrise Perera	Superintendent
James Hiu	Deputy Superintendent of Human Resources
Teresa Ketelsen	Deputy Superintendent of Teaching and Learning
Mike Schofield	Chief Financial Officer
Julie Evans	Executive Director of Elementary Education
Sara Hahn-Huston	Executive Director of Secondary Teaching and Learning
John Koch	Executive Director of Student Support Services
Athena Vadnais	Director of Communications and Community Engagement
Angie Kautz	Director of Elementary Teaching and Learning
April Olson	Director of Federal Programs
Bill DeWitz	Director of Technology Services
Karina Bruzzese	ELL Director

Eagle scouts in attendance for the recognitions portion of the agenda led board members, administrators and all those present in the Pledge of Allegiance.

Note: All handouts provided at this session have been uploaded to the School Board page on the district's web site: www.gresham.k12.or.us. Copies are also on file at the district office.

MOTION 50 MEETING AGENDA (7:00 p.m.)

It was moved by John Hartsock, seconded by Matt O'Connell and carried 5 to 0 to approve the meeting agenda as presented.

MOTION 51 CONSENT AGENDA (7:00 p.m.)

The following items were included on the consent agenda:

1. Minutes from Regular Work Session.....October 5, 2017
Minutes from Regular Work Session.....November 2, 2017
Minutes from Regular Business Meeting.....November 2, 2017
Minutes from Special Work Session.....November 16, 2017
Minutes from Regular Work Session.....November 30, 2017
2. Financial Report
3. Personnel Changes
4. Policy Updates

Item number 2, Financial Report, was removed from the consent agenda and included with discussion item number XVII, District Leadership Team Reports, for further information and approval.

It was moved by Blake Petersen, seconded by John Hartsock and carried unanimously, 5 to 0, to approve the consent agenda as amended.

RECOGNITIONS (7:01 p.m.)

Eagle Scouts Recognition – Gresham-Barlow School District Students: The Gresham-Barlow School District Board of Directors recognized three students in attendance who have attained the rank of Eagle Scout. The following students were recognized for their dedication and commitment to achieve scouting's highest rank of Eagle.

Logan Blaney – Sam Barlow High School, Senior
Jake Byrne – Sam Barlow High School, Freshman
Elway Simpson – Gresham High School, Senior
Aaron W. Haage (absent) – Metro East Web Academy, Junior
Matthew J. Merritt (absent) – Sam Barlow High School, Senior
Nicholas Wagner (absent) – Metro East Web Academy, Senior
Dylan Walsh (absent) – Sam Barlow High School, Junior

Superintendent Perera High School Jersey Number Retired: The meeting was recessed at 7:05 to recognize Superintendent Perera's achievement of having her high school basketball jersey retired and to share refreshments.

The meeting was reconvened at 7:16 p.m.

GRESHAM-BARLOW EDUCATION FOUNDATION REPORT (7:16 p.m.)

Foundation reports are typically presented every-other-month. Accordingly, there was no Foundation report this month.

SUPERINTENDENT'S REPORT (7:17 p.m.)

Superintendent Perera reported on the key communicator sessions she has held and expressed she has been pleased with the turnout and feedback received.

She attended the COSA Law Conference last week, which was informational. Superintendent Perera shared that next week there would be a consultant in the district working with the special education team to evaluate current processes

She also thanked the team and Association for the work they did to complete the GBEA contract.

PRESENTATIONS (7:19 p.m.)

Gresham Arthur Academy Annual Report:

Principal Kandace Burton and Stephanie Walker provided an annual report in accordance with ORS 338.095(2). The report included, among other things, information regarding their school demographics, stairway to mastery, daily assessments, and ability-based grouping.

Their demographics include 39% economically disadvantaged. They have a waiting list of 127 at the kindergarten level, that tapers off to a 5th grade waiting list of 20.

School District Collaboration Grant:

The district is in the second year of the School District Collaboration Grant awarded by the Oregon Department of Education (ODE). Teresa Ketelsen introduced the grant managers, Mark Kim and Regina Norris, who shared highlights of the work completed as well as plans for the future.

The grant offers various pilots with change ideas implemented on a smaller scale, measured, and adjusted if necessary to be implemented on a larger scale at a later date. They are gathering data on the positive impact of instructional leaders and coaches and looking at ways to enhance professional learning.

This year the compensation committee is focused on strategies for recruiting and retaining hard to fill and hard to retain positions. They are also looking at a compensation model that would allow educators to earn achievement units they could use to advance on the salary schedule instead of the traditional route of using college credits.

Following the presentation, there were questions from the board and further discussion.

COMMITTEE MEETING MINUTES AND/OR REPORTS (7:41 p.m.)

The following committee meeting minutes were provided:

Policy Review Committee Minutes of November 7, 2017
Policy Review Committee Minutes of November 28, 2017
Bond Oversight Committee Minutes, October 25, 2017
Superintendent Evaluation Committee Minutes of November 7, 2017

ASSOCIATIONS REPORTS (7:42 p.m.)

Eric Nyberg, reported on behalf of the Gresham-Barlow Education Association (GBEA).

Judy Hardy, an educational assistant at Hogan Cedars Elementary School, reported on behalf of the Oregon School Employees Association (OSEA) Chapter 8 employees.

CITIZENS' REQUESTS OF THE BOARD (7:44 p.m.)

Scott Jones, the head track and field coach at Sam Barlow High School, expressed concerns regarding the stadium project at Sam Barlow High School and equity between the high schools in the district.

ACTION ITEMS

OSBA Resolution, Board of Directors Positions 17 and 18, and Legislative Policy Committee (LPC) Representatives (7:49 p.m.)

The Oregon School Boards Association (OSBA) referred a resolution to its member school boards for consideration this year. If approved, the resolution will reorganize the Oregon School Boards Association as a non-profit corporation and adopt the proposed 2017 bylaws.

In addition, in the Multnomah County region, there are two board of directors positions open, and member school boards are asked to vote on the candidates who have filed for those positions.

Member school boards have also been asked to vote on the three representative positions open for the Legislative Policy Committee.

MOTION 52 It was moved by Matt O'Connell, seconded by John Hartsock and carried 5 to 0 to approve the OSBA Resolution No. 1 which reorganizes the Oregon School Boards Association as a non-profit corporation and adopts the proposed 2017 bylaws.

MOTION 53 It was moved by Matt O'Connell and seconded by John Hartsock to elect Michelle Vo to the OSBA Board of Directors, Position 17.

MOTION 54 It was moved by Carla Piluso and seconded by Matt O'Connell to nominate Mary Botkin to the OSBA Board of Directors, Position 17.

Director O'Connell spoke in favor of the motion for Michelle Vo. Director Piluso spoke in favor of the nomination of Mary Botkin. A vote was taken for Michelle Vo with the outcome of 3 to 2. The vote did not carry the majority of the seven-member board. Chair Howatt asked for further discussion to make a final decision. The vote was taken again. Motion 53 to elect Michelle Vo to the OSBA Board of Directors, Position 17 carried 4 to 1. Motion 54 to nominate Mary Botkin to the OSBA Board of Directors, Position 17 failed 1 to 4.

A vote was held for Kris Howatt to maintain Position 18 on the OSBA Board of Directors. The vote carried 5 to 0 in favor of Chair Howatt maintaining Position 18.

A vote passed 5 to 0 in favor of supporting John Lindenthal of Reynolds School District for Position 17 of the Legislative Policy Committee (LPC).

MOTION 55 It was moved by Blake Petersen, seconded by Carla Piluso, and carried unanimously, 5 to 0, to elect Dave Carter to LPC Position 18.

MOTION 56 It was moved by Kris Howatt, seconded by Matt O'Connell, and carried unanimously, 5 to 0, to elect John Hartsock for LPC Position 19.

MOTION 57 **Comprehensive Annual Financial Report (CAFR)** (8:00 p.m.)

The Comprehensive Annual Financial Report (CAFR) for 2016 – 2017 was presented for first reading at the November 2, 2017 Board meeting. It has been the board's practice to take formal action to accept the CAFR as presented by the auditors.

It was moved by Blake Petersen, seconded by Matt O'Connell and carried unanimously, 5 to 0, to accept the 2016 – 2017 Comprehensive Annual Financial Report.

MOTION 58 Item 2, Financial Report, was removed from the consent agenda. It was moved by Kris Howatt and seconded by John Hartsock to approve the financial report summary ending October 31, 2017.

Mr. Schofield provided highlights on the district's funding level, revenue, expenditures and reserve. An update on the PERS Board meeting and PERS advisory rates was also provided.

The motion to approve the financial report summary ending October 31, 2017 carried 5 to 0.

BOARD REPORTS AND REQUESTS (8:06 p.m.)

Board members summarized various meetings and other activities they participated in during the month. Reports included information on the East Metro Economic Alliance (EMEA) legislator's panel and scheduling golden shovel ceremonies for upcoming construction projects.

DISTRICT LEADERSHIP TEAM (DLT) REPORTS (8:09 p.m.)

Sara Hahn-Huston provided an update on the AVID program. Tara Boyko, the AVID Oregon Program Manager, visited the district this week. They visited school sites and looked at 62 different checkpoints covered in 9 different areas.

INFORMATION ITEMS

OSBA 2017 Annual Convention Report (8:11 p.m.)

Board members provided a summary of the sessions they attended at the OSBA 2017 Annual Convention in November. Topics included the following:

- Every Student Succeeds Act (ESSA)
- Strengthening the board's relationship with the education foundation
- Measure 98 implementation
- Data driven environments
- Early warning systems
- A study on adverse childhood experiences
- Showing student participation
- Education and Industry

Advanced Placement / International Baccalaureate Cost Analysis (8:21 p.m.)

Sara Hahn-Huston provided cost analysis information for the Advanced Placement (AP) and International Baccalaureate (IB) programs. It included the number of exams taken, the total cost of exams over three years, subsidized finances from ODE, the total cost of exams for families, and discretionary budget items.

Following the presentation, there was additional discussion focused on the value of each program.

ANNOUNCEMENTS (8:38 p.m.)

Dec. 14, 2017: Board Work Session - 6 p.m.
Partnership Room
Center for Advanced Learning

Dec. 20, 2017 – Jan 2, 2018: Winter Break
No Board Meetings

Jan. 4, 2018: Board Work Session - 6 p.m.
Council Chambers Conference Room
Public Safety and Schools Building

Jan. 4, 2018: Board Business Meeting - 7 p.m.
Council Chambers
Public Safety and Schools Building

ADJOURNMENT (8:39 p.m.)

There being no other business, the meeting was adjourned at 8:39 p.m.

Submitted by: _____
Sarah Avery
Administrative Assistant to the Superintendent and
Board of Directors

Note: These minutes were approved by the board on _____:sa

GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.
Minutes of Regular Board Work Session

December 14, 2017

The Gresham-Barlow School District Board of Education held a regular work session on Thursday, December 14, 2017, in the Partnership Room at the Center for Advanced Learning, 1484 NW Civic Drive, Gresham, Oregon.

The meeting was called to order at 6:00 p.m. by the chair, Kris Howatt. Other board members in attendance were Sharon Garner, John Hartsock, Matt O'Connell, Blake Petersen, and Kathy Ruthruff. Carla Piluso was absent.

The following members of the superintendent's district leadership team were present:

A. Katrise Perera	Superintendent
James Hiu	Deputy Superintendent of Human Resources
Teresa Ketelsen	Deputy Superintendent of Teaching and Learning
Julie Evans	Executive Director of Elementary Education
Sara Hahn-Huston	Executive Director of Secondary Teaching and Learning
John Koch	Executive Director of Student Support Services
Athena Vadnais	Director of Communications and Community Engagement
Bill DeWitz	Director of Technology Services

Mike Schofield, Chief Financial Officer, was absent.

Stacy Michaelson, Government Affairs Specialist for Multnomah ESD, was also present.

MOTION 59 MEETING AGENDA (6:00 p.m.)

It was moved by John Hartsock, seconded by Blake Petersen, and carried 6 to 0 to approve the meeting agenda with the removal of the Bond Update.

BOND UPDATE (6:00 p.m.)

There was not a bond update. This item was removed from the agenda.

POLICY REVIEW (6:01 p.m.)

The Policy Review Committee met on November 28, 2017 and reviewed six policies for updates. Teresa Ketelsen shared the recommended policy changes with the board and asked for input regarding the revisions.

There was additional discussion on Policy CCG, Evaluation of Administrators.

NEW WEBSITE OVERVIEW (6:24 p.m.)

The district is in the process of converting to a new content management system (website). The transition will take place at the end of December 2017. Bill DeWitz and Athena Vadnais provided an overview of the new website design and layout.

Website improvements include:

- Simplified design to make information easier to find
- Designed for easy use on mobile devices such as smartphones, tablets
- Improved calendar integration
- Easier to use interface for staff

LEGISLATIVE UPDATE (6:48 p.m.)

Stacy Michaelson, the Government Affairs Administrator for Multnomah ESD, was hired to represent all east Multnomah County Schools. She works both at the state legislative level and also assists with issues at the local level.

Ms. Michaelson led a discussion on issues that are likely to come up in the legislative session and get a sense of what issues would be priorities for the board.

RECESS/RECONVENE (7:13 p.m.)

The meeting was recessed at 7:13 p.m. and reconvened at 7:18 p.m.

EVALUATION UPDATE (7:18 p.m.)

John Hartsock provided an update on the superintendent evaluation process. Board members will complete a survey for fact-finding purposes. Once survey responses are received, the board may meet in Executive Session to review the responses and complete the evaluation.

The superintendent's transition plan may be used to review goal progress. The format of the evaluation was developed using the OSBA guideline standards and the Virginia Department of Education Standards.

There was further discussion of the evaluation process following Director Hartsock's update.

GOOD TO GREAT DISCUSSION - VALUES (7:46 p.m.)

The Board of Directors and District Leadership Team have continued the Good to Great discussion by having conversations around district values. James Hiu, Sharon Garner, and Blake Petersen provided a presentation that helps to identify shared goals.

Director Petersen shared key questions to assist the board and administration in identifying values and adopting simple words that convey a comprehensive scope. They would like to focus on stewardship, community, and integrity.

Following the presentation, there was further discussion regarding the mission, vision, and values for the district.

ANNOUNCEMENTS (8:15 p.m.)

Dec. 20, 2017 – Jan 2, 2018: Winter Break
No Board Meetings

Jan. 4, 2018:

Board Work Session - 6 p.m.
Council Chambers Conference Room
Public Safety and Schools Building

Jan. 4, 2018:

Regular Board Meeting - 7 p.m.
Council Chambers
Public Safety and Schools Building

ADJOURNMENT (8:18 p.m.)

There being no further business, the work session was adjourned at 8:18 p.m.

Submitted by: _____
Sarah Avery
Administrative Assistant to the Superintendent and
Board of Directors

Note: These minutes were approved by the board on _____:sa

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Mike Schofield

DATE: January 4, 2018

RE: No. 2 – Financial Report

EXPLANATION: Calendar Year End. The business office is busy taking care of calendar year end activities including issuing form 1099's and W-2 forms for staff.

The attached financial report reflects staffing additions made at the start of the school year. The impact of the recent tentative agreement with GBEA is not yet reflected.

This month we have added a report summarizing bond financial activity through 11/30/2017.

PRESENTER: Mike Schofield

SUPPLEMENTARY
MATERIALS: 1. Financial Report/Summary (Ending November 30, 2017)
2. Bond Financial Update (Ending November 30, 2017)

RECOMMENDATION: None

REQUESTED ACTION: Consent agenda approval

MS:mkh

GENERAL FUND

	Actual QTR 1	Actual Nov	Projected QTR 2	Projected QTR 3	Projected QTR 4	Projected Annual	Actual YTD	Adopted Budget	Variance To Budget
Revenue									
Current Taxes	-	24,502,563	25,002,563	1,160,000	940,000	27,102,563	24,502,563	26,700,000	402,563
Prior Year Taxes	145,369	80,287	153,786	80,000	125,000	504,155	264,155	500,000	4,155
Other Taxes / Interest	259	35	226	2,950	550	3,985	335	15,000	-11,015
Total Taxes	145,628	24,582,885	25,156,575	1,242,950	1,065,550	27,610,703	24,767,053	27,215,000	395,703
Common School Fund	-	-	-	750,000	750,000	1,500,000	-	1,500,000	0
County School Fund	-	-	-	-	2,000	2,000	-	2,000	0
Federal Forest Fees	1,430	-	-	-	11,750	13,180	1,430	12,000	1,180
State School Fund (SSF)	28,998,001	7,247,361	21,742,011	21,741,975	14,494,650	86,976,637	43,492,687	84,600,000	2,376,637
Other SSF Revenue	28,999,431	7,247,361	21,742,011	22,491,975	15,258,400	88,491,817	43,494,117	86,114,000	2,377,817
Total Formula Revenue	29,145,059	31,830,246	46,898,586	23,734,925	16,323,950	116,102,520	68,261,170	113,329,000	2,773,520
High Cost Disability	-	-	-	-	600,000	600,000	-	600,000	0
Prior Year SSF	-	-	-	-	-	-	-	-	0
State Restricted	-	-	-	-	-	-	-	-	0
Other State Revenue	-	-	-	-	600,000	600,000	-	600,000	0
Tuition / Transportation	1,068	12,498	19,717	18,000	71,000	109,785	15,785	100,000	9,785
Earning on Investment	89,033	40,849	98,228	75,000	70,000	332,261	162,261	300,000	32,261
Student Fees / Admissions	35,734	63,922	103,748	76,000	161,500	376,982	106,982	365,000	11,982
Rentals	53,437	10,468	67,447	72,000	60,000	252,884	85,884	250,000	2,884
Donations	-	-	50,000	60,000	100,000	210,000	-	250,000	-40,000
Services to other Funds	-	-	30,644	20,000	410,000	460,644	10,644	480,000	-19,356
Misc.	28,470	10,850	213,922	90,000	155,000	487,392	212,392	450,000	37,392
MESD Transfer	-	1,825,000	1,825,000	-	-	1,825,000	1,825,000	2,000,000	-175,000
Other County Funds	-	-	-	-	-	-	-	-	0
Drivers' Education	-	-	-	-	-	-	-	-	0
Other Federal Revenue	-	-	-	-	-	-	-	-	0
Child Care Development	-	15,414	20,414	20,000	5,000	45,414	15,414	40,000	5,414
Sale of Fixed Assets	-	-	-	-	-	-	-	5,000	-5,000
Bond Proceeds	-	-	-	-	-	-	-	-	0
TRANSFERS	-	-	-	-	-	-	-	-	0
Total Other Revenue	207,742	1,979,001	2,429,120	431,000	1,032,500	4,100,362	2,434,362	4,240,000	-139,638
TOTAL REVENUE	\$29,352,801	\$33,809,247	\$49,327,706	\$24,165,925	\$17,956,450	\$120,802,882	\$70,695,532	\$118,169,000	2,633,882
								12,115,813	BFB Budget
Expenditures									
Licensed Salaries	3,016,488	2,994,440	9,015,232	9,150,000	15,400,000	36,581,720	8,981,720	36,912,450	330,730
Support Staff Salaries	1,587,981	986,755	2,856,319	2,817,000	4,078,000	11,339,300	3,505,300	11,813,662	474,362
Admin Salaries	1,396,094	466,660	1,393,040	1,395,000	1,410,000	5,594,134	2,324,134	5,522,931	-71,203
Confidential Salaries	106,629	37,966	122,680	129,000	129,000	487,309	186,309	499,037	11,728
Subs' / Temp Salaries	310,259	378,014	1,044,029	900,000	1,490,000	3,744,288	1,014,288	3,863,751	119,463
Total Salaries	6,417,451	4,863,835	14,431,300	14,391,000	22,507,000	57,746,751	16,011,751	58,611,831	865,080
PERS	1,563,296	1,218,522	3,654,532	3,750,000	5,350,000	14,317,828	3,967,828	15,175,842	858,014
FICA	486,260	364,838	1,070,919	1,050,000	1,600,000	4,207,179	1,207,179	4,454,679	247,500
Insurance	1,540,434	1,127,726	3,462,525	3,570,000	5,580,000	14,152,959	3,812,959	13,824,446	-328,513
Other Benefits	313,624	107,308	369,155	330,000	505,000	1,517,779	587,779	1,356,340	-161,439
Total Benefits	3,903,614	2,818,394	8,557,131	8,700,000	13,035,000	34,195,745	9,575,745	34,811,307	615,562
Purchased Services	1,615,018	1,107,794	3,586,148	3,600,000	4,950,000	13,751,166	4,001,166	14,451,075	699,909
Charter School Payments	2,321,286	669,135	2,250,256	1,875,000	1,325,000	7,771,542	3,946,542	8,173,566	402,024
Supplies & Materials	453,812	137,561	489,836	375,000	865,000	2,183,648	813,648	2,263,290	79,642
Capital Outlay	-	16,262	44,075	10,000	10,000	64,075	39,075	50,000	-14,075
Other Objects	606,849	581	81,571	15,000	35,000	738,420	638,420	761,025	22,605
Transfers	820,000	-	-	-	-	820,000	820,000	820,000	0
TOTAL EXPENDITURES	\$16,138,030	\$9,613,562	\$29,440,317	\$28,966,000	\$42,727,000	\$117,271,347	\$35,846,347	\$119,942,094	\$2,670,747
Reserves - Contingency/Unappropriated Ending Balance								6,963,168	
Beginning Cash Balance							\$11,855,631	\$0	
							\$3,531,535	\$126,905,262	Budget
							\$15,387,166		
							13.1% (Percentage of Projected Expenditures)		
							Expenditure Summary		
							Salaries	16,011,751	44.7%
							Benefits	9,575,745	26.7%
							Purchased Serv	7,947,708	22.2%
							Supplies	813,648	2.3%
							Capital Outlay	39,075	0.1%
							Other Objects	638,420	1.8%
							Transfers	820,000	2.3%
							\$	35,846,347	100.0%

Gresham-Barlow School District - 2016 Capital Improvement Project
Bond Budget/Committed Summary
11/30/2017

PROJECT	Estimate	Total To Date	17/18 Encumbrance	Balance Remainig
2016 Bond				
District Wide Costs	\$ 3,000,000	1,494,788	1,459	1,503,752
District Wide Furniture/Fixtures/Equip	\$ 5,569,000	1,342,629	22,700	4,203,671
District Wide Radios	\$ 300,000	0	0	300,000
District Wide Technology	\$ 5,610,292	1,356,469	174,178	4,079,645
Door Locks	\$ 1,273,620	0	0	1,273,620
Playground/Track/Field	\$ 3,957,791	563,018	0	3,394,773
East Gresham E.S.	\$ 30,441,915	1,283,578	1,214,575	27,943,762
East Orient E.S.	\$ 1,197,036	0	0	1,197,036
East Orient E.S. - Maintenance Projects	\$ 1,083,032	0	0	1,083,032
Hall E. S.	\$ 1,592,543	16,980	513,020	1,062,543
Hall E. S. - Maintenance Projects	\$ 494,440	0	0	494,440
Hall E.S. - OSCIM	\$ 5,000,000	0	0	5,000,000
Highland E.S.	\$ 1,645,401	24,657	107,561	1,513,184
Highland E.S. - Roofing Project	\$ -	0	18,361	-18,361
Highland E.S. - Maintenance Projects	\$ 838,274	0	0	838,274
Hogans Cedars E.S.	\$ 803,471	0	0	803,471
Hogans Cedars E.S. - Maintenance Projects	\$ 128,558	0	0	128,558
Hollydale E.S.	\$ 1,530,967	17,383	617,945	895,639
Hollydale E.S. - Maintenance Projects	\$ 920,329	0	0	920,329
Hollydale E.S. - OSCIM	\$ 3,000,000	0	0	3,000,000
Kelly Creek E.S.	\$ 3,209,491	67,215	198,080	2,944,196
Kelly Creek E.S. - Maintenance Projects	\$ 388,152	0	0	388,152
North Gresham E.S.	\$ 30,369,354	1,366,865	1,211,745	27,790,744
Powell Valley E.S.	\$ 2,612,243	89,293	237,947	2,285,003
Powell Valley E.S. - Maintenance Projects	\$ 519,414	0	0	519,414
West Gresham E.S.	\$ 137,108	11,019	18,383	107,706
Deep Creek K-8	\$ 4,045,923	3,032	0	4,042,892
Deep Creek K-8 - Roofing Project	\$ 123,500	0	0	123,500
Deep Creek K-8 - Maintenance Projects	\$ 1,021,136	0	0	1,021,136
Clear Creek M.S.	\$ 8,177,154	3,923	0	8,173,231
Clear Creek M.S. - Maintenance Projects	\$ 1,592,500	0	0	1,592,500
Dexter McCarty M.S.	\$ 9,354,466	3,225	6,402	9,344,839
Gordon Russell M.S.	\$ 11,841,670	3,729	15,860	11,822,081
West Orient M.S.	\$ 1,526,646	43,442	137,138	1,346,066
West Orient M.S. - HVAC Project	\$ 294,500	226,457	0	68,043
West Orient M.S. - Maintenance Projects	\$ 903,005	0	0	903,005
Gresham H.S.	\$ 91,168,545	4,070,898	4,393,869	82,703,778
Gresham H.S. - Maintenance Projects	\$ 1,461,000	4,948	0	1,456,052
Sam Barlow H.S.	\$ 65,093,875	2,184,600	926,525	61,982,750
Sam Barlow H.S. - Maintenance Projects	\$ 5,411,194	0	0	5,411,194
Springwater Trail H.S.	\$ 913,654	0	2,500	911,154
Bond Premium	\$ 21,210,355	0	0	21,210,355
Deep Creek Elementary	\$ -	50,003	2,180	-52,183
Security	\$ -	2,331	0	-2,331
TOTAL	\$ 329,761,554	14,230,483	9,820,428	305,710,643

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
James Hiu

DATE: January 4, 2018

RE: No. 3 - Personnel Report: Employment Contracts

EXPLANATION: ORS 332.075(2)-(3), states that, "All contracts of the school district must be approved by the district school board before an order can be drawn for payment." This includes the provision of labor performed by employees of the district.

In addition, Board Policy GB, General Personnel Policies, provides that, "The employment contract of candidates to fill licensed and contracted positions will be approved by the Board upon the superintendent's recommendation."

Salary placement for licensed and administrator positions will follow the terms of the established collective bargaining agreement with the labor association and memorandum of understanding with the administrator group. These agreements are available on the District web site.

PRESENTER: James Hiu

SUPPLEMENTARY
MATERIALS: 1. Licensed New Hires

RECOMMENDATION: As required by Policy GB, the administration recommends the employment of candidates to fill positions as listed above in supplementary materials #1.

REQUESTED ACTION: Consent agenda approval

JH: mc

(1) Licensed New Hires for 2017-2018
Recommended for Hire for the 2017-2018 School Year

NAME	POSITION	LOCATION
Anderson, Daniel	Social Studies	GHS
Held, Penny	Grade 4	HIES
Limper, Eli	Grade 1	NGES

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Teresa Ketelsen

DATE: January 4, 2018

RE: No. 4 – Policy Updates

EXPLANATION: Changes to the policies recommended by the Oregon School Boards Association, district staff, and the Policy Review Committee were presented for first reading at the December 14, 2017 board work session. The board reviewed and provided input regarding the policy updates.

Policy	Title
AC	Nondiscrimination
BDDH	Public Comment at Board Meeting
CCG	Evaluation of Administrators
GBEB	Communicable Disease - Staff
GBH/JECAC	Custodial Parent
JECAC/GBH	Custodial Parent

PRESENTER: Teresa Ketelsen

SUPPLEMENTARY MATERIALS: Revised policies (6) with recommended revisions.

RECOMMENDATION: The administration recommends board approval of the policy changes as presented.

REQUESTED ACTION: Consent agenda approval.

TK:sa

Gresham-Barlow School District
Board Policies
Second Reading
January 4, 2018

Policy	Title
AC	Nondiscrimination
BDDH	Public Comment at Board Meeting
CCG	Evaluation of Administrators
GBEB	Communicable Disease - Staff
GBH/JECAC	Custodial Parent
JECAC/GBH	Custodial Parent

Gresham-Barlow SD 10

Code: AC
Adopted: 5/02/94
Readopted: 2/04/99; 5/02/02; 2/07/08;
12/02/10; 11/01/12; 10/01/15
Orig. Code(s): AC

Nondiscrimination

The district prohibits discrimination and harassment on any basis protected by law, ~~including~~ ~~This includes but is not limited to, an individual's perceived or actual race, color, religion, sex, sexual orientation¹, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status of any other persons with whom the individual associates.~~

The district prohibits discrimination and harassment ~~in~~ ~~This includes~~, but not limited to, ~~in~~ employment, assignment and promotion of personnel; ~~in~~ educational opportunities and services offered ~~to~~ students; ~~in~~ student assignment to schools and classes; ~~in~~ student discipline; ~~in~~ location and use of facilities; ~~in~~ educational offerings and materials; and ~~in~~ accommodating the public at public meetings.

The Board encourages staff to ~~improve~~ ~~foster positive~~ human relations within the schools, to respect all individuals and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues.² The district will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employee and the public, and such procedures will be available at the district's administrative office and available on the home page of the district's website.

The district prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

END OF POLICY

¹ "Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

² Districts are ~~reminded that the district is~~ required to notify students and employees of the name, office address and telephone number of the appointed employee or employees ~~appointed~~.

Legal Reference(s):

ORS 174.100	ORS 659A.009	ORS 659A.409
ORS 192.630	ORS 659A.029	OAR 581-021-0045
ORS 326.051(1)(e)	ORS 659A.030	OAR 581-021-0046
ORS 659.805	ORS 659A.040	OAR 581-021-0049
ORS 659.815	ORS 659A.103 to -145	OAR 581-022-2310
ORS 659.850 to -860	ORS 659A.230 to -233	OAR 581-022-2370
ORS 659.865	ORS 659A.236	OAR 839-003
ORS 659.870	ORS 659A.309	
ORS 659A.003	ORS 659A.321	
ORS 659A.006		

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2017).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2017); 29 C.F.R Part 1626 (2017).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2017); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).

Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2017).

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2017).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2017); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2017).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2017).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2017).

Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).

Americans with Disabilities Act Amendments Act of 2008.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2017).

Title II of the Genetic Information Nondiscrimination Act of 2008 (2017).

Cross Reference(s):

ACA - Americans with Disabilities Act

GBA - Equal Employment Opportunity

JB - Equal Educational Opportunity

Gresham-Barlow SD 10

Code: **BDDH**
Adopted: 5/01/97
Revised/Readopted: 2/04/99; 5/02/02; 6/06/13;
2/02/17
Orig. Code(s): BDDH

Public Participation in Comment at Board Meetings

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites ~~district citizens~~ **community members** to attend Board meetings to become acquainted with the program and operation of the schools. Members of the public also are encouraged to share their ideas and opinions with the Board when appropriate.

~~It is the intent of the Board to ensure communications with individuals with disabilities are as effective as communications with others. Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings. Primary consideration will be given to requests of qualified individuals with disabilities in selecting appropriate auxiliary aids⁺ and services.~~

~~Auxiliary aids and services for persons with disabilities will be available at no charge to the individual. All auxiliary aids and/or service requests must be made with appropriate advance notice. Should the Board demonstrate such requests would result in a fundamental alteration in the service, program or activity or in undue financial and administrative burdens, alternative, equally effective means of communication will be used.~~

The District will make reasonable accommodations for individuals with disabilities. All meeting locations are wheelchair accessible. To request other accommodations such as but not limited to: interpreters, large-print documents, sign language, assistive listening devices, note-takers, readers, braille materials, etc., please call the District office at least 48 hours in advance of the meeting.

Audience

At the discretion of the Board chair, anyone wishing to speak before the Board during an open session of the Board, either as an individual or as a member of a group, on any agenda item or other topic, may do so by providing the Board secretary with a completed registration card prior to the agenda item in order to allow the chair to provide adequate time for each agenda item.

~~During an open session of a Board meeting open to the public, members of the public are specifically may be invited to present concerns **comments** during the designated portion of the agenda. At the discretion of the **Board** chair, further public participation may be allowed.~~

~~At the discretion of the Board chair, anyone wishing to speak before the Board, either as an individual or as a member of a group, on any agenda item or other topic, may do so by providing the Board secretary with a completed registration card prior to the agenda item in order to allow the chair to provide adequate time for each agenda item.~~

Request for an Item on the Agenda

⁺Auxiliary aids may include, but are not limited to, such services and devices as qualified interpreters, assistive listening systems, note takers, readers, taped texts, Braille materials and large print.

A member of the public may request the superintendent ~~place~~ **consider placing** an item of ~~concern~~ on the agenda of a regular Board meeting. This request should be made in writing and presented to the superintendent for consideration at least 10 calendar days prior to the scheduled meeting.

Procedures for Public ~~Participation in~~ **Comment at Meetings**

The Board will establish procedures for public ~~participation~~ **comment** in open meetings ~~of the Board~~. The purpose of these procedures will be to inform the public how to effectively participate in Board meetings for the best interests of the individual, the district and the patrons. The information will be easily accessible and available to all patrons attending a public Board meeting.

A visitor speaking during the meeting may introduce a topic **that is** not on the published agenda. The Board **Chair**, ~~at its discretion~~, may require that a proposal, inquiry or request be submitted in writing, and reserves the right to refer the matter to the administration for action or study.

Any person who is invited by the **Board** chair to speak to the Board during a meeting should state their name and whether they reside in the district and, if speaking for an organization, the name and identity of the organization. A spokesperson should be designated to represent a group with a common purpose.

Statements by members of the public should be brief and concise. The **Board** chair may establish a time limit, normally three to five minutes, on discussion or oral presentation by visitors.

Questions asked by the public will be referred to the superintendent for response at a later time.

Petitions

Petitions may be submitted at any Board meeting. No action will be taken in response to a petition before the next regular meeting. Petitions will be referred to the superintendent for consideration and recommendation.

Criticisms of **Comments Regarding Staff Members**

Speakers may offer objective criticism of school operations and programs, ~~but~~. ~~†The Board will not hear personal complaints concerning school personnel or against any person connected with the school system~~ **comments regarding any individual district staff member.** The Board chair will direct the visitor to the ~~appropriate means~~ **procedures in Board policy KL - Public Complaints for Board consideration and disposition of a legitimate complaints involving individuals** a staff member. A commendation involving a staff member should be sent to the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 165.535](#)
[ORS 165.540](#)

[ORS 192.610 to -192.690](#)
[ORS 332.057](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2017); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).

Americans with Disabilities Act Amendments Act of 2008.

Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).

Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).

Cross Reference(s):

BDDC - Board Meeting Agenda

KC - Community Involvement in Decision Making

Gresham-Barlow SD 10

Code: CCG
Adopted: 6/03/99
Readopted: 5/02/02; 7/11/13

Licensed-Evaluation -of Administrators

The superintendent will implement and supervise an evaluation system for administrative personnel. Each probationary administrator will be evaluated annually. Following the probationary period, administrators will be evaluated at least once every two years.

The purpose of administrator evaluations is to assist an administrators to with developing and strengthening their professional abilities, to improve the instructional program as demonstrated by student performance and management of the school system, and for supervisors to make recommendations regarding their employment and/or salary status. To achieve these purposes, administrators are expected to engage in a planned program of professional development on a continual basis.

The evaluation shall be conducted according to the following guidelines:

1. Evaluative criteria for each position will be in written form and made available to the administrator;
2. Evaluations will be made by the superintendent and/or a qualified, licensed designee;
3. Evaluations will be in writing and discussed with the administrator by the person who conducts the evaluation; and
4. The administrator being evaluated will have the right to attach a memorandum to the written evaluation, and have the right of appeal through established grievance procedures, if applicable.

Evaluations shall be conducted based upon written criteria made available to each administrator. An Administrator's evaluations shall be customized based on collaborative efforts and include use the following educational leadership-administrator standards¹ adopted by the State Board of Education.

The standards include:

1. Visionary leadership;
2. Instructional improvement;
3. Effective management;
4. Inclusive practice;
5. Ethical leadership;

¹These standards are aligned with the Interstate School Leaders Licensure Consortium (ISLLC) and the Educational Leadership Constituents Council (ELCC) standards for Education Leadership.

6. Socio-political context.

Administrator evaluations shall be based on the core administrator standards adopted by the Oregon State Board of Education. The standards shall be customized based on collaborative efforts with the administrators and any exclusive bargaining representative of the administration.

Local evaluation and support systems established by the district for administrators must be designed to meet or exceed the requirements defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems, including:

1. Four performance level ratings of effectiveness;
2. Consideration of multiple measures of administrator practice and responsibility which may include, but are not limited to:
 - a. Classroom-based assessments including observations, lesson plans and assignments;
 - b. Portfolios of evidence;
 - c. Supervisor reports; and
 - d. Self-reflections and assessments.
3. Consideration of evidence of student academic growth and learning based on multiple measures of student progress including performance data of students, schools and districts that is both formative and summative. Evidence may also include other indicators of student success;
4. A summative evaluation method for considering multiple measures of professional practice, professional responsibilities, and student learning and growth to determine the administrator's professional growth path;
5. Customized by the district, which may include individualized weighting and application of the standards.

An evaluation using the administrator standards must attempt to:

1. Strengthen the knowledge, skills, disposition and administrative practices of administrators;
2. Refine the support, assistance and professional growth opportunities offered to an administrator, based on the individual needs of the administrator and the needs of the students, the school and the district;
3. Allow the administrator to establish a set of administrative practices and student learning objectives that are based on the individual circumstances of the administrator, including other assignments of the administrator;
4. Establish a formative growth process for each administrator that supports professional learning and collaboration with other administrators; ~~and~~

5. Use evaluation methods and professional development, support and other activities that are based on curricular standard and are targeted to the needs of the administrator; and
6. Address ways to help all educators strengthen their culturally responsive practices.

~~The administrative evaluation system will also include provisions for initiating dismissal or contract nonextension procedures if the need for such is indicated.~~

Evaluation and support systems established by the district must evaluate administrators on a regular cycle. The superintendent shall regularly report to the Board on the implementation of the evaluation and support systems and educator effectiveness.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\),\(8\)](#)
[ORS 332.505](#)
[ORS 342.513](#)

[ORS 342.815](#)
[ORS 342.850](#)
[ORS 342.856](#)

[OAR 581-022-2405](#)
[OAR 581-022-2410](#)
[OAR 581-022-2420](#)

Hanson v. Culver Sch. Dist. (FDAB 1975).

Gresham-Barlow SD 10

Code: **GBEB**
Adopted: 7/11/94
Revised/Readopted: 1/11/01; 5/02/02; 10/02/14
Orig. Code(s): GBEB/GBEBA

Communicable Disease - Staff

The district shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally shall be attained through immunization, exclusion or other measures as provided for in by Oregon Revised Statutes and Oregon Administrative Rules law, by the local health department or in the *Communicable Disease Guidance* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA).

An employee who knows that they have or have been exposed to any restrictable disease, may not attend work unless authorized by Oregon law. When an administrator has reason to suspect that any employee has or has been exposed to any restrictable disease and exclusion is required, the administrator shall send the employee home. If the disease is a reportable disease, the administrator will report the occurrence to the local health department.

Employee shall comply with all other measures adopted by the district and with all rules set adopted by the Oregon Department of Human Services Oregon Health Authority, Public Health Division, and the county local health department. Employees have a responsibility to report to the district when infected with a communicable disease unless stated otherwise by law.

Employees shall provide services to students who are infected with a communicable disease except as provided required by law. In those cases where when a communicable restrictable or reportable disease is diagnosed and confirmed for a student, the district administration shall inform the appropriate employees with a legitimate educational interest so as to protect against the risk of exposure.

Employees who have the responsibility to work with or to provide services to persons other than students, shall provide the services to all such persons, including those who are infected with a communicable disease, and shall provide the services in accordance with this policy as required by law. Where the district knows that a person is infected with a communicable disease, it shall inform the employees, as appropriate, so as to protect against the risk of exposure.

No employee shall be denied the opportunity to provide service solely on the basis that the employee is infected with a communicable disease except as otherwise required by law. However, the district may require an employee infected with a communicable disease, which is diagnosed and confirmed, to comply with such reasonable measures, including submission to district paid medical examinations, as may be determined as conditions of continued employment.

The district shall protect the confidentiality of an employee's health condition/ and record to the extent possible and consistent with federal and state law.

The district will include, as part of its emergency plan, a description of the actions to be taken by district staff in the case of a declared public health emergency or other catastrophe that disrupts district operations.

The superintendent will develop administrative regulations necessary to implement this policy.

~~HIV, AIDS and HBV~~

~~The district will strictly adhere in its policies and procedures to the Oregon Revised Statutes and Oregon Administrative Rules as they relate to staff infected with HIV, AIDS or HBV¹.~~

~~The district recognizes a staff member has no obligation under any circumstance to report his/her condition to the district and the staff member has a right to continue working.~~

~~If the staff member reports his/her condition to the district, strict adherence to written guidelines outlined by the staff member shall be followed.~~

~~These guidelines shall identify who may have the information, who will give the information, how the information will be given, where and when the information will be given. All such information will be held in confidence in accordance with Oregon Revised Statutes.~~

~~When informed of the infection, and with written, signed permission from the staff member, the district will develop procedures for formulating an evaluation team as directed by the employee. The team shall address the nature, duration and severity of risk as well as any modification of activities. The team shall continue to monitor the staff member's condition and be sensitive to the individual as well as the district's needs.~~

~~Procedures for accommodating a staff member infected with HIV, AIDS or HBV shall be nondiscriminatory and shall be the same as with any other illness.~~

END OF POLICY

Legal Reference(s):

[ORS 431.150](#) to -431.157
[ORS 433.001](#) to -433.526

[OAR 333-018](#)
[OAR 333-019-0010](#)
[OAR 333-019-0014](#)

[OAR 437-002-0360](#)
[OAR 437-002-0377](#)
[OAR 581-022-2220](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2017).
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2017); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).

¹HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus

Gresham-Barlow SD 10

Code: **GBH/JECAC**
Adopted: 7/11/94
Readopted: 5/02/02; 10/02/14
Orig. Code(s): JECAC/GBH

Custodial Parent**

The Board encourages parents to be involved in their student's educational activities; and, unless otherwise ordered by the courts, an order of sole custody on the part of one parent shall not deprive the other parent of the following authority as it relates to:

1. Receiving and inspecting their student's education records and consulting with school staff concerning the student's welfare and education, to the same extent as provided the parent having sole custody;
2. Authorizing emergency medical, dental, psychological, psychiatric or other health care for the student if the custodial parent is, for practical reasons, unavailable.

It is the responsibility of the parent with sole custody to provide any court order that curtails the rights of the noncustodial parent at the time of enrollment or any other time a court order is issued.

Noncustodial parents will not be granted visitation or telephone access to the student during the school day. The student will not be released to the noncustodial parent without written permission of the parent with sole custody or unless allowed by court order.

In the case of joint custody, the district will adhere to all conditions specified and ordered by the court. The district may request in writing any special requests or clarifications in areas concerning the student and the district's relationship and responsibilities.

The district will use reasonable methods to identify and authenticate the identity of both parents.

END OF POLICY

Legal Reference(s):

[ORS 107.154](#)

[ORS 109.056](#)

[ORS 163.245 - 163.257](#)

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2011); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2011).
Protection of Pupil Rights, 20 U.S.C. § 1232h (2006); Student Rights in Research, Experimental Programs and Testing, 34 C.F.R. Part 98 (2006).

Cross Reference(s):

JECAC/GBH - Custodial Parent

Gresham-Barlow SD 10

Code: **JECAC/GBH**
Adopted: 7/11/94
Readopted: 5/02/02; 10/02/14
Orig. Code(s): JECAC/GBH

Custodial Parent**

The Board encourages parents to be involved in their student's educational activities; and, unless otherwise ordered by the courts, an order of sole custody on the part of one parent shall not deprive the other parent of the following authority as it relates to:

1. Receiving and inspecting their student's education records and consulting with school staff concerning the student's welfare and education, to the same extent as provided the parent having sole custody;
2. Authorizing emergency medical, dental, psychological, psychiatric or other health care for the student if the custodial parent is, for practical reasons, unavailable.

It is the responsibility of the parent with sole custody to provide any court order that curtails the rights of the noncustodial parent at the time of enrollment or any other time a court order is issued.

Noncustodial parents will not be granted visitation or telephone access to the student during the school day. The student will not be released to the noncustodial parent without written permission of the parent with sole custody or unless allowed by court order.

In the case of joint custody, the district will adhere to all conditions specified and ordered by the court. The district may request in writing any special requests or clarifications in areas concerning the student and the district's relationship and responsibilities.

The district will use reasonable methods to identify and authenticate the identity of both parents.

END OF POLICY

Legal Reference(s):

[ORS 107.154](#)

[ORS 109.056](#)

[ORS 163.245 - 163.257](#)

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2011); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2011).
Protection of Pupil Rights, 20 U.S.C. § 1232h (2006); Student Rights in Research, Experimental Programs and Testing, 34 C.F.R. Part 98 (2006).

Cross Reference(s):

JECAC/GBH - Custodial Parent

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Athena Vadnais

DATE: January 4, 2018

RE: No. 5 – School Board Recognition Month

EXPLANATION: For the past several years, the month of January has been identified as a time when special efforts are made in communities throughout the state to acknowledge the efforts of school board members and to show appreciation for their contributions to the success Oregon's students enjoy.

This year, as in the past, the administration wishes to call the public's attention to the critical and essential nature of the work of our school board members.

In addition, the administration offers a proclamation signed by Governor Kate Brown that highlights the efforts of school board members.

PRESENTER: A. Katrise Perera

SUPPLEMENTARY
MATERIALS: 1. A proclamation by the governor declaring the month of January 2018 as *School Board Recognition Month*

RECOMMENDATION: The administration recommends that the proclamation be read into the official record of tonight's meeting.

REQUESTED ACTION: No action is required.

AV:sa

STATE OF OREGON
PROCLAMATION
OFFICE OF THE GOVERNOR

- WHEREAS:** Oregonians rely on public education to ensure a prosperous quality of life and strong economic health for Oregon; and
- WHEREAS:** Locally elected boards fulfill leadership roles and serve as the conduit through which teachers, parents, businesses and communities demonstrate the care, creativity and support that lead to student achievement; and
- WHEREAS:** Public schools nurture and train diverse student populations to the best of their ability, whatever the resources, to give students the knowledge, skills and opportunities they need to succeed; and
- WHEREAS:** Board members build the framework that makes it possible for education organizations to teach Oregon's children; and
- WHEREAS:** The committed men and women who serve on the boards of Oregon's 197 school districts, 19 education service districts and 17 community colleges deserve recognition and thanks for their dedication to the education needs of the people of Oregon.

**NOW,
THEREFORE:** I, Kate Brown, Governor of the State of Oregon, hereby proclaim **January 2018** to be

SCHOOL BOARD RECOGNITION MONTH

in Oregon and encourage all Oregonians to join in this observance.

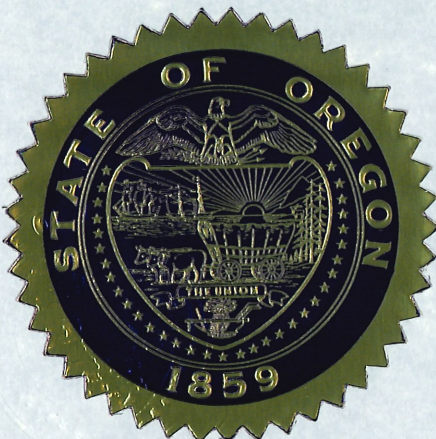
IN WITNESS WHEREOF, I hereunto set my hand and cause the Great Seal of the State of Oregon to be affixed. Done at the Capitol in the City of Salem in the State of Oregon on this day, October 6, 2017.

Kate Brown

Kate Brown, Governor

Dennis Richardson

Dennis Richardson, Secretary of State



GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
James Hiu

DATE: January 4, 2018

RE: No. 6 - National Board for Professional Teaching Standards (NBPTS)

EXPLANATION: The board is asked tonight to recognize a Gresham-Barlow School District teacher who has **renewed** her National Board for Professional Teaching Standards Certification this year. As the board is aware, earning initial NBPTS certification is rigorous and requires extensive documentation and assessment of one's teaching. This certification work requires the completion of comprehensive portfolios documenting their teaching pedagogy plus the intense analysis of and reflection on their teaching practice.

The renewal process requires teachers to show how they have continued their professional involvement and commitment to accomplished teaching. They must submit a portfolio with four entries and two videos to provide sufficient evidence of how their practices meet national teaching standards and that their professional growth has focused on increased student learning.

It is perhaps the most powerful professional development experience available to teachers who are interested in improving their teaching practice. Certification is available to teachers with three or more years of teaching experience.

The teacher that we are honoring tonight for the renewal of her NBPTS certificate is:

Tina Bethmann

West Orient Middle School
8th Grade Social Studies & Health teacher
Mathematics / Early Adolescence

Board of Directors
Re: National Board for Professional Teaching Standards (NBPTS)
January 4, 2018
Page 2

Our recognition will include honoring this teacher tonight through the presentation of a board certificate.

In total, our district currently employs 15 teachers who are nationally certified. Additional teachers from our district have received the certification, but have since not renewed, moved, retired, or joined the administrative ranks.

PRESENTER: James Hiu

SUPPLEMENTARY
MATERIALS: Certificate of Recognition

RECOMMENDATION: The administration recommends the board recognize the teacher for her accomplishment.

REQUESTED ACTION: No formal action is required.

JH:cm:sa

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Teresa Ketelsen

DATE: January 4, 2018

RE: No. 7 – Student Recognition – Sam Barlow High School Athletes

EXPLANATION: In an effort to recognize students who achieve state champion status in school activities and academic programs, tonight we have the opportunity to recognize three State level winners.

Women's Soccer

Abi Hoffman, Freshman, 1st team All- State (Forward)

Women's Water Polo

Madison Button, Senior, 1st Team All-State (Goalie)

Rochelle Beavers, Junior, 1st Team All-State (Field Player)

PRESENTER: Teresa Ketelsen

SUPPLEMENTARY
MATERIALS: Certificates of Recognition

RECOMMENDATION: The administration recommends the board recognize these athletes from Sam Barlow High School.

REQUESTED ACTION: No formal action is required.

pkh:sa

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Athena Vadnais

DATE: January 4, 2018

RE: No. 8 – Gresham-Barlow Education Foundation Report

EXPLANATION: The Gresham-Barlow Education Foundation has identified the following dates for 2017-18 reports to the school board:

September 7, 2017
October 5, 2017
January 4, 2018
March 1, 2018
June 7, 2018

Accordingly, Vicki Moen or a Foundation representative will be present this evening to provide an overview of recent Foundation activities.

PRESENTER: Vicki Moen or a Foundation representative

SUPPLEMENTARY
MATERIALS: None

RECOMMENDATION: This report is being provided as information only.

REQUESTED ACTION: No action is required.

:sa

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Julie Evans

DATE: January 4, 2018

RE: No. 9 – Metro East Web Academy Annual Report

EXPLANATION: The Metro East Web Academy (MEWA) completed its 8th year of operation in June 2017. In compliance with ORS 338.095 (1), MEWA must submit a report to the district and the State Board of Education each year on the performance of the school and its students in the preceding fiscal/school year. This report must include, among other things, information regarding the goals and assessments relating to student performance.

Representatives from MEWA, Dr. David Gray, Tonia Gephart and Christina Struyk-Bonn, will be at the board meeting to present their report.

PRESENTER: Julie Evans

SUPPLEMENTARY
MATERIALS: None

RECOMMENDATION: This report is being provided as information only.

REQUESTED ACTION: No action is required.

JE:sa



2017-2018

Metro East Web Academy

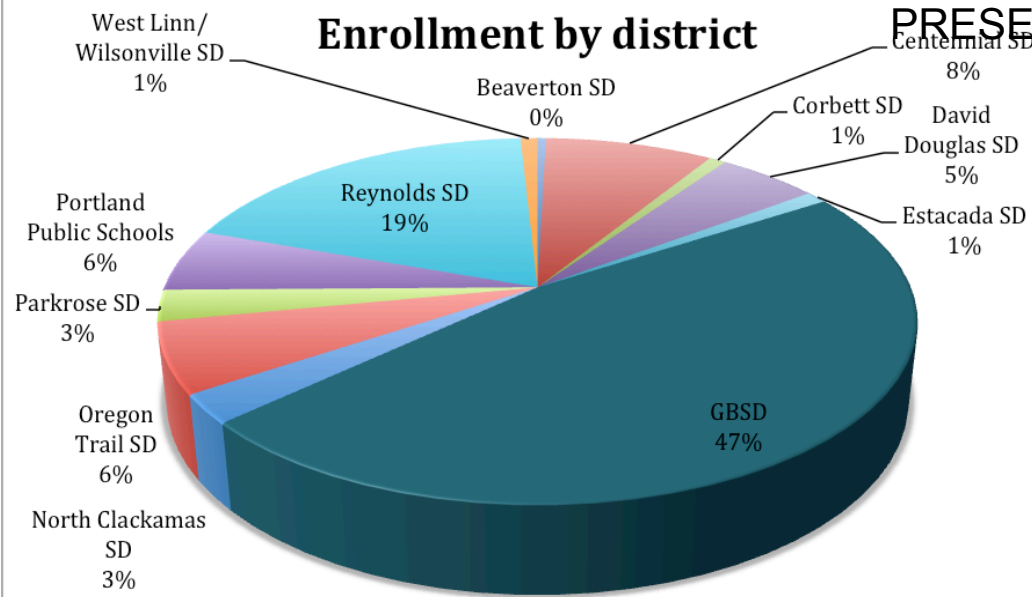
Our Mission: The Metro East Web Academy provides a technology-rich 21st century learning model that ensures student success in a rapidly evolving learning, work, and community environment.

Presenters:
David Gray, Ph.D. – Executive Director
Tonia Gebhart-Associate Principal/Operations
Christina Struyk-Bonn- Associate Principal/Curriculum
4 January, 2018

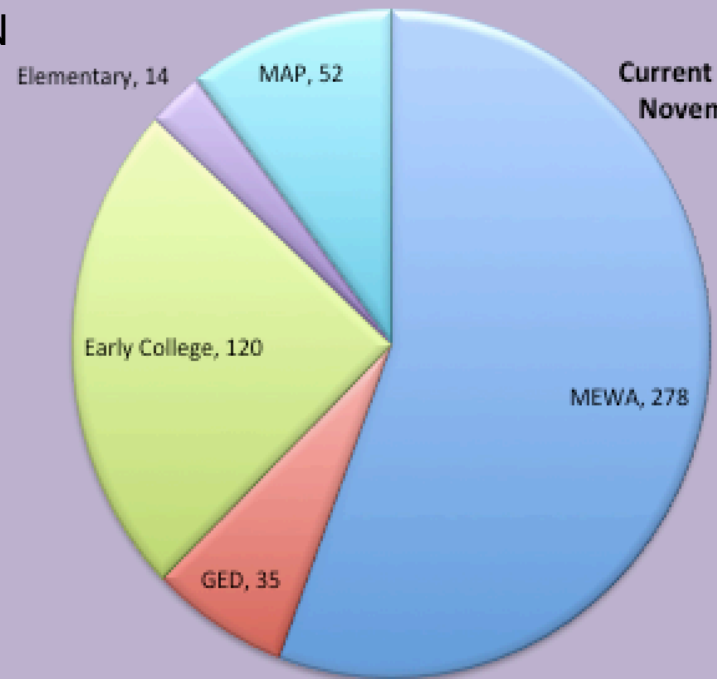


PRESENTATION

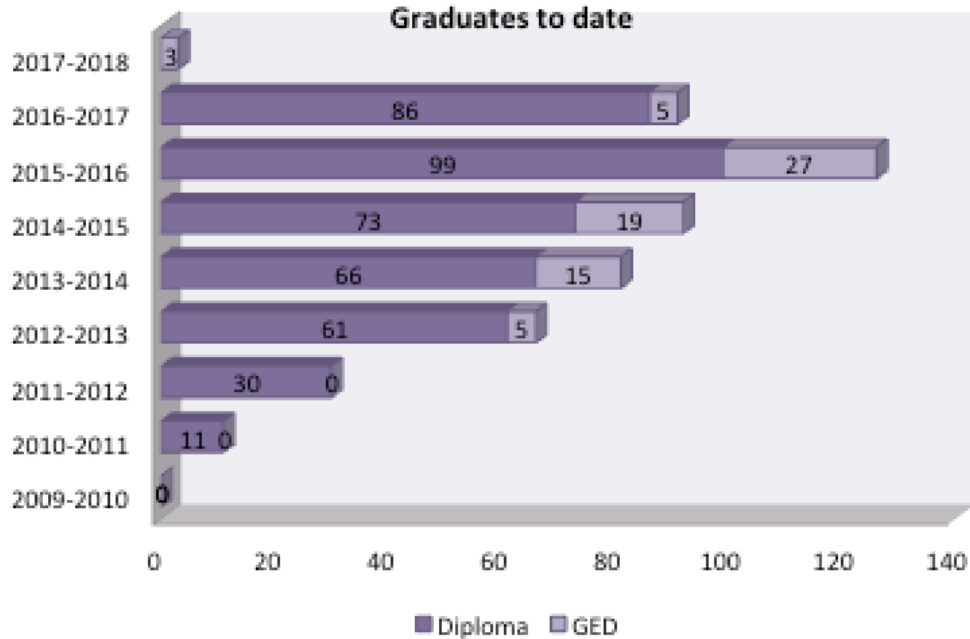
Enrollment by district



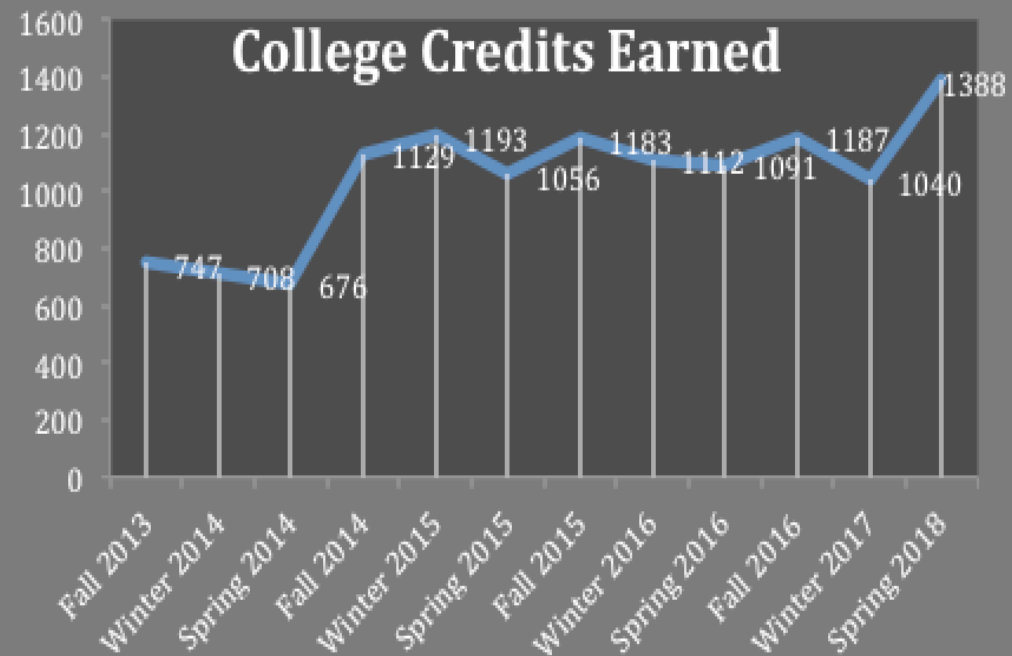
Current Enrollment November 2017



Graduates to date



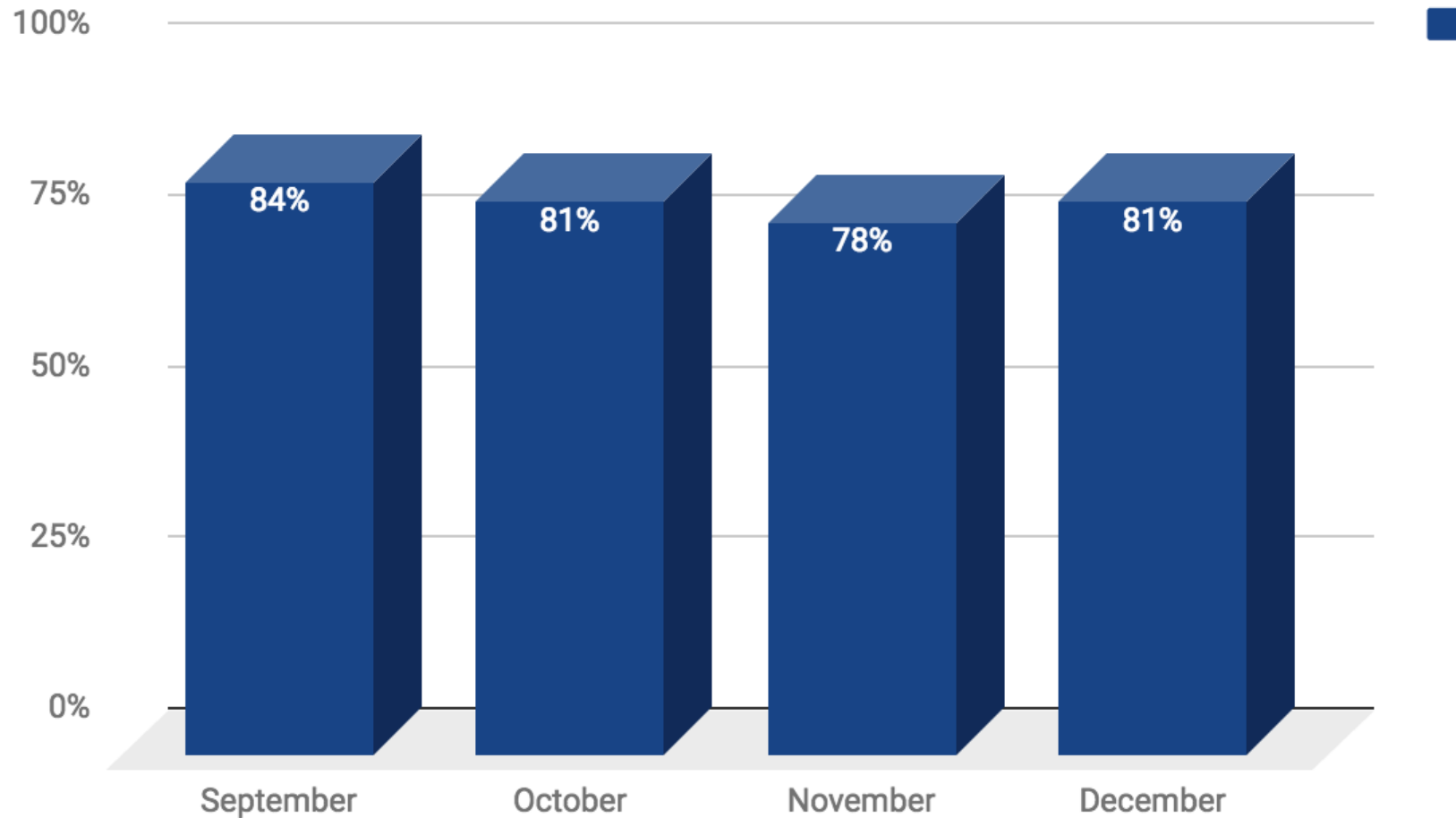
College Credits Earned



Demographics

Demographics, Cont.

Combined - State Attendance



Academic goals



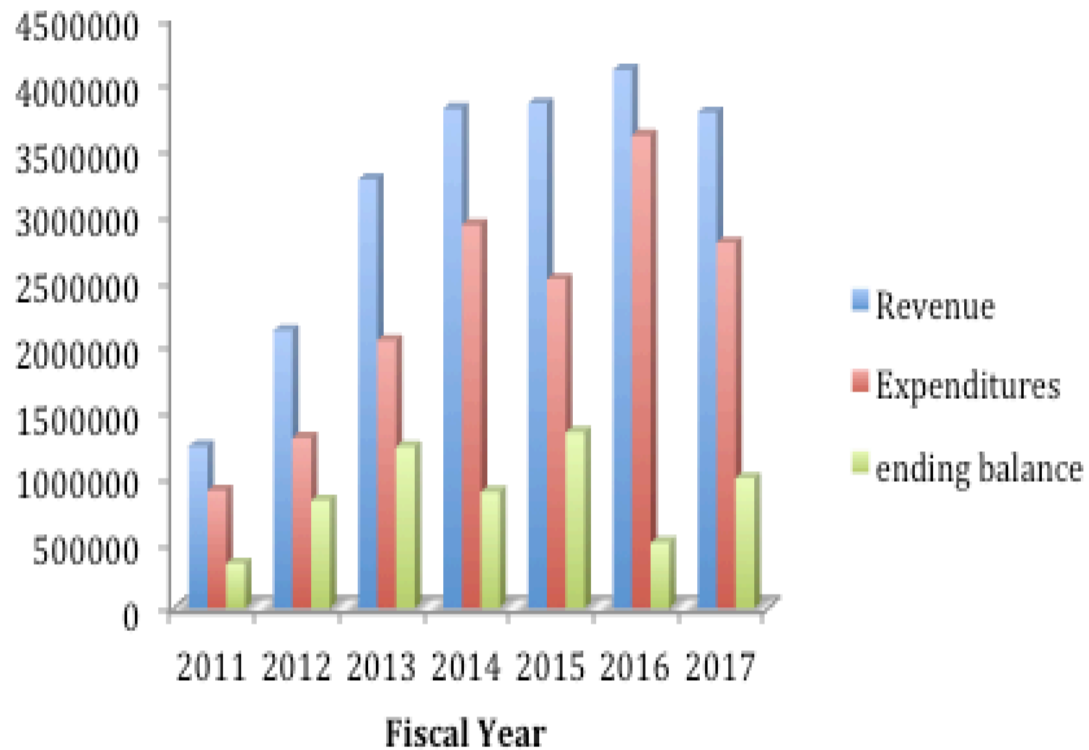
Academic Goals	What we are doing
<ul style="list-style-type: none">● Increase course completion rates from 54% to 60%● Increase graduation rates to 75%● Increase attendance rates from 77% to 80%	<ul style="list-style-type: none">● MEWA Advantage Program● RAISE program● Weekly goal forms in Mentor Seminar● Drop-out Detective Tracking● AVID

Finance & Policy PRESENTATION



OSBA
Membership
Changes

ADM actual/
budget
Ratio
1.06



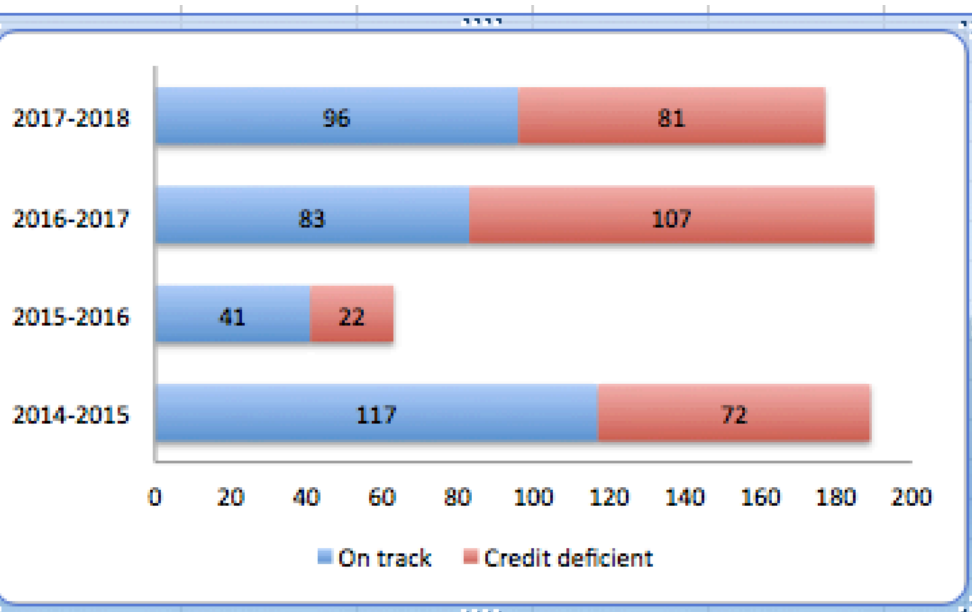
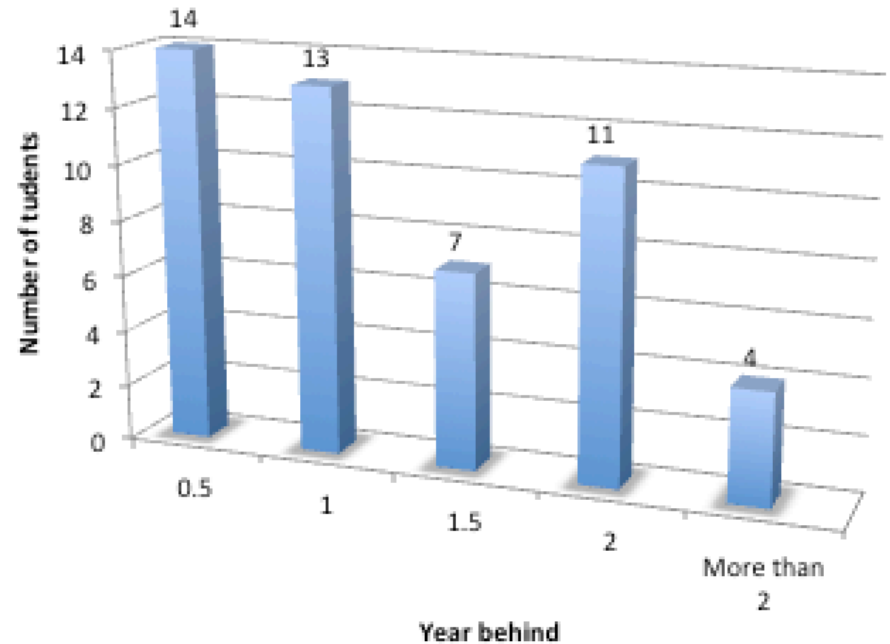
Credit deficiency MAP and GED



To date: MAP students have completed 88 classes, issuing 44 credits.
Potential of 12 graduates this year. 10 previously off-track seniors, 1 early graduate, and one 5th-year senior.

PRESENTATION

MAP students: credits behind



We were also able to retain 8 students from being severely off-track, to working on their GEDs with MEWA - without an interruption in their education.

PRESENTATION



SBA: Level 4 Academic
Achievement
ELA: 62.7 Meets (58.8
Oregon, 48.5 like
schools)

District Services

- CR classes
- PD3
- Higher-level classes
- Expulsions

Raise: Raise
Academic
improvement
through support
and engagement

AVID
online:
all 9th
graders

New
Elementary
program

Wrap-Around
Services

**Ballot Measure 98:
drop-out prevention
and CTE offerings:
MAP and Business
Management**

Enrollment comparisons

PRESENTATION

Name	District	Enrollment	Students With Disabilities (%)	Forever English Language Learners (%)	SBAC LA Level 3/4	SBAC Math Level 3/4	Freshman on track (%)	Grad rate	GBSD Students enrolled
Baker Web Academy	Baker	1122	11	6	54.1	27.6	51.2	43.2	7
Clackamas Web Academy	N. Clackamas	473	11	25	66.3	36.5	69.4	68.8	13
Summit Learning Academy	Estacada	771	<5	11	59.7	31.5	>95	71.4	18
Metro East Web Academy	Gresham-Barlow	453	7	21	62.7	24.4	70.4	50.3	
Oregon Connections Academy	Santiam Canyon	4134	14	<5	54.2	27.5	65.5	61.7	106
Oregon Virtual Academy	North Bend	2142	13	<5	47.9	23	43.2	28.3	No data
Sheridan All Prep Academy	Sheridan	141	9	*	39.6	16.3	55.6	30	No data
Silvies River Charter	Frenchglen	236	9	*	61	35.4	>95	35.3	No data
Insight School (K12)	Mitchell	390	14	8	47.1	14.9	34.5	11.8	17
* Data not displayed to protect student confidentiality		Mean: 1096	Mean: 10.3%	Mean: 9%	Mean: 54.73	Mean: 26.34	Mean: 64.4%	Mean: 44.5%	Total: 161

HANDOUT

1394 NW Civic Drive • Gresham, OR 97030
503.258.4790 • FAX 503.258.4791
www.mewebacademy.org



Key Performance Indicators For 2017-2018

Freshman on track has increased from 33% to 59% by second semester 2016-17. Interventions were implemented to improve by end of 2nd semester. If GED completers are included, cohort rate jumps to 59.12% and 5 yr rate rises to 60.12%. MEWA now meets NCAA eligibility requirements for students pursuing activities.

HANDOUT

Student progress is evaluated on a regular basis, individually and aggregately to make decisions for implementation of new procedures to address engagement, retention and graduation. 85 students in the 12th grade cohort in 2015-16 enrolled *after* the first of the school year. For 2016, 45% of students enrolled are credit deficient and for 2017, out of 200 new students, 103 are credit deficient (51.5%). 92/216 students in 17/18 are behind in credits (updated 1/18)

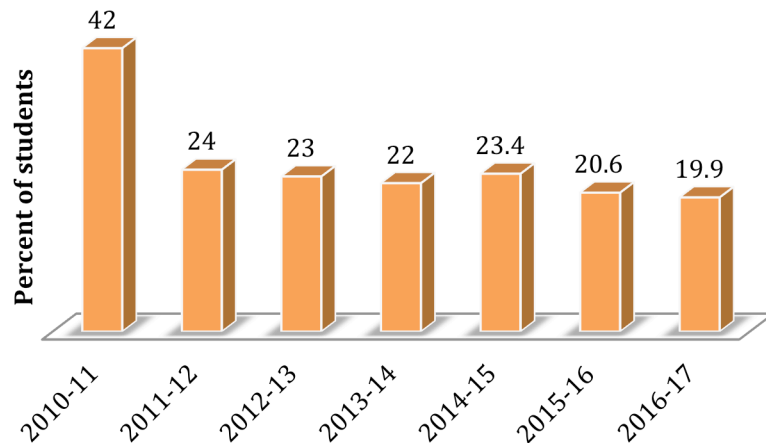
Graduation Rate Percent of 4 year cohort



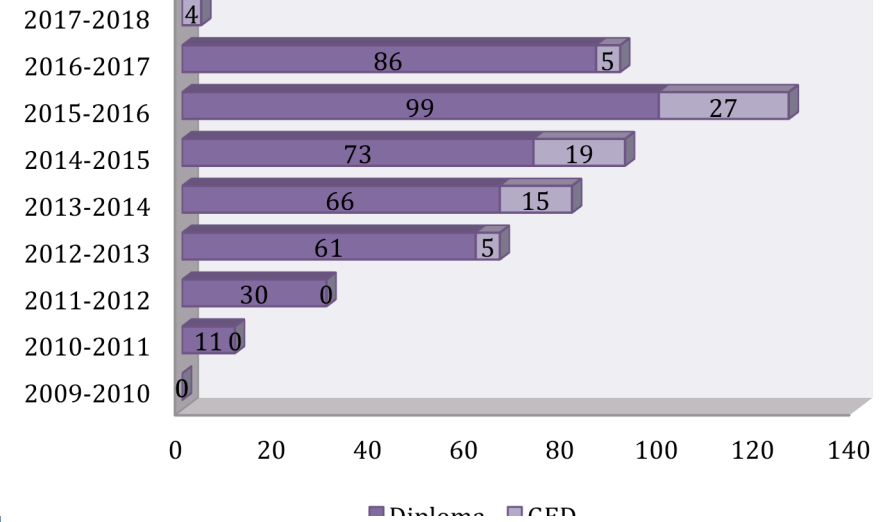
5 Year Graduation Rate



Dropout Rate



Graduates to date



Implemented engagement meetings, math/English labs, progress monitoring, piloted curriculum programs and RTI teams. Working towards regularly reviewing withdrawal codes and following up on student placement. 2015-16 is the lowest rate since inception.

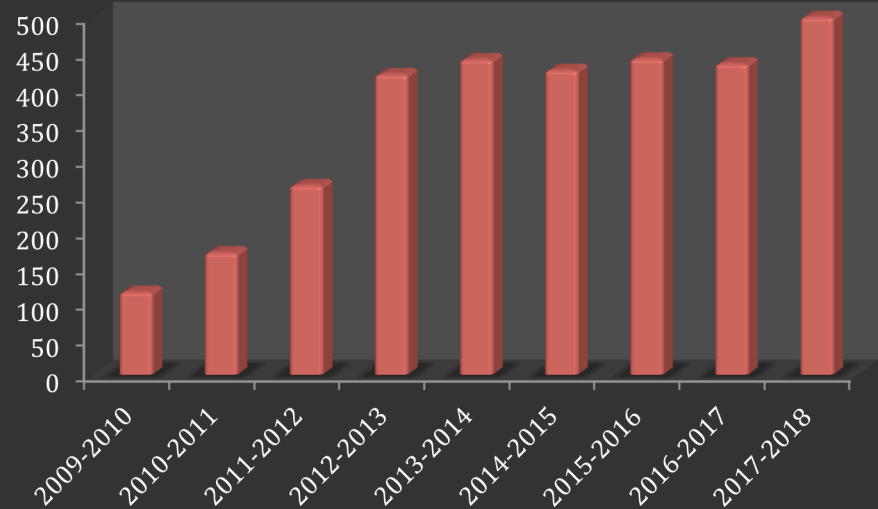
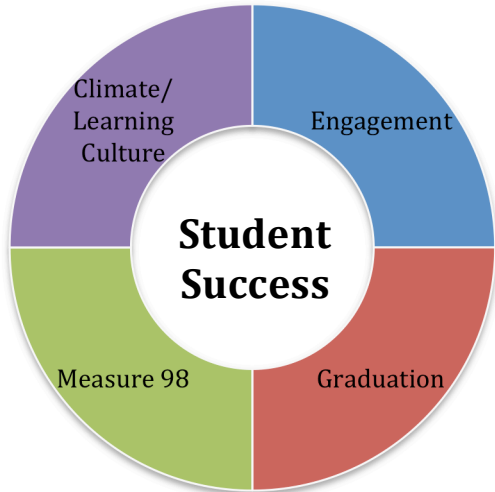
14 students received an Associate's Degree in concurrence with earning a HS diploma in 2017. 35 students in Early College graduated compared to 51 MEWA online high school students. 4 students have received a GED by January 2018.

HANDOUT

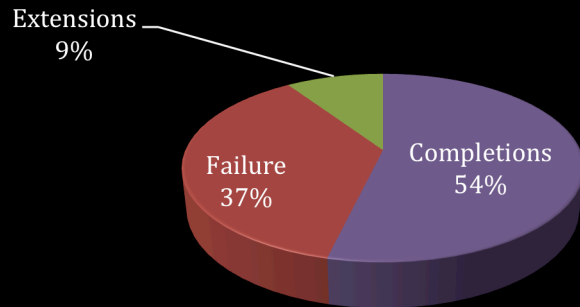
School development: Analysis of student data used to determine yearly goals. Each goal area will focus on attendance data and improving chronic absenteeism. All students are required to complete a plan and profile that includes a graduation plan, high school and beyond plan and completion of essential skills.

Our enrollment has maintained steady growth for the first three years. MEWA has maintained enrollment over the last four years, however, due to the number of graduates in June of 2016, our beginning enrollment for the 2016-2017 has not met the cap set by the charter. As end of June 2017, MEWA has 435 students. Current enrollment for November is 500.

2017-2018 School Success Plan Goals

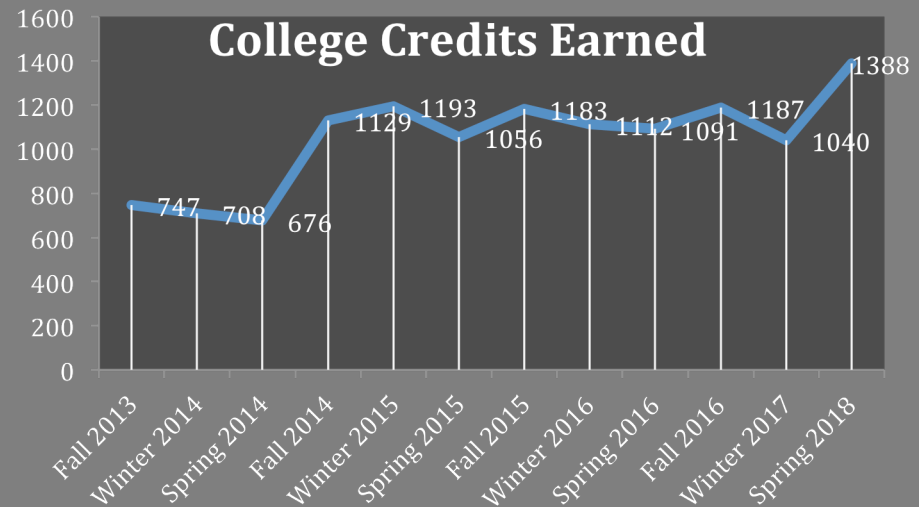


Enrollment completions 2016-2017



Teaching and learning: Stricter guidelines were implemented for extensions. Only 7% of enrollments were extended for a two-week period first semester, with 9% extending for the year. A focus for 17/18 SY will be on completions of courses.

College Credits Earned

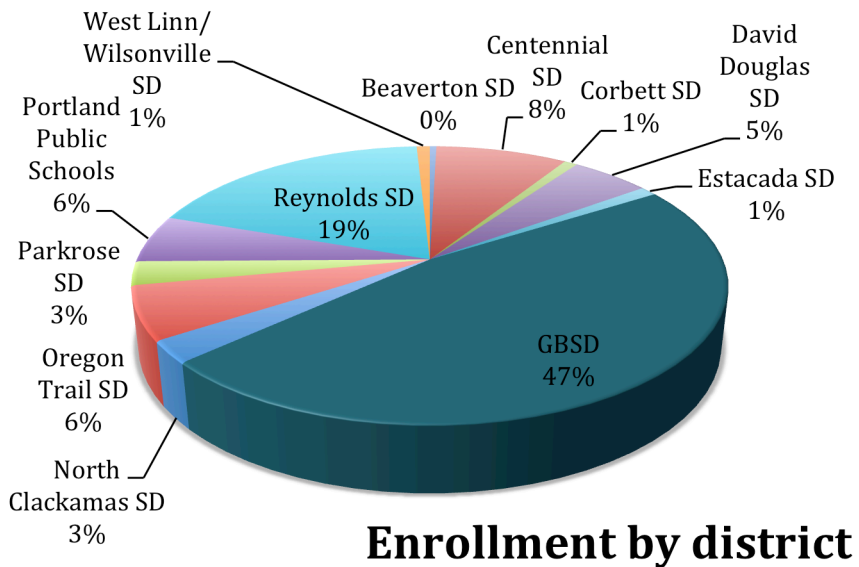
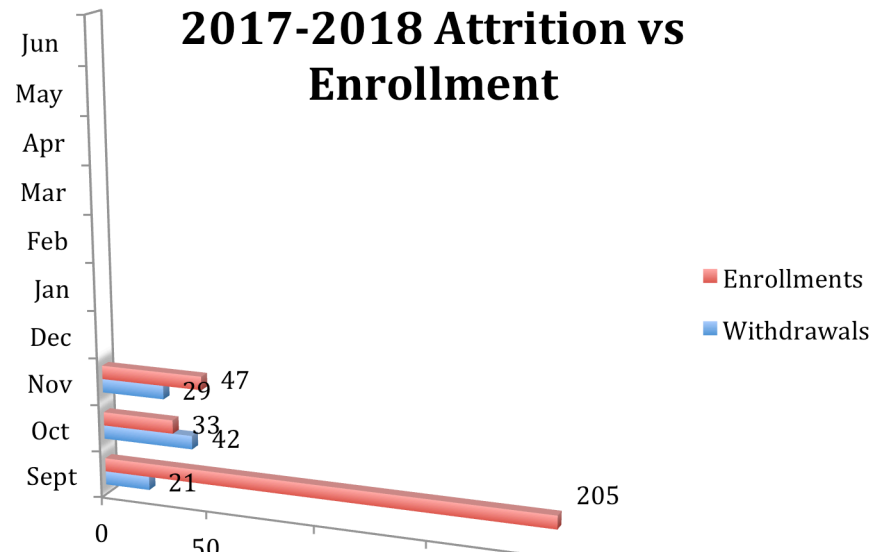
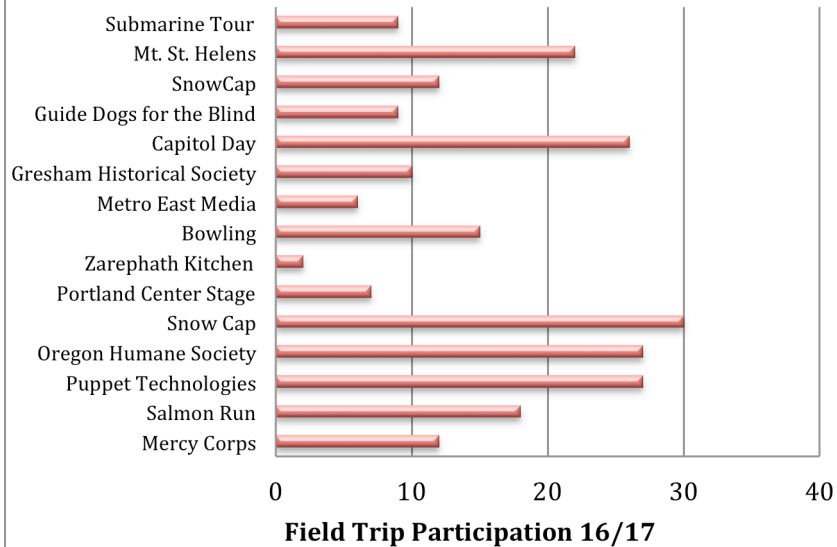


Teaching and learning: Increased College Now courses. 90 students took 129 College Now courses in 2017 for a total of 388 credits. Each class was worth 3 credits each for over a \$42,000 savings in tuition. 3615 credits were issued in 2016-2017 vs 3386 credits for the 15-16 year.

HANDOUT

Teaching and learning: Field trips from 2016-2017 school year provided high-quality extra curricular learning opportunities. Field Trips have become a mandatory part of all courses, with a field trip scheduled, on average, once a month. 232 students participated in 15 field trips for the 2016-2017 SY.

MEWA has adopted several procedures to monitor and encourage engagement. Student attrition was highest during the change of the semester in February. MEWA also saw attrition rates high during the first six weeks of school for non-returning students. Overall, 227 students were withdrawn vs 205 enrolled from October-June.



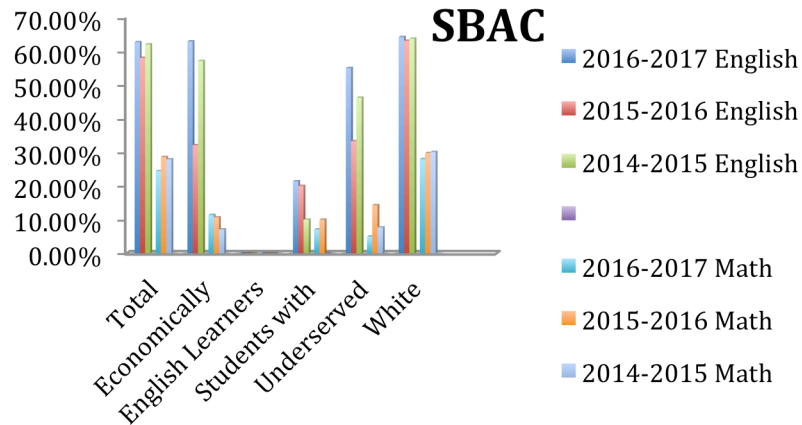
Working with local counselors to recruit students as well as building relationships with outside districts. 47% of students are from GBSD. The first brochure created professionally for recruitment has been completed and campaigns for Google Ad Words and TV slots have been introduced



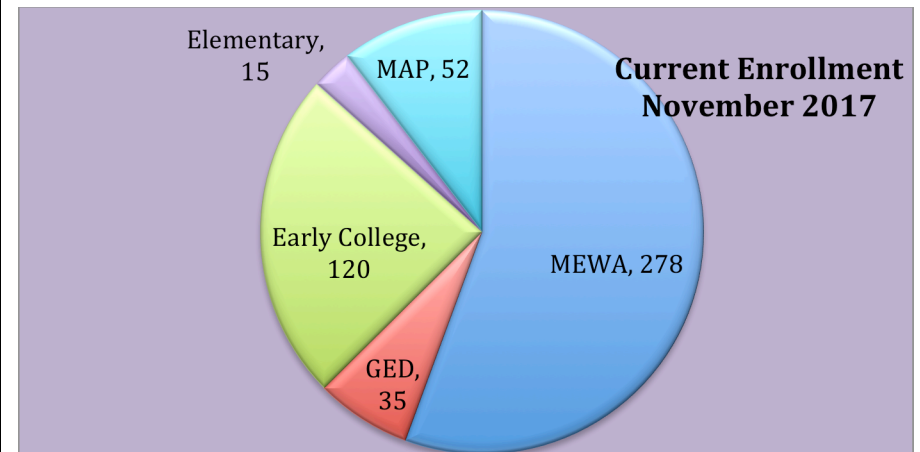
Parent and community relations: Active in Gresham Chamber, scheduled visits for local and state politicians and marketing brochures is being utilized to build relations and recruit students. MEWA is hosting chamber in April. MEWA works with local area businesses when available.

HANDOUT

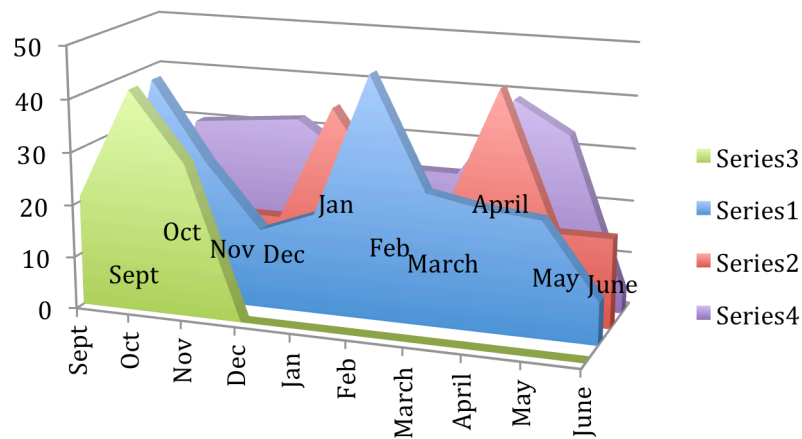
Math scores that earned a 3 or 4 increased in the economically disadvantaged group, but decreased overall. English increased from 58.9% to 62.7% overall. The Hispanic population gained in English from a 33% to 57.9%. Underserved also gained from 33% to 55% and economically disadvantaged also gained in English from 35% to 62%.



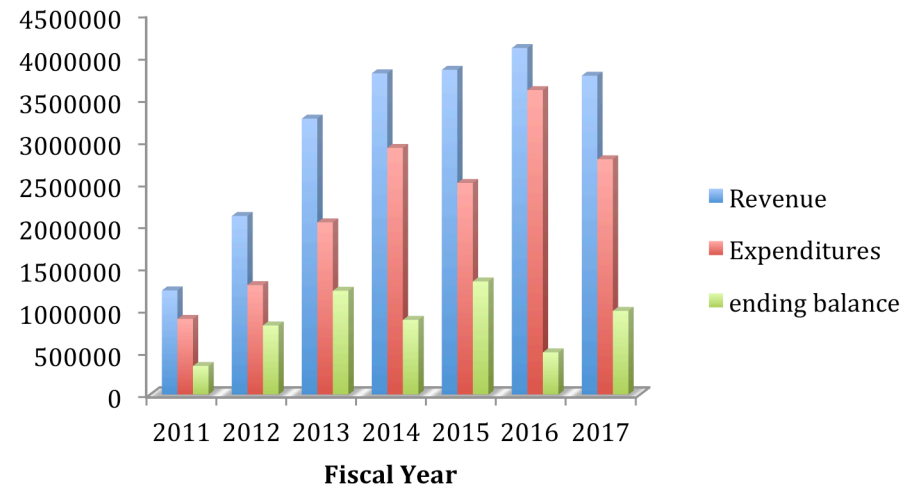
Student recruiting and admissions: current enrollment in each of the five programs: Early College 24%; GED 7%; elementary 3%; MAP 10% and MEWA 56% of a total of 500 students. MEWA includes full time and half time students.



Withdrawals and Drops



Attrition has increased although it has been offset with the number of enrollments. Stricter guidelines have been implemented for attendance and engagement. Attrition has improved by 3% from the previous year and 18.5% from the SY 2014-2015. We can see from the data of the 16-17 SY that on average, MEWA's attrition rate is 20 students per month. The start of a new semester also is an area of focus.



Revenue and expenditures. Ending fund balance for FY 2016-2017 is just under \$990,000. The budget focused on increasing the ending fund balance and overcoming a deficit in the 2015-2016 FY. The plan for 2017-2018 FY and beyond is to keep a \$1,000,000 in reserve.

HANDOUT

Name	District	Enrollment	Students With Disabilities (%)	Forever English Language Learners (%)	SBAC LA Level 3/4	SBAC Math Level 3/4	Freshman on track (%)	Grad rate	GBSD Students enrolled
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GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Kris Howatt

DATE: January 4, 2018

RE: No. 10 – Board Governance Planning Retreat

EXPLANATION: The Gresham-Barlow School District Board of Directors has a Board Governance Planning Retreat scheduled for February 9, 2018. The board will work with consultant Deborah Keys Write to receive customized board governance training on self-assessment and goals.

PRESENTER: Kris Howatt
A. Katrise Perera

SUPPLEMENTARY
MATERIALS: None

RECOMMENDATION: The administration recommends that the board approve the contract for consultant Deborah Keys Write to provide customized board governance training on self-assessment and goals at the February 9, 2018 planning retreat.

REQUESTED ACTION: Move to approve the contract for Deborah Keys Write to provide board governance training at the February 9, 2018 board planning retreat.

:sa

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
James Hiu
Sharon Garner
Blake Petersen

DATE: January 4, 2018

RE: No. 11 – Good to Great - Values

EXPLANATION: In the past seven years, district leadership have read, “Good to Great”, “Great by Choice”, and “Good to Great and the Social Sectors” by Jim Collins. We will briefly review the focus on “Good to Great” and engage in a discussion about the paper that Director Sharon Garner wrote for the 2017 OSBA Leadership Session on May 5, 2017. We will dialogue about the practical application using “Good to Great and the Social Sector” and the implications it has on the district.

PRESENTER: James Hiu
Sharon Garner
Blake Petersen

SUPPLEMENTARY MATERIALS: Good to Great Values PowerPoint
Good to Great and the Social Sectors – A Practical Application for Using

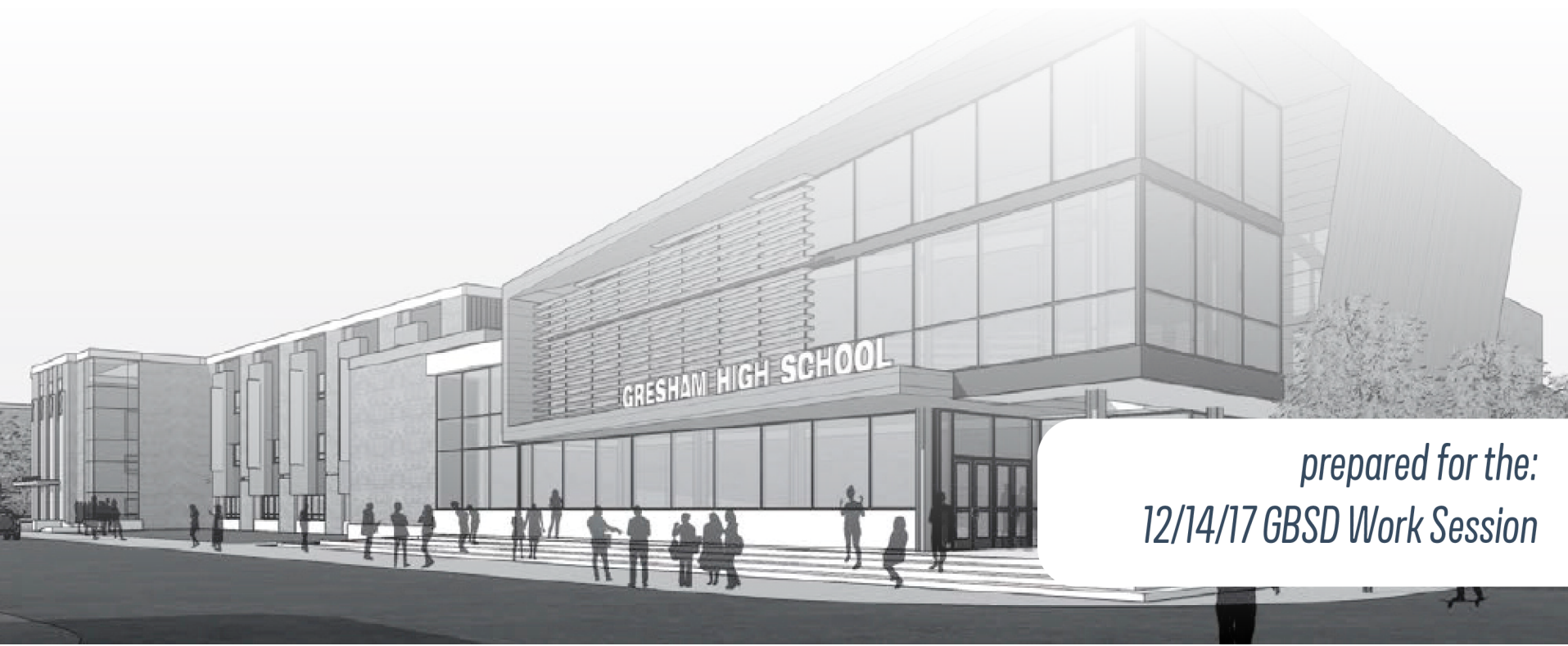
RECOMMENDATION: This report is being provided as information/discussion only.

REQUESTED ACTION: No action is required at this time.

JKH:clm:sa

Values, Vision & Mission

VALUES



*prepared for the:
12/14/17 GBSD Work Session*

KEY PREMISES

- ① *We are not creating values, but identifying them.*
 - ② *Adopt simple words to convey comprehensive identity*
-

BIG QUESTION



WHO ARE WE when we are at our best?

“

on *PASSION / DESIRE*

- + *ALL students* reach their full potential & are inspired to learn more
- + Remove barriers that lead to inequities
- + *Highly trained & effective educators*

on *BEST BELIEF*

- + Welcoming & servicing *ALL families*
- + Inclusiveness
- + Continuous learning for students & adults

on *PASSION*

- + *ALL students*
- + Student opportunities
- + Social/emotional growth
- + *Equity & diversity*
- + *Effective use of available resources*
- + *Transparency*

on *FUTURE BEST*

- + *ALL children* passionate for learning
- + *Engaged educators*
- + *Personalized learning* within a *community* of learners
- + Rally the troops in *community*

District Leadership Team (white) & GBSD Board (blue) 10.19.17 Business Meeting

“

...Strong *stewardship*, exemplary *community involvement*, and modeling *integrity* will ensure the success and develop the resiliency of all students now and in the future.



Stewardship

Our high calling is to the safety and educational development of **ALL our students**. With that principal and enduring consideration, we carefully manage every resource of people, time, facilities, and finance. No circumstance absolves us from the privilege and responsibility of educating our students.

To that end: we affirm the value of effective educators and leaders, which is the rightful expectation of **every student** in every building in our district; we conduct our business as grateful ambassadors of our community and its reputation; and, we promote by our actions and expectations the noble **profession** of educator.



Community

We are champions of the vibrant and diverse communities of parents, guardians, grandparents, neighbors, administrators, teachers, staff, and students that make our schools and our district. We are also partners alongside civic, business, non-profit, and faith-based institutions in pursuing prosperity for the cities, towns, and neighborhoods we serve. Neither can our community thrive without our success, nor we succeed without our community. We embrace our lofty role as leaders in teaching and learning with devotion and **professionalism** in the spirit of partnership, selflessness, and **inclusion**.



Integrity

Above all and in all, we are noble in our actions and our intentions. Our conduct is forthright, respectful, and sincere, and our faith in one another upheld by a common bond of honesty, even and especially when perspectives or passions may differ.

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: Dr. A. Katrise Perera
James Hiu

DATE: January 4, 2018

RE: No. 12 – Licensed Collective Bargaining Agreement 2017 - 2020

EXPLANATION: A summary of recently negotiated contract language with the Gresham-Barlow Education Association is being presented for board approval. The contract language will be incorporated into a new three-year collective bargaining agreement that will cover the years 2017-2018 through 2019-2020.

Board approval of the summary will represent the board's ratification of the 2017-2020 collective bargaining agreement.

The District was represented at the bargaining table by the following individuals:

Brian Hungerford	Negotiations Counsel
James Milliken	Principal, East Orient Elementary School
Bruce Schmidt	Principal, Sam Barlow High School
James Hiu	Deputy Superintendent
Teresa Ketelsen	Deputy Superintendent
John Koch	Executive Director Student Support Services
Sharon Garner	Board Member

PRESENTER: James Hiu

SUPPLEMENTARY MATERIALS: Summary of the 2017-2020 Collective Bargaining Agreement Between the Gresham-Barlow School District and the Gresham-Barlow Education Association

RECOMMENDATION: The administration recommends that the board approve the Collective Bargaining Agreement between the East County Bargaining Council and the Gresham-Barlow School District No. 10Jt., 2017-2020, as presented.

REQUESTED ACTION: Move to approve the Collective Bargaining Agreement between the East County Bargaining Council and the Gresham-Barlow School District No. 10Jt., 2017-2020, as presented.

JKH:clm:sa

**Summary of the 2017-2020 Collective Bargaining Agreement
Between the Gresham-Barlow School District
and the Gresham-Barlow Education Association**

This document has been prepared for the Gresham-Barlow School District Board of Directors to aid in the ratification vote on a tentative agreement for a 2017-2020 collective bargaining agreement between the District and the Gresham-Barlow Education Association/East County Bargaining Council. The following is a summary of the tentative agreement reached by the Association and District bargaining teams. This document is to serve as a summary only, and while the intent is to capture the substantive changes that were tentatively agreed to, a number of minor and/or editorial changes and corrections are not referenced herein.

Preamble:	Current contract language.
Article 1 – Recognition:	Modified language for retirees who are employed following their retirement and have no accrued sick leave at the time of their retirement. The retiree will earn one (1) sick leave day for every thirty (30) calendar days in order to comply with the Oregon Sick Time law.
Article 2 – Negotiations Procedure	Current contract language
Article 3 – GBEA/ECBC Rights:	Modified the building use provision to include member benefit providers. Modified language that the Council agrees to pay the full cost of a sub to include related costs, if a sub is hired on a member release day.
Article 4 – Rights of Members:	Modified the representation subsection to include the word “Council” prior to each instance of the word representation, the effect being a limitation on who may represent a bargaining unit member.
Article 5 – Personal and Academic Freedom:	Current contract language.

Article 6 – Grievance:

Modified language in the Level One – Principal/Immediate Supervisor step to include two steps:

- a) Informal – Added language to stipulate that the initial discussions would be held with the immediate supervisor/principal and those discussion shall not extend beyond ten (10) days without mutual agreement.
 - b) Formal – Added language to stipulate if the matter is not resolved within ten (10) days of the informal discussion, the Grievance Chairperson will submit the grievance in writing to the immediate supervisor/principal.
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Article 7 – Complaint Procedure:

Modified terminology regarding the definition of a complaint to include a remark or criticism that has been brought to the attention of the District and warrants further consideration in the opinion of the District.

Added language to clarify when the informal level of the complaint process would be skipped, including those situations in which the member who is the subject of the complaint has been placed on administrative leave.

Modified language that during the investigatory period of an allegation the administrator will withhold judgement until hearing the member's response and shall not take disciplinary action during the investigatory period. Paid administrative leave is not considered a disciplinary action.

Article 8 – Classroom discipline:

Modified language to expand the disciplinary procedures provided to a member each year from classroom procedures to building procedures.

Added a timeline of three (3) working days to develop a safety plan with future behavior expectations of a student who has been removed from the classroom.

Modified the language when a member is not satisfied with the management of student behavior to include the ability to report to the building Student Conduct and Safety Committee (SCSC).

Article 9 – Evaluation:

Current contract language

**Article 10 – Positions, Transfers
And Vacancies:**

Voluntary Transfers will now be referred to as Member-Initiated Transfers and must be submitted by March 15th.

Members who have not submitted a member-initiated transfer request may still apply for any vacancies in accordance with Article 10, Section B.3.

The District is not required to interview an internal applicant twice as part of the same hiring process.

Article 11 – Reduction in Force:	Current contract language
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Article 12 – Conditional Assignment:	Current contract language
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Article 13 – Sick Leave:	Modified language to use of sick leave for any reason set forth in Oregon Sick Time Statute (ORS 653.601 et.seq.) in order to ensure that the District is in compliance with both ORS 332.507 and ORS 653.601.
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Article 14 – Paid Leaves:	<p>Modified Personal Leave language to all members two days of personal leave. In the event that seven hundred (700) or less days are used by members in one year, including personal and emergency, the number of days will be increased from two (2) to three (3) days per member in the following year(s). If more than seven hundred (700) days are used in a year, members may carry forward one (1) unused day to the next school year.</p> <p>Modified Bereavement Leave language to allow a member to use any accumulated leave or unpaid leave to cover up to five (5) additional days of bereavement in accordance with Oregon law.</p> <p>Parental leave language moved to Article 15</p> <p>Modified Professional Leave language to give the District the right to recall members scheduled for professional leave. Members recalled with less than twenty-four (24) hours' notice shall be compensated with one (1) hour of pay or compensatory time at the member's choice. Members utilizing their individual PD funds per Article 20 shall not be recalled.</p>
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Article 15 – Unpaid Leaves:	Moved Parental Leave to this article and modified language to say exhausted sick leave provisions are not eligible to a member receiving parental leave and members on parental leave or not eligible for the sick leave bank.
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Article 16 – Site Council:	Current contract language
Article 17 – Management Rights:	Current contract language
Article 18 – Safe Working Conditions:	Modified name of Building Safety Committee to a Student Conduct and Safety Committee (SCSC). Purpose of the committee is to identify and/or review workplace safety concerns including but not limited to environmental issues, disasters, threats, security, and general student conduct that presents a potential school safety concern.
Article 19 – Required Workshops:	Current contract language
Article 20 – Tuition Reimbursement/ Professional Development:	Created language that any request for payment of tuition or workshop costs by a member will receive an electronic response from the District stating the status of eligibility and timelines of payment within ten (10) workdays.
Article 21 – Travel:	Current contract language.
Article 22 – Mentor Program:	Current contract language.
Article 23 – Work Year:	<p>Members may be assigned up to two (2) days of work beyond the established 191/192 day work year at their daily rate of pay. Members may voluntarily agree to work additional days. The District will make accommodations for any member assigned to work days beyond the established work year who has scheduled a prior commitment that conflicts with the additional days before being informed of the extended work year. Notice will be given to all affected members on March 15th. If March 15th fall on a non-work day, notice shall be proved on the work day directly preceding.</p> <p>The Summary of the work year is moved to Section A from Appendix C.</p>
Article 24 – Hours and Workload:	Early Release/Late Arrival Days: Modified language to say District directed days are for the purposes of

professional learning and training or collaborative planning, preparation, and assessment. Not more than two (2) District directed days will be scheduled consecutively unless otherwise scheduled by the building leadership team. In years with an odd number of early release/late arrival days, the extra day will be District directed.

Activities outside the Regular Workday:

- Members in their first or second year with the District may be required to attend up to seven (7) events related to an established mentor program (separate from Article 22) and shall be compensated for attendance at their hourly rate.
- Members who perform pre-approved curriculum work that is not part of their regular assignment shall be compensated at an hourly rate equal to the BA, Step 1 of the salary schedule instead of their individual hourly rate. In order for the curriculum rate to apply, curriculum work must be identified as such, offered on a voluntary basis and must be outside the regular work day. The curriculum rate shall apply to the District-level development of prioritized learning standards, curriculum adoptions, unit plans, and assessments.

IDEA Meeting Compensation (previously included in a memorandum of understanding)

- Notwithstanding Article 24, Section A.6, prior administrative approval will not be necessary in order for a licensed staff member to work up to sixty (60) minutes beyond his or her regular eight (8) hour day when such work is being performed in the context of an IDEA meeting. However, this does not require staff to stay beyond their eight (8) hour day.
- Such work beyond the regular day will be deemed authorized when the group attending the IDEA meeting determines that it is in the best interest of participants to continue the IDEA meeting for a period not to exceed sixty (60) minutes instead of having to reschedule the meeting.
- Any work performed outside the eight (8) hour day will be compensated at their hourly rate.
- Prior administrative approval will still be required to authorize payment for attending an IDEA

meeting more than sixty (60) minutes beyond the regular eight (8) hour day.

Created language that Section 504 case managers may request accommodations from their administrator such as release time or additions to time worked for the purpose of completing case management responsibilities.

Article 25 – Salary:

2017-18 – 1.5% COLA

2018-19 – 1.5% COLA

2019-20 – 1% COLA

Step advancement each year of the contract on July 1.

Added language to Previous Teaching/Experience Credit: The District may grant additional steps for initial salary placement based on a member's relevant industry or non-teaching employment experience, specifically to cover CTE teachers. The Association shall be notified if any new member is placed on a step higher than his/her corresponding years of teaching or relevant experience.

Modified Step Advancement language: Step advancement will be granted to those employees who have provided at least ninety (90) working days of service in the preceding school year. FMLA, OFLA, contractual, and other legally protected leaves will count towards the ninety (90) working days.

Added new language to National Board Certification: A member who fails to maintain National Board Certification shall be returned to the column reflecting their actual level of educational attainment, effective the pay period following the expiration of Certification. (For a teacher who does not have a Master's Degree, the lowest possible placement will be BA+45 column with the addition of 18 credits for the NBTPS process; for a teacher with a Master's degree, placement will be Master's plus actual number of credits earned, including 18 credits for NBPTS)

Added new language to Public Employees Retirement System (PERS): It is recognized by the District and the Association that the salary schedules have been reduced to reflect the District's annual contribution to the Public

Employees Retirement System on behalf of each teacher. It shall be understood that at such time as it is no longer legal for the District to make such contributions, or at such time as the District and the Association agree to discontinue the PERS “pick-up”, the salary schedule will be increased by six percent (6%) minus associated payroll costs.

Article 26 – Salary Checks:	Current contract language.
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Article 27 – Dues/Payroll:	Current contract language.
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Article 28 – Fair Share:	Current contract language.
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Article 29 – Insurance:	2017-18 - \$0 increase (cap of \$1,200 per month) 2018-19 - \$25 increase (cap of \$1,225 per month) 2016-17 - \$25 increase (cap of \$1,250 per month)
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Added language: In addition to the premium contribution stated above, the District will make an annual contribution of one hundred dollars (\$100) to the qualified Section 125 account of each member who establishes a qualified account during open enrollment. The contribution will be made by October 1 of each year and will be subject to the proration specified in Article 29, Section E. The member may draw on this account as reimbursement for any qualifying medical expense. Any of the District contributed unspent funds remaining in a member’s Section 125 account shall revert to the District in accordance with the Section 125 rules/negotiations.

Deleted language surrounding the number of insurance plans the Association is limited to.

Article 30 – Early Retirement:	Updated language to account for potential changes to Social Security eligibility.
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Article 31 – Extra-Duty Compensation:

Modified Department Chair Compensation Language:

- Eliminated stipend for serving as a High School Department Chairperson. High School Department Chairpersons will receive forty (40) hours of extended contract time at their hourly rate by submitting additions to time worked. An Additional forty (40) hours shall be granted with prior administrative approval. Hours beyond the initial eighty (80) hours may be granted with prior administrative approval. Work performed by department chairs on curriculum work outside the regular contract day will be compensated at the curriculum rate instead of the member's hourly rate.
- Activity directors will receive up to ten (10) extended contract days during the summer at mutually agreeable times with prior administrative approval.
- Department chairpersons will be assigned to a preparation period in addition to their regular contractual preparation period.

Facility Monitors rate will be minimum wage

Added Section F: Other duties not otherwise specified elsewhere in the contract (Moved from Article 24 and Appendix B) Language removed regarding comp time earned via any combination of Saturday School, After Teacher Workday Detention, Wednesday School Supervision and Extended School Supervision

Article 32 – No Strike Clause:	Current contract language
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Article 33 – Miscellaneous Provisions:	Current contract language
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Article 34 – Term of Agreement:	Three-year contract, expiring on June 30, 2020. Contract retroactive to July 1, 2017.
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Article 35 – Professional Services: Modified language to remove: For curriculum work during the school year and during the summer, members will be paid their individual daily hourly rate. Language removed to account for the creation of a curriculum rate.

**Article 36 – Distance Learning/
Technology:** Current contract language.

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Sara Hahn-Huston

DATE: January 4, 2018

RE: No. 13 – Postpone Material Selection

EXPLANATION: The Oregon Department of Education (ODE) has a materials selection and use timeline for curriculum. We are requesting ODE approve our postponement of selection of adopted instructional materials in two areas: English Language Development (ELD) and Science. Information pertaining to these areas, inclusive of current resources and reasons for requesting an approved postponement for Science and ELD, will be highlighted.

PRESENTER: Sara Hahn-Huston

SUPPLEMENTARY
MATERIALS: Postponement Request for ELD and Science materials

RECOMMENDATION: The administration recommends the board approve to postpone the selection and adoption of ELD and Science materials.

REQUESTED ACTION: Move to approve to postpone the selection and adoption of ELD and Science materials.

SHH:sa

HANDOUT

Instructional Materials Adoption Schedule **Adopted by the State Board of Education – January 2016**

The State Board of Education is responsible for maintaining a review cycle at the state level. At the January 2016 meeting, the State Board approved the following schedule for review and adoption of instructional materials.

Revised Oregon State Review Cycle	For use in classrooms by fall:
2015: Mathematics	2016
2016: Science	2017
2017: Health & Physical Education	2018
2018: Social Studies	2019
2019: World Languages & The Arts	2020
2020: ELA	2021
2021: ELL/ELP	2022
2022: Mathematics	2023
2023: Science	2024
2024: Health & Physical Education	2025
2025: Social Studies	2026
2026: World Languages & The Arts	2027

Please contact Jeremy A. Wartz (jeremy.wartz@ode.state.or.us or (503) 947-5736) at the Oregon Department of Education if you have any questions about the State Board's actions or the Instructional Materials Adoption Schedule.

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Kris Howatt

DATE: January 4, 2018

RE: No. 14 – OSBA Legislative Policy Committee, Position 19, Run-off Election

EXPLANATION: The 2017 election for the OSBA Legislative Policy Committee (LPC), Position 19, Multnomah Region, resulted in a tie between John Hartsock, Gresham-Barlow 10, and Rita Moore, Portland 1J.

A run-off election will be held in January 2018. Only those districts located within the Multnomah Region may vote.

The official ballot for the OSBA run-off election will be made available on January 2, 2018. Voting will close at 5:00 p.m. on Wednesday, January 31, 2018.

PRESENTER: Kris Howatt

SUPPLEMENTARY
MATERIALS: None

RECOMMENDATION: The chair recommends that the board vote in the run-off election for the LPC Position 19 representative.

REQUESTED ACTION: Move to elect John Hartsock to the Legislative Policy Committee, Position 19.

Or

Move to elect Rita Moore to the Legislative Policy Committee, Position 19.

:sa

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Mike Schofield

DATE: January 4, 2018

RE: No. 15 – Healthy and Safe Schools Plan

EXPLANATION: In mid-August of 2016, the State Board of Education adopted new administrative rules requiring each school district, education service district, and charter school (which owns or leases buildings) to develop a “Healthy and Safe Schools Plan.” Included in the requirements of the administrative rules is a report to the board on the required elements of the “Healthy and Safe Schools Plan.”

The updated plan will be presented at the January 4, 2018 board meeting.

PRESENTER: Mike Schofield

SUPPLEMENTARY
MATERIALS: None

RECOMMENDATION: Review the report as presented on January 4, 2018.

REQUESTED ACTION: No formal action is required.

MS:mkh:sa

HANDOUT

Annual Health and Safe Schools Plan Statement

1/4/2018

The Gresham Barlow SD created a Health and Safe Schools Plan on December 28, 2016. This statement is provided as required by article (6) of OAR 581-022-2223 and is provided to the school board, all building occupants, and the community by making it available at the District administrative office and by posting it on the Facilities Departments portion of the District's website at www.gresham.k12.or.us/Page/192_Healthy_and_Safe_Schools_Plan_Update.

This statement provides a high level summary of activities performed this past year and follows the format of the GBSD Healthy and Safe Schools plan dated 12/28/2017.

1. Responsible Person –
Director of Facilities
Terry Taylor
2020 SE Fleming Ave
Gresham OR 97080
Taylor6@gresham.k12.or.us
503-258-4700
2. List of Buildings – on Page 2
3. Certification-The District's Healthy and Safe Schools plan is up to date January 4, 2018.
4. Required Testing
 - a. Radon – The District is ahead of schedule and has completed initial testing of all ground floor occupiable spaces in all district buildings. Sample results are currently available at the District Facilities Offices or on the District Facilities website. Follow up testing is being performed at locations that demonstrated levels above the EPA Recommended level of 4 pi/cu.
 - b. Lead in water (drinking and food prep) – Confirmation testing will be performed annually, biennial and every 5 years at specific schools as per the GBSD Healthy and Safe Schools Plan.
 - c. Lead Paint – GBSD follows the OHA Renovation, Repair and Painting Rule for Schools
 - d. Integrated Pest Management
 - a. Pesticide Application activities inside/outside schools is done by Western Exterminator Company and this information is in hard copy at each schools Main Office.
 - b. Herbicide, Fertilizer Application activities outside our schools is managed through the Facilities Department Licensed and Certified Applicators in our Grounds Department. Records are kept in the Facilities Office.
 - e. Asbestos Management Plan – Considerable work has been completed this past year related to asbestos within the District.
 - a. General Maintenance Asbestos removal of Floor and/or Ceiling tiles at East Gresham ES, Powell Valley ES, Dexter McCarty MS, Gordon Russell MS West Orient MS, Gresham HS, Sam Barlow HS and repair of Piping at East Gresham ES.
 - b. Capital bond projects are underway at East Gresham ES, Hall ES, Highland ES, Hollydale ES, North Gresham ES, Powell Valley ES, Deep Creek Campus, Gresham HS, and Sam Barlow HS, where comprehensive testing and abatement has and will occur in our schools as bond projects continue.
5. Communication – All test results
 - a. All testing data is currently available at the Districts Facilities Department and on the Facilities Department Website accessed through the Districts website:
<https://www.gresham.k12.or.us/Page/192>
 - b. The District is in the process of implementing an online data management system to house all environmental data related to the Healthy and Safe Schools Plan.

HANDOUT

1. List of Buildings:

This plan covers the following buildings:

Elementary Schools

Site	Address
Deep Creek – Damascus K-8	14265 SE 242 nd Ave, Damascus, OR 97089
East Gresham ES	900 SE 5 th , Gresham, OR 97080
East Orient ES	7431 SE 302 nd Ave, Gresham, OR 97080
Hall ES	2505 SE 23 rd Ave, Gresham, OR 97030
Highland ES	295 NE 24 th , Gresham, OR 97030
Hogan Cedars ES	1770 SE Fleming Ave, Gresham, OR 97080
Hollydale ES	505 SW Birdsdales, Gresham, OR 97080
Kelly Creek ES	2400 SE Baker Way, Gresham, OR 97080
North Gresham ES	1001 SE 217 th , Gresham, OR 97030
Powell Valley ES	4825 E Powell Blvd, Gresham, OR 97080
West Gresham ES	330 W Powell Blvd, Gresham OR 97030

Middle Schools

Clear Creek MS	219 NE 219 th Ave, Gresham, OR 97030
Dexter McCarty MS	1400 SE 5 th Ave, Gresham, OR 97080
Gordon Russell MS	3625 Powell Blvd, Gresham, OR 97080
West Orient MS	29805 SE Orient Drive, Gresham, OR 97080

High Schools

Gresham HS	1200 N Main Street, Gresham, OR 97030
Sam Barlow HS	5105 SE 302 nd Ave, Gresham, OR 97080
Springwater Trail HS	1440 SE Fleming Ave, Gresham, OR 97080

Other Sites

Center for Advanced Learning	1484 NW Civic Drive, Gresham, OR 97030
Deep Creek Campus	15600 SE 232 nd Drive, Damascus, OR 97089
District Office / Nutrition Services	1331 NW Eastman Parkway, Gresham, OR 97030
Facilities Office	2020 SE Fleming Ave, Gresham, OR 97080
Metro East Web Academy	1394 NW Civic Drive, Gresham, OR 97030
Student Support Services	1550 NW Eastman Pwy; STE 175, Gresham, OR 97030
Technology Office (Portables at DMMS)	1400 SE 5 th Ave, Gresham, OR 97080

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Mike Schofield

DATE: January 4, 2018

RE: No. 16 – Financial Update

EXPLANATION: Time has been set-aside on the agenda for the administration to provide an update to the board based on the November 30, 2017 financial report.

PRESENTER: Mike Schofield

SUPPLEMENTARY
MATERIALS: 1. Financial Report/Summary (Ending November 30, 2017)
2. Bond Financial Update (Ending November 30, 2017)

RECOMMENDATION: None

REQUESTED ACTION: Consent agenda approval

MS:mkh:sa

GENERAL FUND

	Actual QTR 1	Actual Nov	Projected QTR 2	Projected QTR 3	Projected QTR 4	Projected Annual	Actual YTD	Adopted Budget	Variance To Budget	
Revenue										
Current Taxes	-	24,502,563	25,002,563	1,160,000	940,000	27,102,563	24,502,563	26,700,000	402,563	
Prior Year Taxes	145,369	80,287	153,786	80,000	125,000	504,155	264,155	500,000	4,155	
Other Taxes / Interest	259	35	226	2,950	550	3,985	335	15,000	-11,015	
Total Taxes	145,628	24,582,885	25,156,575	1,242,950	1,065,550	27,610,703	24,767,053	27,215,000	395,703	
Common School Fund	-	-	-	750,000	750,000	1,500,000	-	1,500,000	0	
County School Fund	-	-	-	-	2,000	2,000	-	2,000	0	
Federal Forest Fees	1,430	-	-	-	11,750	13,180	1,430	12,000	1,180	
State School Fund (SSF)	28,998,001	7,247,361	21,742,011	21,741,975	14,494,650	86,976,637	43,492,687	84,600,000	2,376,637	
Other SSF Revenue	28,999,431	7,247,361	21,742,011	22,491,975	15,258,400	88,491,817	43,494,117	86,114,000	2,377,817	
Total Formula Revenue	29,145,059	31,830,246	46,898,586	23,734,925	16,323,950	116,102,520	68,261,170	113,329,000	2,773,520	
High Cost Disability	-	-	-	-	600,000	600,000	-	600,000	0	
Prior Year SSF	-	-	-	-	-	-	-	-	0	
State Restricted	-	-	-	-	-	-	-	-	0	
Other State Revenue	-	-	-	-	600,000	600,000	-	600,000	0	
Tuition / Transportation	1,068	12,498	19,717	18,000	71,000	109,785	15,785	100,000	9,785	
Earning on Investment	89,033	40,849	98,228	75,000	70,000	332,261	162,261	300,000	32,261	
Student Fees / Admissions	35,734	63,922	103,748	76,000	161,500	376,982	106,982	365,000	11,982	
Rentals	53,437	10,468	67,447	72,000	60,000	252,884	85,884	250,000	2,884	
Donations	-	-	50,000	60,000	100,000	210,000	-	250,000	-40,000	
Services to other Funds	-	-	30,644	20,000	410,000	460,644	10,644	480,000	-19,356	
Misc.	28,470	10,850	213,922	90,000	155,000	487,392	212,392	450,000	37,392	
MESD Transfer	-	1,825,000	1,825,000	-	-	1,825,000	1,825,000	2,000,000	-175,000	
Other County Funds	-	-	-	-	-	-	-	-	0	
Drivers' Education	-	-	-	-	-	-	-	-	0	
Other Federal Revenue	-	-	-	-	-	-	-	-	0	
Child Care Development	-	15,414	20,414	20,000	5,000	45,414	15,414	40,000	5,414	
Sale of Fixed Assets	-	-	-	-	-	-	-	5,000	-5,000	
Bond Proceeds	-	-	-	-	-	-	-	-	0	
TRANSFERS	-	-	-	-	-	-	-	-	0	
Total Other Revenue	207,742	1,979,001	2,429,120	431,000	1,032,500	4,100,362	2,434,362	4,240,000	-139,638	
TOTAL REVENUE	\$29,352,801	\$33,809,247	\$49,327,706	\$24,165,925	\$17,956,450	\$120,802,882	\$70,695,532	\$118,169,000	2,633,882	59.8%
								12,115,813	BFB Budget	
Expenditures										
Licensed Salaries	3,016,488	2,994,440	9,015,232	9,150,000	15,400,000	36,581,720	8,981,720	36,912,450	330,730	
Support Staff Salaries	1,587,981	986,755	2,856,319	2,817,000	4,078,000	11,339,300	3,505,300	11,813,662	474,362	
Admin Salaries	1,396,094	466,660	1,393,040	1,395,000	1,410,000	5,594,134	2,324,134	5,522,931	-71,203	
Confidential Salaries	106,629	37,966	122,680	129,000	129,000	487,309	186,309	499,037	11,728	
Subs' / Temp Salaries	310,259	378,014	1,044,029	900,000	1,490,000	3,744,288	1,014,288	3,863,751	119,463	
Total Salaries	6,417,451	4,863,835	14,431,300	14,391,000	22,507,000	57,746,751	16,011,751	58,611,831	865,080	
PERS	1,563,296	1,218,522	3,654,532	3,750,000	5,350,000	14,317,828	3,967,828	15,175,842	858,014	
FICA	486,260	364,838	1,070,919	1,050,000	1,600,000	4,207,179	1,207,179	4,454,679	247,500	
Insurance	1,540,434	1,127,726	3,462,525	3,570,000	5,580,000	14,152,959	3,812,959	13,824,446	-328,513	
Other Benefits	313,624	107,308	369,155	330,000	505,000	1,517,779	587,779	1,356,340	-161,439	
Total Benefits	3,903,614	2,818,394	8,557,131	8,700,000	13,035,000	34,195,745	9,575,745	34,811,307	615,562	
Purchased Services	1,615,018	1,107,794	3,586,148	3,600,000	4,950,000	13,751,166	4,001,166	14,451,075	699,909	
Charter School Payments	2,321,286	669,135	2,250,256	1,875,000	1,325,000	7,771,542	3,946,542	8,173,566	402,024	
Supplies & Materials	453,812	137,561	489,836	375,000	865,000	2,183,648	813,648	2,263,290	79,642	
Capital Outlay	-	16,262	44,075	10,000	10,000	64,075	39,075	50,000	-14,075	
Other Objects	606,849	581	81,571	15,000	35,000	738,420	638,420	761,025	22,605	
Transfers	820,000	-	-	-	-	820,000	820,000	820,000	0	
TOTAL EXPENDITURES	\$16,138,030	\$9,613,562	\$29,440,317	\$28,966,000	\$42,727,000	\$117,271,347	\$35,846,347	\$119,942,094	\$2,670,747	29.9%
Reserves - Contingency/Unappropriated Ending Balance								6,963,168		
Beginning Cash Balance							\$11,855,631	\$0		
							\$3,531,535	\$126,905,262	Budget	
							\$15,387,166			
							13.1% (Percentage of Projected Expenditures)			
								Expenditure Summary		
Salaries			16,011,751	44.7%						
Benefits			9,575,745	26.7%						
Purchased Serv			7,947,708	22.2%						
Supplies			813,648	2.3%						
Capital Outlay			39,075	0.1%						
Other Objects			638,420	1.8%						
Transfers			820,000	2.3%						
			\$	35,846,347	100.0%					

Gresham-Barlow School District - 2016 Capital Improvement Project
Bond Budget/Committed Summary
11/30/2017

PROJECT	Estimate	Total To Date	17/18 Encumbrance	Balance Remainig
2016 Bond				
District Wide Costs	\$ 3,000,000	1,494,788	1,459	1,503,752
District Wide Furniture/Fixtures/Equip	\$ 5,569,000	1,342,629	22,700	4,203,671
District Wide Radios	\$ 300,000	0	0	300,000
District Wide Technology	\$ 5,610,292	1,356,469	174,178	4,079,645
Door Locks	\$ 1,273,620	0	0	1,273,620
Playground/Track/Field	\$ 3,957,791	563,018	0	3,394,773
East Gresham E.S.	\$ 30,441,915	1,283,578	1,214,575	27,943,762
East Orient E.S.	\$ 1,197,036	0	0	1,197,036
East Orient E.S. - Maintenance Projects	\$ 1,083,032	0	0	1,083,032
Hall E. S.	\$ 1,592,543	16,980	513,020	1,062,543
Hall E. S. - Maintenance Projects	\$ 494,440	0	0	494,440
Hall E.S. - OSCIM	\$ 5,000,000	0	0	5,000,000
Highland E.S.	\$ 1,645,401	24,657	107,561	1,513,184
Highland E.S. - Roofing Project	\$ -	0	18,361	-18,361
Highland E.S. - Maintenance Projects	\$ 838,274	0	0	838,274
Hogans Cedars E.S.	\$ 803,471	0	0	803,471
Hogans Cedars E.S. - Maintenance Projects	\$ 128,558	0	0	128,558
Hollydale E.S.	\$ 1,530,967	17,383	617,945	895,639
Hollydale E.S. - Maintenance Projects	\$ 920,329	0	0	920,329
Hollydale E.S. - OSCIM	\$ 3,000,000	0	0	3,000,000
Kelly Creek E.S.	\$ 3,209,491	67,215	198,080	2,944,196
Kelly Creek E.S. - Maintenance Projects	\$ 388,152	0	0	388,152
North Gresham E.S.	\$ 30,369,354	1,366,865	1,211,745	27,790,744
Powell Valley E.S.	\$ 2,612,243	89,293	237,947	2,285,003
Powell Valley E.S. - Maintenance Projects	\$ 519,414	0	0	519,414
West Gresham E.S.	\$ 137,108	11,019	18,383	107,706
Deep Creek K-8	\$ 4,045,923	3,032	0	4,042,892
Deep Creek K-8 - Roofing Project	\$ 123,500	0	0	123,500
Deep Creek K-8 - Maintenance Projects	\$ 1,021,136	0	0	1,021,136
Clear Creek M.S.	\$ 8,177,154	3,923	0	8,173,231
Clear Creek M.S. - Maintenance Projects	\$ 1,592,500	0	0	1,592,500
Dexter McCarty M.S.	\$ 9,354,466	3,225	6,402	9,344,839
Gordon Russell M.S.	\$ 11,841,670	3,729	15,860	11,822,081
West Orient M.S.	\$ 1,526,646	43,442	137,138	1,346,066
West Orient M.S. - HVAC Project	\$ 294,500	226,457	0	68,043
West Orient M.S. - Maintenance Projects	\$ 903,005	0	0	903,005
Gresham H.S.	\$ 91,168,545	4,070,898	4,393,869	82,703,778
Gresham H.S. - Maintenance Projects	\$ 1,461,000	4,948	0	1,456,052
Sam Barlow H.S.	\$ 65,093,875	2,184,600	926,525	61,982,750
Sam Barlow H.S. - Maintenance Projects	\$ 5,411,194	0	0	5,411,194
Springwater Trail H.S.	\$ 913,654	0	2,500	911,154
Bond Premium	\$ 21,210,355	0	0	21,210,355
Deep Creek Elementary	\$ -	50,003	2,180	-52,183
Security	\$ -	2,331	0	-2,331
TOTAL	\$ 329,761,554	14,230,483	9,820,428	305,710,643

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Teresa Ketelsen

DATE: January 4, 2018

RE: No. 17 – Standards Assurance of Compliance

EXPLANATION: Annually, the Oregon Department of Education (ODE) requires all Oregon school districts submit a statement of assurances indicating compliance with ORS Chapter 581, Division 22, Standards for Public Elementary and Secondary Schools. These assurances must be presented in a public manner, such as at a regularly scheduled school board meeting by February 1, 2018.

After a review of Division 22 Standards, the administration is able to report that the district is in compliance with all of these rules.

PRESENTER: Teresa Ketelsen

SUPPLEMENTARY
MATERIALS: 2017-18 Report to the Community for Division 22: Standards for Public Elementary and Secondary Schools

RECOMMENDATION: The administration recommends that the board publicly review the 2017-18 Report to the Community for Division 22: Standards for Public Elementary and Secondary Schools.

REQUESTED ACTION: Publically review the 2017-18 Report to the Community for Division 22: Standards for Public Elementary and Secondary Schools.

TK:sa

Division 22
Standards for Public Elementary and Secondary Schools
2017-2018 Assurances
REPORT TO COMMUNITY

This list is provided to assist you in your report to your community as required by [OAR 581-022-2305](#).
Please **do not** submit this form to the Oregon Department of Education.

- ✓ Determine your district's compliance with the Oregon Administrative Rules (OARs) located in Chapter 581, Division 22. The OARs are available for review via the [Secretary of State's webpage](#).
- ✓ Identify areas of compliance and non-compliance by checking the appropriate boxes in the chart below. Districts should report to their communities on each of the standards listed below.
- ✓ Report your district's compliance or non-compliance to the Division 22 Standards for Public Elementary and Secondary Schools to your local district school board by **February 1, 2018**.

OAR Number	Title	Compliance Status	
		Yes, in compliance	No, not in compliance
581-022-0102	Definitions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-0620	Test Development	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-1512	Child Development Specialist Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-1910	Exemptions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-1920	Waivers and Permission	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2000	Diploma Requirements	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2010	Modified Diploma	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2015	Extended Diploma	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2020	Alternative Certificate	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2025	Credit Options	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2030	District Curriculum	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2045	Prevention Education Programs in Drugs and Alcohol	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2050	Human Sexuality Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2055	Career Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2060	Comprehensive Guidance and Counseling	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2260	Records and Reports	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2265	Report on Physical Education Data	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2100	Administration of State Assessments	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2110	Exception of Students with Disabilities from State Assessment Testing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2115	Assessment of Essential Skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>

OAR Number	Title	Compliance Status	
		Yes, in compliance	No, not in compliance
581-022-2120	Essential Skills for English Language Learners	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2130	Kindergarten Assessment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2205	Policies on Reporting of Child Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2210	Anabolic Steroids and Performance Enhancing Substances	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2215	Safety of School sports -- Concussions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2220	Health Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2223	Healthy and Safe Schools Plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2225	Emergency Plans and Safety Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2230	Asbestos Management Plans	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2250	District Continuous Improvement Plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2255	School and District Performance Report Criteria	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2270	Individual Student Assessment, Recordkeeping, Grading, and Reporting	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2300	Standardization	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2305	Operating Policies and Procedures	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2310	Equal Educational Opportunities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2315	Special Education for Children with Disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2320	Required Instructional Time	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2325	Identification of Academically Talented and Intellectually Gifted Students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2330	Rights of Parents of Talented and Gifted Students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2335	Daily Class Size	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2340	Media Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2345	Auxiliary Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2350	Independent Adoptions of Instructional Materials	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2355	Instructional Materials Adoption	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2360	Postponements of Purchase of State-Adopted Instructional Materials	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2370	Complaint Procedures	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2400	Personnel	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2405	Personnel Policies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2410	Teacher and Administrator Evaluation and Support	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2415	Core Teaching Standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2420	Educational Leadership – Administrator Standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2430	Fingerprinting of Subject Individuals in Positions Not Requiring Licensure...	<input checked="" type="checkbox"/>	<input type="checkbox"/>

OAR Number	Title	Compliance Status	
		Yes, in compliance	No, not in compliance
581-022-2440	Teacher Training Related to Dyslexia	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2500	Programs and Services for Talented and Gifted Students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
581-022-2505	Alternative Education Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Districts must report their status with regards to the Division 22 Standards to their communities by
February 1, 2018