



**January 9, 2023
SCHOOL BOARD MEETING
Regular Session
5:30 p.m.**

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)



Meeting Date: January 9, 2023

- I. Call to Order
- II. Agenda Review
- III. Consent Agenda (Action)
 1. 12-5 Draft Minutes
 2. Resignations/LOA/Retirements/New Hires *Attached
 3. Al Kennedy High- Out of State Trip, Lewis & Clark Interpretive Center, Ilwaco WA
- IV. Public Comment
- V. Reports/Discussion
 1. Student Representative Report
 2. OSEA Representative Report
 3. SLEA Representative Report
 4. Harrison- PLC Discussion
- VI. Administrative Reports/Discussion
 1. Superintendent Update
 2. School Board Recognition- Proclamation
 3. Financial Report
- VII. Business (*Action*)
 1. Policy Section D- Fiscal Management *Attached
- VIII. Upcoming Dates
 - January 23, 2023, Special Session
 - February 6, 2023, Regular Session
 - February 27, 2023, Special Session
- IX. 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



SOUTH LANE SCHOOL DISTRICT 45J3

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

Meeting Minutes for Meeting on: December 5, 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 5:31 p.m.

Public Welcome

Chairman Bengtson welcomed the public and reviewed the Agenda.

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

Policy Section D Moved to January

Board Member Duerst Higgins made a motion to approve the Consent Agenda Board Member Settlemeyer asked that number 3. Policy Section D be moved to another meeting Board Member Mort seconded the motion. The motion was passed with a unanimous vote.



Public Comment

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

Bryan Parsons- Spoke on Transgender.

Alandra Albrecht- Spoke on Transgender.

Sarah Leonard- Spoke on Payroll issues.

Ruby Davy- Spoke on Payroll issues.

Dana OKRY- Ruby Davy read a statement on her behalf on Payroll issues (out ill).

Reports/Discussion

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

1. Student Representative Report
2. Bond Financial Update- Carol Samuels, Piper Sandler & Jefferies
Ms. Samuels presented a powerpoint and answered questions as asked.
3. OSEA Representative Report
4. SLEA Representative Report
5. Payroll Issues- Nancy Hall (OASBO) & Celia Gowing provided a report.

Administrative Reports/Discussion

1. Superintendent Update
2. Financial Report – Ms. Gowing report provided
3. SIA Annual Report – Dr. Curtis provided the SIA report
4. State of the District * Due to time this item was moved to a Work Session in January.



Business (Action Items)

1. OSBA Elections –Action

Board Member Duerst-Higgins made a motion to approve Resolution 1 Adopting the proposed OSBA Legislative Priorities & Principals with Board Member Wilhour seconding the motion. The motion was passed with a unanimous vote

Upcoming Dates

- January 9, 2023, Regular Session
- January 23, 2023, Special Session
- February 6, 2023, Regular Session
- February 27, 2023, Special Session

Chairman Bengtson moved the meeting into a closed Executive Session at 8:42 p.m.

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.

Chairman Bengtson reconvened the public meeting at 9:52 p.m. No Board action was taken during the Executive Session.

Board of Directors Correspondence/Reports

Debrief –OSBA Annual Convention * Due to time this was moved to the January Work Session

Adjournment

Chairman Bengtson adjourned the meeting at 9:54 p.m.

Meeting minutes were prepared by Tonya Kerns, Board Secretary.

Date:

Dustin Bengtson, Board Chair

Dr. Yvonne Curtis, Superintendent

BOARD MEETING SPEAKER SIGN IN SHEET



Meeting Date: January 9, 2023

A Visitor May Speak on any topic **listed** on the agenda during Public Comment

***Non agenda items may be introduced and considered**

There will be public comment after approval of the Consent Agenda for citizens to address the Board. If you wish to address the Board, you must sign-up before the meeting begins. Statements by members of the public should be brief and concise.

- ✓ The Board Chair will call your name when it is your turn to speak.
 - ✓ You will address the Board with your public comment limited to **3 minutes** for each individual. Due to time constraints, the board may limit the number of individual comments those related to Agenda Items.
 - ✓ Please sign below, completing all sections. If not completed fully it may result in the inability of the board to call you for public to be heard.
 - ✓ When called, please state your name, relationship to district, place of residence and the subject which you will address.
 - ✓ *If you would like to address the Board on a topic not on the Agenda Please submit a request in writing to the Board Secretary
- **Public Comment Request-Non Agenda Item Form.

NAME	ADDRESS	TOPIC	IS TOPIC ON AGENDA?
Bryan Parsons	Sent via email	Transgender Policies	No
Cheryl Mueller	via email Request	test scores and Policies	No
Lindsay Parsons	via Email Request	Parental involvement - Transgender Policies	No
Dacia Marsh	via email request	Incident @ HS	No

Hi,

I would like to comment at the Public Comment portion of the school board meeting this Monday.

2
Cheryl Mueller

33339 Craig Loop

Cottage Grove, OR. 97424

(541)517-2518

Muellercheryl@rocketmail.com

Subject: test scores and policies

Thank you,

Cheryl Mueller

Hello,

I would like to share a public comment at the Jan 9th board meeting. My comment is regarding parental involvement and transgender policies. My speech is attached in the form of a letter.

My address is 1507 Harvey Rd, Cottage Grove, OR.

Phone is (541)603-6682.

Thank you,

3
Lindsey Parsons

Copy of Lindsey Parsons letter...

Good morning,

1
I have previously requested to speak at tonight's board meeting. My name is Bryan Parsons. I am a teacher in the South Lane School District and my address is 1507 Harvey Ln. Cottage Grove. I will be speaking on the topic of transgender policies in our school district. Please include the attached letter to the board in tonight's materials.

Thank you,

Bryan

To whom it may concern:

I have shared with you previously about the dangers of Transgender policies especially the risk of sexual abuse and the high rate of suicide caused by the ideology itself. I have also shared about the physical harm that transgender treatments inflict on transgender students. Last month, I spoke on the logical flaws of transgender ideology. Today, I hope to show that by promoting transgenderism through policies such as using preferred pronouns, offering cross sex bathrooms, and teaching that the lifestyle is a healthy alternative we are pushing an unfounded belief system.

Transgender ideology is rooted in a system of beliefs. This is often not recognized because these beliefs are implicitly taught by our culture in many ways. First, Sexual fulfillment is fundamental to being human. Second, Identity is determined mentally and psychologically in one's own mind. Third, external factors such as biology have no bearing on self identity. Fourth, bringing the body in line with this perceived self identity is good even to the extent of surgical removal of body parts or being permanently medicated. Fifth, all self determined sexual expressions are valid and healthy. All these beliefs are assumed and promoted in transgender ideology, yet none of these beliefs are verifiable facts. In fact, some of them can be shown to be false. These beliefs are assumed when a teacher calls a student by their preferred pronoun and when a school district tells teachers that they must use a child's preferred pronoun.

Transgender ideology is not the natural, neutral, nonreligious position. You cannot come to this ideology without prerequisite beliefs. Beliefs that many in this school district cannot agree with. We should not pretend that transgenderism is scientifically based, flowing from an honest and unbiased study. Rather it is deeply biased, ideological, and philosophical. A school district has no right to teach beliefs as fact.

Furthermore, transgenderism is being promoted through policies and taught in classrooms as a healthy alternative lifestyle, yet the other side of this issue is not to be discussed. As a teacher, it is my job to give my students a well rounded education and not protect them from true information. In fact, I might be willing to teach on this issue in my classroom so long as I had parent permission and could share with my students sources from both sides of the issue. I assume, however, that I would never be allowed to share much of the pertinent information needed to have a well rounded understanding of this topic such as the health and psychological implications that I have discussed previously with this board. In an effort to be inclusive, we have become narrow-minded, one sided, and nonacademic. We have bent over backward to accommodate and promote an ideology, but have ostracized many decent people who are now too scared to speak their mind.

A school district has no right to catechize children in this way. It is the role of parents to help children formulate beliefs. A school does not have legal custody of children, and yet they are hijacking their minds with this ideology. Many parents have spent a lifetime of hard work and tears to raise up children with a strong moral framework only to have all their efforts demolished by the school system. I am confident that if parents knew in detail the sorts of things that are

January 8, 2023

To the South Lane School District Board:

I've been a resident of Cottage Grove for 13 years. I'm disturbed by the lack of transparency between schools and parents regarding their child's gender. From my experience, this will only harm the kids who are struggling like I once did.

I grew up in the suburbs of Chicago and began to feel unsafe as a girl when I was sexually assaulted by a male neighbor. I didn't tell my parents, and instead I tried to be like a boy by wearing a sock in my underwear at school. Still I was bullied and sexually harassed for being a skinny, hispanic female. I began to hate boys and resent weak girls. I wanted to be invisible. I was terrified of puberty because I didn't want my body to draw anyone's attention. Showering in the girls locker rooms was very stressful, so I often hid in the lockers. I was most comfortable in baggy clothing. In my dreams at night I was often a male hero. I kept it all a secret and was depressed, ashamed, and isolated from my peers and my family.

My parents never questioned my baggy clothing or disinterest in having a boyfriend. But my mom saw my depression and low grades and intervened. What changed my life was her taking me away from the social pressures, and helping me build stronger relationships with my family, church, and Jesus Christ. Through these relationships, I began a gradual process of learning to feel safe and embrace my body and womanhood.

If I was a child today, I would have been further alienated from my parents as the school encouraged me down a path toward transgenderism, without my parents' knowledge. I may have gone as far as surgery, because there were definitely times I wanted to remove my female parts. I'd be robbed of the greatest joy in my life—birthing and nursing my 5 kids. And in spite of seeming to get what I wanted: **to be like a boy**—I would not have gotten what I needed: **to heal the little girl in me.**

Most gender dysphoria is a reaction to social pressures and trauma. The majority will resolve if we remove the social pressures through anti-bullying and harassment (which schools are doing), and also heal the underlying trauma through *relationships*—the most important one being the family. For a school to hide gender details from parents will further isolate kids from the very relationships they need most. It is not only extremely harmful to kids, but it is a violation of a parent's FERPA rights to inspect and review their child's education records.

I and many other parents want to see schools respect our role as a parent by:

1. Leaving the teaching of gender and sexuality up to us as parents.
2. Always telling us when our child changes name or pronouns.
3. Welcoming parents in the classroom, and allowing us to view curricula instead of getting defensive.

On October 25th of this school year, [REDACTED] brought my son into [REDACTED] office, due to my son throwing a piece of pineapple in the cafeteria during lunch. Upon the handoff [REDACTED] stated "I'm so mad right now, I'm going to rip his fucking face off".

I have volunteered and/or worked within the District since 2012. I have completed online trainings regarding the way we should treat our students, I have sat in on other developmental information regarding teaching, and I know that we are supposed to be a safe place for our students. I'd like to know when it became acceptable for staff to treat or speak to students in that manner? Show me in our handbook where we treat each other that way? If my son had spoken to a teacher that way, there would have been an immediate consequence. If I was to speak to a student or a staff member that way, there would be an immediate consequence.

I have continually reached out via email to the Superintendent, I have emailed board members, I have made phone calls to the District Office, I have physically gone down to District Office, and I have filed a formal complaint. I am disgusted that this kind of treatment appears to be acceptable, considering, nothing has come of it?

On October 27th, [REDACTED] proceeded to pull my son out of class to say he had been "hot headed" 2 days prior. The last time my son had seen this man, he was threatening and yelling at him. [REDACTED] was also very aware that complaints had been made regarding his previous behavior. It is highly inappropriate to pull a student out of class to have a private and intimidating conversation when there are complaints against you, the staff member, and you haven't even had a conversation with the parents to rectify the disgusting behavior.

Our District slogan is "Children Come First".

This incident and the way it has been handled, or lack thereof, does not represent "Children Come First".

I am asking that [REDACTED] be investigated and have repercussions, for their mistreatment of my son. Think about the trauma and mental health effects it has on a student who was always taught to respect authority. Only to be given mistreatment by authority and have it followed with how you the student are in so much trouble and you are the problem. What about the threatening, intimidating, and lack of acknowledgement of the authorities' poor behavior?

I am also asking that the Board look into the Superintendents mishandling of this situation.

Lastly, I ask that there be a clearer, more precise complaint process and timeline for future use.

Thank you

To whom it may concern:

I have shared with you previously about the dangers of Transgender policies especially the risk of sexual abuse and the high rate of suicide caused by the ideology itself. I have also shared about the physical harm that transgender treatments inflict on transgender students. Last month, I spoke on the logical flaws of transgender ideology. Today, I hope to show that by promoting transgenderism through policies such as using preferred pronouns, offering cross sex bathrooms, and teaching that the lifestyle is a healthy alternative we are pushing an unfounded belief system.

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Furthermore, transgenderism is being promoted through policies and taught in classrooms as a healthy alternative lifestyle, yet the other side of this issue is not to be discussed. As a teacher, it is my job to give my students a well rounded education and not protect them from true information. In fact, I might be willing to teach on this issue in my classroom so long as I had parent permission and could share with my students sources from both sides of the issue. I assume, however, that I would never be allowed to share much of the pertinent information needed to have a well rounded understanding of this topic such as the health and psychological implications that I have discussed previously with this board. In an effort to be inclusive, we have become narrow-minded, one sided, and nonacademic. We have bent over backward to accommodate and promote an ideology, but have ostracized many decent people who are now too scared to speak their mind.

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being taught and promoted by our school district, they would be very upset. In fact the parents I have spoken to about this issue are very upset. Some of them are here tonight.

I have heard talk among this board about losing students to homeschool. Despite being a teacher in the South Lane School District, my five children will never attend a school here for this very reason. I know many other homeschooling families who feel the same.

The South Lane School District needs to take decisive action on this issue. Inform your teachers that they are not required by law to use a student's preferred pronouns. Make it a policy to inform parents any time a student requests to be called by an alternate name or pronoun, or uses a cross sex bathroom. Adopt a health curriculum that does not promote transgenderism as a healthy alternative. Teach our students how to disagree in a healthy way on these topics rather than insisting that they agree.

Thank you for your time. Please contact me for more information, or to discuss this issue further.

Sincerely,

Bryan Parsons
541-942-0123

January 8, 2023

To the South Lane School District Board:

I've been a resident of Cottage Grove for 13 years. I'm disturbed by the lack of transparency between schools and parents regarding their child's gender. From my experience, this will only harm the kids who are struggling like I once did.

I grew up in the suburbs of Chicago and began to feel unsafe as a girl when I was sexually assaulted by a male neighbor. I didn't tell my parents, and instead I tried to be like a boy by wearing a sock in my underwear at school. Still I was bullied and sexually harassed for being a skinny, hispanic female. I began to hate boys and resent weak girls. I wanted to be invisible. I was terrified of puberty because I didn't want my body to draw anyone's attention. Showering in the girls locker rooms was very stressful, so I often hid in the lockers. I was most comfortable in baggy clothing. In my dreams at night I was often a male hero. I kept it all a secret and was depressed, ashamed, and isolated from my peers and my family.

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I and many other parents want to see schools respect our role as a parent by:

1. Leaving the teaching of gender and sexuality up to us as parents.
2. Always telling us when our child changes name or pronouns.
3. Welcoming parents in the classroom, and allowing us to view curricula instead of getting defensive.

The only way a child can have the underlying issues properly addressed is if the school and parents work together. The healing process can't be led by a teacher who only gets the child for a brief period of time. The child needs a consistent adult—their parent or guardian—to give them long term support. You may think parents are not as equipped to handle their child's issues. Tell that to my single mom, who was a high school drop out, and a minority in poverty, but still found a way to help me.

I recognize you have a lot of pressures on you—from the ODE and from parents. But remember that it is the *parents*, and not the recommendations of the ODE, that are the ultimate authority over the kids in your care.

Sincerely,

Lindsey Parsons

Linz.parsons@gmail.com



Date: 1/9/23
To: SLSD School Board
From: **Becky McCoy Co-President**
Subject: **SLEA Update**

Background/Analysis of Situation

-In regards to our ongoing pay issues, as of today between 10-15% of our members still have outstanding payroll issues. 5 are confirmed as witnesses should we go to Arbitration and not reach a settlement.

-Despite efforts by HR and payroll, members are still reporting a lack of communication and frustration at not knowing how and when issues will finally be resolved.

-After the December Board Meeting, enough problems with communication persisted that SLEA had to pursue legal action against the district. The District was 3 weeks late in responding to our Settlement Offer (and a Settlement would make all grievances and lawsuits go away). SLEA is currently working on its counter.

-current climate: tired teachers, staff absences seem down and rotating substitutes have helped relieve some staffing issues (in the buildings that have them), however at other buildings we are hearing reports of teachers being asked to work during their prep times to cover unfilled absences. Right now we are starting to gear up for parent-teacher conferences and it is challenging to prepare for long, 12 hour work days and the extra work to prepare with these current situations still ongoing.

-We are excited for contract mediation to take place at the end of January and for the contract to finally be settled HOWEVER, we are frustrated that bargaining is taking place during the school day which means that our bargaining team must get substitutes and our members cannot support their efforts by joining them in person. Many members are reluctant to commit to returning next year without a current contract and with persistent unresolved pay issues.

South Lane School District 45J3
Board of Director's Financial Report
December 31, 2022 (Unaudited)

REVENUES	2021-2022	21-22 Received	2022-2023	2022-2023	Budget	Percent of
	Budget	YTD	Budget	Received YTD	Balance	Budget
Property Taxes	7,706,986	50,621	8,169,338	7,548,425	620,913	92%
Other Local	396,000	82,384	300,000	88,862	211,138	30%
Intermediate Sources (Cnty Sch Fund)	65,000	-	65,000	58	64,942	0%
State School Fund	23,111,985	9,751,295	25,250,767	14,776,326	10,474,441	59%
Other State Sources	502,740	9,966	535,000	175,774	359,227	33%
Federal Sources	54,000		129,000		129,000	0%
Beginning fund balance	3,000,000		5,637,126		5,637,126	
					-	
Total Period Revenues	34,836,711	9,894,266	40,086,231	22,589,445	17,496,786	

EXPENDITURES by Object	2021-2022	21-22 Spent	2022-2023	2022-2023	Budget	Percent of
	Budget	YTD	Budget	Spent YTD	Balance	Budget
Salaries	16,630,108	3,475,718	18,193,038	6,589,692	2,037,408	36%
Employee Benefits	9,623,020	1,893,112	10,381,143	3,554,285	2,129,806	34%
Purchased Services	3,858,716	1,523,196	5,399,950	2,977,712	2,400,235	55%
Supplies/Materials	1,055,343	292,778	1,142,900	414,272	704,419	36%
Other Expenditures	3,669,524	413,769	4,969,200	440,378	4,528,617	9%
Transfers						
Contingency & Reserves						
Total Period Expenditures	34,836,711	7,598,573	40,086,231	13,976,338	11,800,485	35%

Informational only: EXPENDITURES by Function	2021-2022	21-22 Spent	2022-2023	2022-2023	Percent of
	Budget	YTD	Budget	Spent YTD	Budget
Instruction	18,437,823	3,655,363	21,229,269	7,439,813	35%
Supporting Services	13,138,044	3,943,210	14,339,962	6,536,525	46%
Other Uses					
Contingency & Reserves	3,260,844		4,517,000		
Total Period Expenditures	34,836,711	7,598,573	40,086,231	13,976,338	35%



Date: January 9, 2023
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: January 9, 2023
To: School Board
From: Finance Director, Celia Gowing
Subject: Payroll Process Improvements

Update on December Payroll:

Corrections - We had corrections for both missing hours (3 staff) and missing stipend (1 staff) for December payroll. One additional check was issued and the others would have hours/stipend added to January pay. Although we have made several corrections to HRA-VEBA accounts in November and December. We still have additional corrections to make that will be done in conjunction with January payroll.

Questions - We continue to have questions regarding contributions and deductions. With PERS questions, we have been providing screenshots to employees of what we report to PERS . Questions about benefits (403b, HRA-VEBA, HSA, etc,) relate to what staff can see in their individual accounts and what we report as being paid. We have asked staff to provide copies of their statements so that we can see how contributions are being applied. This will help us as we follow up with vendors.

Process Steps/Relationship Building:

Payroll email strategy - After meeting with Union leaders, we agreed to send out a weekly email updating the status of payroll questions, concerns, and processes. I started these emails on 12/9 and have continued weekly - except for 12/30.

Payroll Group Email - We replaced the google sheets with a payroll group email. We have had staff contact us using this email address and it seems to be working. This email allows us to collect staff payroll questions/concerns in one place that can be managed more efficiently than the google sheet. This information will go directly to both me and Sherri and will allow us to better track questions and responses. Our goal is to have a response to you within 3 business days.

Grievance remedies -

- Prorated HSA contributions - all prorated amount have been restored to the full district contribution
- Rounding insurance premiums - Insurance premiums have been adjusted to prior year rounding policy and differences in premium amounts have been repaid

Staff Education - We are working with our vendors (PERS, OEBA, American Fidelity, etc.) to have them on site to help educate our staff on their personal finance decisions.

403(b) - We are starting the process of calculating potential losses. We will identify a financial advisor to review our calculations and then verify the information with each employee. My goal is to have calculations complete and posted to individual accounts no later than the end February.

Meetings in Each Building - I am working with administrators to schedule time to be in all buildings at least once per month. Additionally, we continue to meet with individuals staff.

W2 Forms

We are completing the process of filing our December 31 payroll tax reports to both federal and state agencies. We have also started processing and reviewing W-2 forms. We will keep you posted on when these forms will be completed.



Date: January 9, 2023
To: SLSD School Board
From: Yvonne Curtis, Superintendent
Subject: Superintendent Update

- **ALICE Training** - January 3 - Police from Cottage Grove, Springfield, Eugene and Sheriff - complimentary of our process.
- Long Range Facility Plan Process - canceling the January 12 meeting. Revising the process to engage more community members earlier in the process. Meeting with Marlene on January 13.
- Integrated Process January 13 - Focus is CTE
 - Team members - HS CTE Coordinators - Ricardo Flores and Brandi Rudicel/
 - Principals - CGHS Kevin Harington, LMS Bill Bechen, AKHS Halie Ketcher
 - HS - Career Counselor - Lacey Guest
 - Superintendent - Yvonne Curtis
 - Parent - Andreas Lopez-Moya
- Human Resources - David Brewer Interim Director
 - Day to day
 - Alignment of HR/Payroll processes
 - Prioritize and develop training for HR staff
 - Staffing & Hiring Processes alignment
 - Administrator support - policy, law, contracts, CMC meetings, employee discipline
 - Title IX
- Finance - Nancy will continue to support Celia and finance work.

School Events

1/11 - 4:00-7:00 SLSD Book Club at LMS Library
1/12 and 1/13 - 8:00-4:00 CEL Observations at LMS and CGHS
1/13 - AKHS - Snow Board Trip
1/13 - Lane County Integrated Process County Engagement
1/19 - Dorena Literacy Family Night 5:30-7:30
2/1 - 4:00-7:00 SLSD Book Club at LMS Library
2/3 - 8:00-4:00 CEL Training for Administrators and Teacher Leaders