



SOUTH LANE SCHOOL DISTRICT 45J3

Children Come First • Always Learning, Teaching, Caring • Safe, Respectful, and, Inclusive Schools & Community

**December 5, 2022
SCHOOL BOARD MEETING
Regular Session
5:30 p.m.**

Executive Session Immediately Following

MEETING LOCATION- 455 Adams Ave, Cottage Grove

[Zoom Link Click Here](#)

The South Lane School Board appreciates hearing from our citizens. We value the ideas, opinions, questions, concerns, suggestions and input from parents and community members. The Board of Directors allows time on their agenda for testimony regarding a published agenda item to its designated place on the agenda. A visitor may introduce another topic not on the published agenda during Public Comment. The Board Chair usually allows three minutes per speaker.

South Lane SD Board of Directors have now opened their Board Room to the Public to view their sessions with limited seating. Citizens are still invited to join the Board meeting online. Meetings will also be broadcast on South Lane Community Broadcasting 14.4. If you wish to speak to the Board, about an agenda item or another topic, please use the sign up sheet outside the Board Room prior to the meeting or submit an email request to public.comment@slane.k12.or.us to the Board Secretary prior to noon on the day of the Board meeting. Request to speak must include the following:

Full name, address, email address, date, agenda item or topic. If you want to submit written testimony, either attach a separate document or include the message in the email request.

Board meetings by Oregon State statute are public, in order for citizens to observe the Board conducting the district business. The meetings are not opportunities for the public to join the Board's discussion. For this reason, when public testimony is provided, Board members do not respond or interact with those providing testimony. This process is often confusing and feels like the Board is unresponsive, but this process is a legal process. If a question is asked, the Superintendent will follow up or ask a Cabinet member to follow-up to respond on her behalf

For additional information contact: South Lane District Office (541) 942-3381 (phone) * (541) 942-8098 (fax)



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Meeting Date: December 5, 2022

- I. Call to Order
- II. Agenda Review
- III. Consent Agenda (Action)
 1. 11-1 Draft Minutes
 2. 11-7 Draft Minutes
 3. Policy Section D- Fiscal Management* Attached
Policy DJ District Purchasing held for discussion
- IV. Public Comment
- V. Reports/Discussion
 1. Student Representative Report
 2. Bond Financial Update- Carol Samuels, Piper Sandler & Jefferies
 3. OSEA Representative Report
 4. SLEA Representative Report
 5. Payroll Issues
- VI. Administrative Reports/Discussion
 1. Superintendent Update
 2. Financial Report
 3. SIA Annual Report
 4. State of the District
- VII. Business (Action)
 1. OSBA Elections —Action
- VIII. Upcoming Dates
 - December 13, 2022, Holiday Party
 - January 9, 2023, Regular Session
 - January 23, 2023, Special Session
 - February 6, 2023, Regular Session
 - February 27, 2023, Special Session



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IX. Executive Session

Executive session held under ORS192.660 (2)(b) To consider dismissal or discipline of, or to hear charges or complaints against an officer, employee, staff member or agent, if the individual does not request an open meeting.

X. Board of Directors Correspondence/Reports

Debrief –OSBA Annual Convention

Future Agenda Items

1:1 Monthly Meetings with Dr. Curtis

Board Chair Bengtson 1st Friday

Board Member Duerst-Higgins 2nd Thursday

Board Member Hodgkinson 3rd Thursday

Board Member Mort 2nd Thursday

Board Member Settlemeyer 1st Friday

Board Member Valley 3rd Thursday

Board Member Wilhour 1st Thursday

I. Adjournment



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Meeting Minutes for Meeting on: November 7, 2022

[Agenda/Minutes/Meetings Published to View](#)

Board Members Present:

Colleen Valley
Dustin Bengtson
Gary Mort
Jerry Settlemeyer
Sherry Duerst-Higgins
Tammy Hodgkinson
Taylor Wilhour

Student Representatives Present:

Alannah Bailey- AKHS

Call to Order and Flag Salute

Board Chair Dustin Bengtson called the meeting to order and led the flag salute at 5:33 p.m.

Public Welcome

Board Chair Bengtson welcomed the public.

Consent Agenda (Action)

1. 10-3 Draft Minutes
2. 10-17 Draft Minutes
3. 10-28 Draft Minutes
4. Resignations/LOA/Retirements/New Hires *Attached

Board Member Duerst-Higgins made a motion to approve the Consent Agenda with Board Member Wilhour seconding the motion. The motion was passed with a unanimous vote.



Public Comment

Click the link above to view all Public Comments in detail.

Bryan Parson- Spoke on Transgender Policies in the School District.

Greg Ervin- Spoke on Enrollment in South Lane District.

Monique Peppers- Spoke on The Menstrual Dignity Act and Politics within the Community.

Reports/Discussion

Click the link above to view all Representative Reports in detail.

1. OSEA Representative Report- Not Present
2. SLEA Representative Report- Not Present
3. Student Representative Report
4. Long-Term Facility Plan, Soderstrom Architects
Marlene Gillis with Soderstrom Architects along with her Assistant presented the Board with a 'Draft' plan and answered questions as asked.
Power-point provided. A Calendar for the upcoming meetings was discussed.

Administrative Reports/Discussion

Click the link above to view all Representative Reports in detail.

1. Superintendent Update- Provided

Upcoming Dates

- November 10, 2022 OSBA 'Virtual' Session
- November 11-12, 2022 OSBA On-site Session Portland

Board of Directors Correspondence/Reports

Click the link above to view the Board of Directors Reports.



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1:1 Monthly Meetings with Dr. Curtis

Board Chair Bengtson 1st Friday
Board Member Duerst-Higgins 2nd Thursday
Board Member Hodgkinson 3rd Thursday
Board Member Mort 3rd Wednesday
Board Member Settlemeyer 1st Friday
Board Member Valley 3rd Thursday
Board Member Wilhour 1st Thursday

Adjournment

Chairman Bengtson adjourned the meeting at 7:13 p.m

Meeting minutes were prepared by Tonya Kerns, Board Secretary.

Date:

Dustin Bengtson, Board Chair

Dr. Yvonne Curtis, Superintendent

December 5, 2022

To the South Lane School District Board:

I would again like to address the topic of transgenderism and the policies our district has adopted in line with this system of thought. Currently, our schools promote the idea of transgenderism by allowing the use of preferred bathrooms, requiring teachers to use a child's preferred pronoun, and promoting gender theory in the Oregon Health Standards.

At the core of transgender ideology is the belief that a person can be one sex in their body but another gender in their brain. Up until a decade ago, this belief was recognized as a form of psychosis. Today we accept it as an undisputed fact, despite the horrendous side effects that come with medical and social transition. I want to share a few reasons why this idea cannot be true and should not be taught as fact or supported with policy.

First, the brain and body cannot be disparate genders because the brain is fully integrated with the body through the nervous system. Every square inch of our body is being constantly regulated and controlled by the brain. That includes the genitals. How can a brain capable of causing vaginal orgasm be a male brain? And how can a brain capable of causing an erection and ejaculation be a female brain?

Second, the DNA that exists in every cell of the body is the very same DNA present in every cell of the brain. This DNA either contains a "Y" chromosome or it does not, which determines the sex of the individual. According to evidence at the cellular level, a male brain is always paired with a male body. A female brain is always paired with a female body.

Third, the treatments prescribed for transgender individuals do not actually change their gender. For example, a girl on cross-sex hormones does not become a boy. Rather she becomes a less healthy girl far more prone to cancer, forever dependent on medical intervention, and rendered incapable of ever having children. She will experience severe pain when her body attempts menstruation but is halted by her testosterone injections. It is as though her body knows what it really is, despite her efforts.

In order to appear more like a boy, she may bind her breasts. This is often painful and can cause permanent damage. Again, this pain is her body and her brain signaling that her efforts to become a boy are not healthy and are futile.

Some girls may go on to have their healthy breasts removed. But we know that the removal of breasts does not cause a girl to suddenly become a boy, just as a mastectomy does not cause a woman with breast cancer to become a man.

Beyond mastectomy, some girls may go on to have phallic surgery. Even this will fail to make her even slightly a man. The tube of flesh that is constructed should not be called a penis. It is incapable of erection. It is incapable of ejaculation. It is incapable of hardly any stimulation at all.

In addition to a horrid scar left where the donor flesh was taken, these surgeries come with a host of complications needing follow-up and ongoing care.

As you can see, every step we encourage a girl to take into her transgender identity does not bring her closer to being a boy. Rather she becomes a much less healthy and often a much less satisfied girl who is more medically dependent. The same sad trajectory would trace the path of any boy who seeks transition to a girl.

I understand that our students are unlikely to have some of these surgeries until they are young adults, but we cannot shirk liability for their later decisions. This is especially true since we are presenting one-sided, biased information on this topic.

Rather than encouraging students to chase an unattainable goal, our school district must show them that their body is good the way it is. Until we do this, South Lane School District is liable for the damage they are causing to our young people.

Sincerely,

Bryan Parsons
Middle School Teacher, London School
(541) 942-0123
revbryanparsons@gmail.com

Good evening,

My name is Becky McCoy. In addition to being one of SLEA's presidents, I am a full-time teacher at Dorena and the parent of a student at the Middle School. I share this with you because I want you to fully understand my commitment to this district and my desire to help bring about a rapid resolution to the ongoing issues that I am here to report to you tonight. It is my unfortunate duty to share with you information about ongoing issues with payroll and benefits which, when you consider the duration and scope of these problems, constitute an alarming level of incompetence by our district's Human Resources and Finance Departments. I hope that you will also allow some of our members to share their personal stories with you directly because it has thrown some into desperate situations and many feel deeply betrayed.

I believe that we all want the same things: to help our district provide the highest quality education and services for our students and community. However, how can we even hope to meet that goal when our staff is suffering from ongoing financial stresses and when we are having to spend hours checking our pay line by line and repeatedly contacting the finance office without getting timely, respectful or adequate replies- much less seeing these issues resolved. I wanted to try to quantify this issue for you: from our 159 active members, since September we have had reports of over 120 complaints discovered. And we know that issues are widespread with our classified and administrative colleagues as well. We have had reports of problems with pay, problems with medical, life and cancer insurances, problems with health savings accounts, problems with PERS and retirement, problems where money has been deposited into the wrong account, inaccurate loss of sick time, and more. We know that in addition to having members who have been unable to pay their bills on time, we have had members who have been unable to pay medical bills or have had to delay treatments entirely due to lack of funds that they were owed by the district. We don't even fully know the scope of the impact of these issues because they have required employees who are untrained in checking financials to take it upon themselves to check these issues out. SLEA has done everything in its power to support the district in correcting these ongoing pay and benefits issues. These issues have been occurring since at least September of this year, but most of them remain unresolved. The district has made payroll errors totaling over \$500,000 that is owed to its teachers but the superintendent refuses to respond to any of the grievances we have filed and district payroll continues to delay providing timely responses to its employees. Because the district has not been forthcoming with all employees about these ongoing problems, SLEA has had to inform employees and create resources to assist them in checking their own pay. When I say SLEA has had to do these things, I am talking about full-time

teachers and staff of this district who work at every school who have had to focus their time and energy on trying to figure out these problems and support each other through these difficult times when this is the district's responsibility. This ongoing issue has undermined the ability of our staff to focus on their jobs and eroded any foundation of trust we once shared with the district. I am here tonight to enlist your assistance in finally bringing about a resolution to these problems and to make sure they never occur on this scale again.

As a teacher in this district I am regularly observed. My teaching practice is rated, I receive feedback about how to improve my practice and am held accountable to standards. If I fail to meet this criteria for success, I can be put on a plan of assistance and my contract can be non-renewed. I would like to see the Human Resources Department, the Finance Office, as well as any others who were involved with these ongoing issues held to such a criteria regarding their responsibilities. When we examine these ongoing payroll issues, we ask ourselves:

1. Over the past few months, has the District consistently and correctly been paying its employees on time? NO
2. Have they quickly resolved the majority of payroll issues? NO
3. Have they responded to communication from employees regarding payroll problems professionally and in a timely manner? NO
4. Have they fulfilled their legal obligations to communicate with the union quickly and transparently? NO

Based on these results, I think it is fair to say that the District is failing to fulfill its obligations and has so eroded our trust in their ability to perform their duties that SLEA is asking you to hire one or more outside financial auditors to:

1. Review the problems and assist the District in correcting all errors (whether they have been reported or not)
2. Determine what caused these issues and resolve them- ensuring that they do not recur.
3. Until trust is restored in the district, they should also provide staff access to a third party financial advisor so that when we have questions or problems, we have a trustworthy contact with whom to consult. Our members do not trust the finance office nor the human resources department. They have disrespected our members and failed us time and time again.

If these steps are not implemented immediately, SLEA will be forced to move forward with its lawsuits against the district for unfair labor practices in order to protect our member's rights. I hope you will take this matter very seriously and consider the

SLEA Msg. to School Board
To be read by Beck at 12/5 School Board Mtg.

implications it will have on our district's ability to function and also its ability to attract and retain qualified and talented staff. Please help us finally resolve these problems by taking these steps now so that we can rebuild the relationship between our District and its employees and refocus our work on our students and how we can best serve them.

Thank you.



Date: December 5, 2022
To: SLSD School Board
From: Tonya Kerns
Subject: Board Policy for Approval-Section D

Relevant Data:

From time to time, changes in law or District practice require changes or additions to board policies. In addition, the district subscribes to a policy review service with Oregon School Board Association and receives drafts that are used to craft policy for South Lane SD.

The policies below have been updated to reflect legislative changes, presented to the Board, and discussed at a Board meeting. Subsequently, the Superintendent and her team have integrated the input from the Board and recommend adoption of these policies.

Staff have incorporated the amendments that were shared with the superintendent and the below policies are now submitted for approval and adoption.

Next Steps:

The Superintendent recommends that the Board of Directors approve the following board policies as updated:

- Section D -Fiscal Management
[First Read June 2022](#)
[Revision- DFEA Admissions to District Activities](#)

Deleted Policies:

DA-Fiscal Management Goals and Priorities
DBEA-AR Budget Committee
DC- Borrowing Funds
DDB-Native American Impact Aid Funds
DDC-Native American Education Program Grants-Title VI Indian Education
DE/DEB/DEC- Revenues from Private, State and Federal Sources
DFB- Revenues from District-Owned Real Estate
DK-Payment Procedures



Date: December 5, 2022
To: Board of Directors
From: Nancy Hall, MBA
Subject: Finance Department Review

Background:

At the end of August 2022 I was approached by Administrative staff at South Lane School District to come in and provide support to the Finance Department. To accomplish this, a contract was entered into with the Oregon Association of School Business Officials (OASBO) to provide my services. After 28 years of experience as a Director in school finance, I have provided similar services to a variety of school districts by contracting through OASBO such as; Lebanon Community Schools, Brookings-Harbor School District, and Hood River County School District. During my years as a Director of Finance/CFO I was also a member of: the ODE Program Budgeting and Accounting Manual (PBAM) committee which assisted in determining the chart of accounts to be used by school districts; the PERS Employer Advisory Group which was formed to give input on how PERS policies impacted various employers; and the ODE Quality Education Commission finance committee which reviewed new program requests and how they impacted the financial reports of school districts.

Analysis:

There have been several issues that have come up that I would like to make note of to the Board.

The first is the challenge faced in the Finance Department when key positions were not filled. This void created a need for one person to fill three full time positions starting in June which was also a critical time of year. Payroll was especially impacted as final pay for fiscal year 2021-2022 was required, plus the new fiscal year 2022-2023 had to be set up. New employees were being hired, and all had to be set up in the system. Staff from other departments were called upon to help with the process which presented its own challenges with getting them trained and entering information correctly. The two open positions in the Finance Department were filled at the very end of August, which also required intensive training be provided. Catching up after several months without key staff is an almost impossible task but it is being accomplished. Districts across the state are being challenged to hire new staff as fewer people are applying for the jobs. As an example, Hood River County School District posted for a position in May and finally

received one application in October. They had even contracted with two outside recruiting firms and still had no luck.

During this period of transition, several payroll issues came up that required extra attention. Most important were: open enrollment with OEBB for insurance coverage; complying with both Collective Bargaining Agreements in provision of benefits to staff and the proration of certain benefits; the District benefit contribution to either an HSA or HRA-VEBA for eligible employees; questions from staff about PERS; and insurance rate tables. Multiple communications have gone out to all staff, as well as a Google sheet for staff to log their questions, and all but the most individual concerns that involve other agencies have been answered.

Staff Recommendation:

Finance Department staff continue to address and correct issues and concerns as they come up. It will take time for all new staff to be fully trained and I am impressed with how quickly this is being accomplished. Multiple Administrative staff meetings have taken place, and multiple communications have been sent to all staff. Continued and timely communication to all groups should be required.

Attachments



Date: 12/05/2022

To: Board of Directors

From: Celia Gowing, Director of Finance

Subject: Payroll Issues

Background:

November payroll went smoother and had fewer questions associated with pay concerns. July and August payroll included payroll issues involving summer school pay, step increases, and deductions.

September payroll included payroll issues involving step increases, deductions, and contributions. For September payroll, we created a google form that allowed staff to submit questions/concerns about their paychecks. We had 243 entries, which represented 43% of paychecks issued. This document included staff name, time and date stamp, building location, specific concern, and columns for noting follow up and resolved dates.

October payroll had fewer issues; however, we discovered that some problems were not completely corrected in September and carried over into October. District office staff went to all buildings on October payday to help answer specific questions about pay and paychecks. We had 137 entries recorded in the google document, which represented 23% of paychecks issued.

November payroll had 40 questions/concerns posted on the google form. This number represents 7% of paychecks issued for November. Of these, less than half required actual corrections. This number is more typical of a normal payroll cycle due to our timecards process.

The specific issues are attached in a separate document. This document includes the question/issues for AD&D deduction, Moda Plan 6 rates and Affordable Care Act calculations, HSA contributions and deductions, HRA-VEBA contributions and deductions, PERS, and 403B deductions and deposits.

Current State:

We have caught up with depositing contributions and deductions for 403(b), HRA-VEBA, HSA, and PERS accounts. Although finance office staff are still learning, they have received training on the payroll process, depositing employee deductions and employer contributions, and have made contact with benefit vendors in order to better understand the payment process and requirements. While we made ourselves available to meet with staff when they requested a meeting, now that staff have learned more and have made the corrections on our end, we are now reaching out to meet with staff in their buildings and departments if there is anything unresolved. The only area we anticipate questions going forward is

around time cards because we still have a paper process. It will be fully addressed when we are completely converted to electronic processes.

Staff Recommendation:

Now that our team understands what is difficult for staff to understand about their paycheck receipts along with deductions and contributions, we are developing tools and processes that will help staff better understand their paycheck information. We are finalizing a presentation that will help staff understand each line item on their paycheck receipts including PERS, 403(b) and other important financial planning tools. We are working to offer a benefits fair to which we would invite our benefit vendors to be onsite to present their products and to help educate staff on how to best utilize the benefits we offer. We will continue to meet with staff and our goal is to make sure staff go to Winter Break feeling confident about all aspects of their pay and benefits. We look forward to becoming familiar with staff on a more personal level as we meet them to address their individual needs.

Attachments

[Payroll Issues July - November 2023](#)

[Grievance and District Communications Timeline](#)



Date: December 5, 2022
To: SLSD School Board
From: Yvonne Curtis
Subject: SIA Annual Report

Background

The Student Investment Account Annual Report must be published on the district website, and provided to the school board. The report reflects the work that we have done this year to serve all students, with a specific emphasis on historically underserved students.

Progress

SLSD has better supported students and families in getting their basic needs met due to the implementation of our team of Community Resource Specialists. At our Early Learning Center, we've added family services including mentoring and early childhood care. With an additional English Language Learner teacher, we are better serving our growing population of students who qualify for this program. With better ratios of adults to students in our kindergarten classrooms, we are already observing higher levels of literacy at grades K and 1. Our Interpretation team supports families who speak Spanish and Mam. Our charter schools are better supporting students with instruction at Ace Charter School and with Community Resources at Child's Way.

Next Steps:

This is the required report by ODE. There is no board action necessary. Yvonne Curtis will answer questions about this report either in a board meeting, or by individual request.

Attachments/Links

[SIA Annual Report 2021-22](#)



Date: December 5, 2022
To: SLSD School Board
From: Yvonne Curtis, Superintendent
Subject: Superintendent Update

- OSBA Annual Convention - 4 Board members attended, three participated in conference online
- Due to canceling schools for Inclement Weather - We adjusted End of Trimester 1 for secondary from December 2 to December 6 and the beginning of Trimester 2 from December 5 to 7.
- Added 36 additional subs, 28 classified and 8 certified since the start of the school year (8/29).
- We were notified by TSPC yesterday that the commission reauthorized the Emergency Sub License rule starting Dec. 1 until May.
- Beginning 2023 on January 3 ALICE training

School Events

12/8 & 12/9 - SWOCC Holiday Lights
12/9 - Harrison Nutcracker 9:00
12/12 - CGHS Winter Spirit Week
12/13 - London Skydome Field Trip k-5
12/16 - PBIS: Avatar 2 Field Trip