

ROSEBURG PUBLIC SCHOOLS

School Board Special Meeting and Executive Session

Central Office Board Room

1419 NW Valley View Drive

Roseburg, Oregon 97471

Available via Zoom

Vol 5 No. 15

March 5, 2024

Board Members:

Rodney D. Cotton, Chair

Steve Hammerson

Rev. Howard Johnson, Vice-Chair

Ann Krimetz

Michael Leone

Andrea Miner

Andrew Shirtcliff

Administration:

Jared P. Cordon, Superintendent

Michelle Knee, Assistant Superintendent

Cheryl Northam, Director of Finance and Operations

Melissa Roberts, Director of Student Services

Jill Weber, Director of Teaching and Learning

SCHOOL BOARD SPECIAL MEETING

TIME/PLACE: A special meeting of the Douglas County School District No. 4 Board of Directors was convened on Tuesday, March 5, 2024, at 5:15 p.m. in the Central Office Board Room, located at 1419 NW Valley View Drive in Roseburg, Oregon, in person and available via Zoom link.

CALL TO ORDER / PLEDGE OF ALLEGIANCE: Board Chair, Rodney D. Cotton, called the special meeting to order at 5:15 p.m. and invited Director Andrew Shirtcliff to lead the Pledge of Allegiance. Chair Cotton also advised the audience that Board meetings are recorded for future viewing and to please silence their cell phones. He welcomed those attending in person as well as viewing remotely.

ATTENDANCE: Board members and Cabinet members attended in person. News Review Reporter Gloria Coleman was present.

REVIEW OF AGENDA / COMMUNICATIONS TO THE BOARD

Board Chair Rodney D. Cotton shared that he would be turning the meeting over to Vice-Chair Howard Johnson for presentation of the Collective Bargaining Agreements as he chaired both bargaining committees.

ACTION / DISCUSSION ITEMS

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH ROSEBURG CHAPTER 21 OF THE OREGON SCHOOL EMPLOYEES ASSOCIATION (OSEA) Effective July 1, 2024 - June 30, 2026

Director Andrea Miner, with great joy, moved to approve the Collective Bargaining Agreement with Roseburg Chapter 21 Oregon School Employees Association (OSEA). Director Steve Hammerson seconded the Motion.

Discussion: Vice-Chair Howard Johnson, who served as Chairman of the Bargaining Committee for Classified Employees, shared a disclaimer that these are his personal opinions and observations of years of experience in dealing with negotiations. It is his extreme honor to be able to share with you his vision:

1. Without our Strategic Plan, none of this would have happened. It was the rudder that moved our negotiating boat as we channeled up and down the river covering different issues that were needing addressed, the Strategic Plan kept coming to the forefront of what's most important.
2. Our number one asset in this district is our children.
3. The number two asset is our staff; the teachers and all others involved. We put together a team on the management side. The team came to the plate like a well-mixed salad. We brought people on board who are experts at numbers, specifically Cheryl Northam and Danielle Littlefield. People such as Dr. Weber understand the legalities of what we do. Others had input in the best interests of students. There were a lot of hours working.
4. We put together a team including our financial advisors, Cheryl Northam and Danielle Littlefield – we are very grateful to them. Dr. Jill Weber kept us focused on what was in the best interests of students.

Rev. Johnson likened the process to a pot of beans: Everybody gets a bite. For Jared, Assistant Superintendent Knee, and Cheryl, it was a lot of hours working toward agreement. What a proud accomplishment it is to reach an agreement without the outside influence of mediators or negotiators. The process allowed us to establish professional respect and trust for each other. We wanted to understand why they need what they needed.

Through conversations, we discussed what happened and for what reason, trying to see the world through their eyes. Their team was expecting certain things. We reached unanimous agreement. Items not in the best interest of the Collective Bargaining Agreement will be addressed through other avenues. This agreement is a win for the employees and a win for the district. Most importantly, it is a win for our students.

Now we need one more win. We need this community to buy into the care and support of our children by giving them better facilities, better equipment and better environments. If we want Roseburg to continue to be alive and grow, schools are the most important aspect of that. People don't come to Roseburg to work without educating their children. I personally take a lot of pride in educating my children, grandchildren and great-grandchildren. This is a return on investment. When I can no longer work, I expect them to take care of me. The Strategic Plan put us in a position to come to a respectful understanding.

Our teams addressed what needed to be done and we did it in record time. We are getting ready to do something that is very historic and hasn't been done before at RPS in my recollection. Director Johnson shared a sidenote that three other school districts reached out to him to address what Roseburg is doing, and he loved every minute of it.

The seven members of this board entrusted three of us to represent you in subcommittee to do this work. We have now come back to you to ask for full approval of what was done. That full approval will allow us to move quickly, efficiently and very respectfully under the terms of the agreement. This collective bargaining process is required by law, and it required a lot of professionalism to do in a manner that was respectful, and he is proud to say, "Job well done!"

But we have not done anything so well that we can rest on our laurels. We need to keep working on how we can do it better; in what way can we do it better? Don't let anything create a bump in our process. We invest in children in kindergarten looking 13 years down the road to see them walk across the stage with a high school diploma. Every step is critical in the process.

What we are about to do to sign and vote tonight is part of that process. Be proud of it. Take accountability for

it. Take responsibility for it. Reach out to each other the way we did; how can we each help each other to get this done? I am thankful to Chair Cotton for entrusting me to lead this and I give you my highest compliment, I appreciate you sir. If anyone has questions, the official minutes will come out later and he is certain Megan was keeping good records. But tonight, these were his observations.

With discussion concluded, Chairman Cotton asked for the vote. All Board members voted unanimously to approve the CBA with classified staff.

M5-048 Approved the Collective Bargaining Agreement with Roseburg Chapter 21 of Oregon School Employees Association (OSEA) effective July 1, 2024, through June 30, 2026
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**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH
ROSEBURG EDUCATION ASSOCIATION (REA)
Effective July 1, 2024 - June 30, 2027**

Director Steve Hammerson moved to approve the Collective Bargaining Agreement with Roseburg Education Association (REA) effective July 1, 2024, through June 30, 2027. Director Ann Krimetz seconded.

Discussion: Vice-Chair Howard Johnson disclosed that when you have two different associations representing two professional organizations, it can be difficult to stay focused on the master plan. He continued to emphasize how important the Strategic Plan was throughout the process of conversations, allowing the groups to remain on the same page.

The licensed group had prepared a long list of proposed changes. We asked them to list those items in order of priority. The first night, we were able to reach Tentative Agreement (TA) on items and then proceeded to look at numbers. We do not have the same process used in commercial systems. During his 30 years in the lumber industry, companies could increase or stop production based on the price of logs. Our funding is given to us, and we are limited in when and how we get it.

We now need to convince our community that it's time to put your children back in school to give those students the best opportunity and most preparation in order to be ready to move into adulthood and be successful. That is the Strategic Plan that we have. The licensed team was a little anxious and nervous due to uncertainty in the process. Our district's Strategic Plan assured them we saw the world through their eyes. We want them to get up every morning believing what a great opportunity it is to go to work for RPS. I think we got that done. Let's vote and make that happen.

Director Ann Krimetz noted that being on the negotiation subcommittee was a pleasure. We were able to forge relationships with the different classifications that were being represented. There was a good amount of trust and good feeling between us, making the process go much smoother than it could have with so many job classifications involved. It's hard to make everyone comfortable that they are getting a fair shake. I think that was communicated in our discussions. She is very proud of what we are putting forward tonight.

Chair Cotton shared that having served this district for 30 years has been an honor. He has always been proud of the district and staff, always. You can look across the state and see the bargaining process tearing

communities apart. We know what our job is. We have fabulous staff. We know what our responsibility is. He is very pleased to be able to take care of our employees. We want the best employees, and we won't ever apologize for that. As the Superintendent has said previously, we want our employees to buy their homes, and Roseburg to be their home. We want the very best, and I think we are there. I am sitting next to a man that I have great admiration for, and I know the Board does as well. Thank you, Jared, along with your team. You all worked extremely hard to make this happen. I am at a loss for words, but very pleased that these contracts have been ratified. I couldn't think of a better district to volunteer in or work for. It's just fabulous.

The Motion to approve the Collective Bargaining Agreement with the Roseburg Education Association was unanimously approved.

M5-049 Approved the Collective Bargaining Agreement with Roseburg Education Association (REA) effective July 1, 2024, through June 30, 2027.
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ADJOURNMENT OF REGULAR SESSION: With regular business before the Board concluded, and with no objections, Chair Cotton announced that the next meeting will take place at Melrose Elementary School on March 13, 2024, at 6:00 p.m. He then adjourned the special meeting at 5:32 p.m. and announced the board would take a brief recess and reconvene in Executive Session pursuant to ORS 192.660(2)((d) and (i) to conduct deliberations with persons designated by the governing body to carry on labor negotiations and for the board and superintendent to continue their evaluation check in process.

EXECUTIVE SESSION

Pursuant to ORS 192.660(2)(d)(i)

Chairman Cotton convened Executive Session pursuant to ORS 192.660(2)(d) at 5:37 p.m. All Board members were present. Superintendent Cordon and his Cabinet were present, along with Budget and Accounting Manager, Danielle Littlefield.

With negotiations concluded, Board Chair Cotton excused Cabinet and budget members at 5:53 p.m. and continued Executive Session under ORS 192.660(2)(i) to continue the board/superintendent evaluation check-in process.

ADJOURN EXECUTIVE SESSION: With discussion concluded, the Executive Session was adjourned at 6:29 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: Board Meeting, March 13, 2024, at 6:00 p.m. at Melrose Elementary School, located at 2960 Melrose Road in Roseburg, Oregon and available via Zoom.