

To South Lane School Board Members,

First, thank you for contributing your time and energy for the children of South Lane. You experience wonderful moments and also make challenging decisions. I am aware of the difficult situation regarding unvaccinated staff members. I appreciate your ability to stay within guidelines and make the right decision for the safety of students, staff and families. Thank you!

I am aware of a movement in another direction. If I can assist in any way, via email or verbal support, I am happy to provide support.

Jean Harris

Retired South Lane teacher

Active South Lane substitute

541 953-0268

Dear School Board members,

As a business owner in Cottage Grove and a member of several different organizations and boards in the South Lane, I wanted to reach out and express my gratitude and support for the measures you have taken to protect our community from the spread of COVID-19 and its variants.

I find myself getting frustrated, sad, and angry at times when I hear of the ways in which you have been attacked personally for making these decisions. I was raised with a solid understanding and appreciation for public benefits--schools, healthcare, social services, infrastructure, etc.--and what it takes to keep those things going in order to (theoretically) ensure access to at least the basic standards of living for everyone in this society. Folks who are angry and frustrated with the way that this pandemic has been (mis)handled since it began, and take that anger and those frustrations out on their own neighbors, who have given hours of time and energy to serve on a board with limited control over what to do with the limited information they are given, are showing me that they are selfish and uncaring.

We live in a nation guided by a Constitution which grants certain unalienable rights to all citizens. At the same time, the framers balanced these rights with the health and safety of our community, as evidenced by the 1905 US Supreme Court decision in *Jacobson v. Massachusetts*:

"Speaking for the 7-2 majority, Associate Justice John Marshall Harlan wrote that the Constitution 'does not import an absolute right in each person to be at all times, and in all circumstances, wholly freed from restraint.' He reasoned, 'A community has the right to protect itself against an epidemic of disease which threatens the safety of its members.' Its members 'may at times, under the pressures of great dangers, be subjected to such restraint, to be enforced by reasonable regulations, as the safety of the general public may demand.'

Decades later, another justice, Arthur Goldberg, would summarize Harlan's line of reasoning this way: 'While the Constitution protects against invasions of individual rights, it is not a suicide pact.'"

(from *The Coronavirus and the Constitution*, UNH Today September 15, 2020 <https://www.unh.edu/unhtoday/2020/09/coronavirus-and-constitution>)

The implied contract between elected officials and their constituents is that the former will make decisions which serve the common good, and the latter will ensure that the decisions made will treat every citizen equally without infringing on those rights. More and more I am made aware of the value of a fully supported public education system where students and families can learn to evaluate information, discuss current events and place them in the context of historical events from a wide range of perspectives, and to continually strive for a better world for all beings. To withstand this current tide of misinformed, misdirected anger and vitriol takes an awesome amount of patience and understanding, and I am grateful for you.

With thanks and support,

Samantha Duncan

Owner, The Health Hub

Coodinator, Be Your Best Cottage Grove

Subject: Thanks for enforcing vaccinations

Date: 11/16/21 16:21

From: Clary Zedrin <claryzedrin@gmail.com>

To: Public.comment@slane.k12.or.us

I just want to say that my family really appreciates that SLSD has enforced the mandate requiring all staff members working at South Lane to be vaccinated, as well as the mask requirements. Not only does it make my husband and me feel like you are doing what you can to protect our child, but it makes our son more comfortable going to school.

Our son is uncomfortable being around people he knows are not vaccinated. He was relieved when he found out that all off the people working at his school (Bohemia) would be required to get their vaccinations. (He will be getting his first shot tomorrow, and is glad he can finally get it.) He actually cheered when he found out that masks would be required.

Thank you again for helping to protect the children of our community during these trying times.



Sincerely,

Debra Lancaster

Sent from my iPhone

BELOW ARE SNIPS OF EMAILS From Community that wanted to SPEAK at our NOVEMBER 8th Meeting



Board meeting

From **Alicia Engle** 
To **public.comment@slane.k12.or.us** 
Date **11/08/21 08:29**

Alicia Hock
1421 E Washington ave
aliciaengle77@icloud.com
11/08/2021
I would like to speak about how this effects my child directly.

Sent from my iPhone

Right to speak.

From **Ashley Clarke** 
To **public.comment@slane.k12.or.us** 
Date **11/07/21 17:42**

My name is Ashley Clarke

33820 Cea Jac Rd
Cottage Grove Or
97424
tantrumbeauty@gmail.com
11/7/21
Topic of Covid Vaccines and Teaching staff



Date: Dec 6, 2021
To: SLSD School Board
From: Sheila Heley
Subject: Union Report

Classified union address to SLSD school board:

Good afternoon, everyone. My name is Sheila Heley and I am Vice-President of the South Lane classified employees union.

At last month's school board meeting we let you know about the work our union leadership is doing this fall with the District HR department in our CMC meetings regarding the wage differential for our bi-lingual employees.

Another area of great concern is the Bus Aides. We have in the past had upwards of 8 of these employees. Currently, we have either 2 or 3 remaining. When our contract was negotiated this past year, a survey was done by the District to align our wage scale with other surrounding Districts. Bus Aides had been earning the same hourly wage as E.A.s before the survey. Unfortunately, in a huge oversight, after the District survey they now make less. These employees are hard working individuals who at times are hit, spit on, cussed at, as well as, trying to keep others safe on the bus. This includes the driver of that big yellow thing on wheels. There are times when there are up to 10 or more kids on a bus with the driver and bus aide.

The other area that I would like to speak about today are the Special Education E.A.s who are classified as general E.A.s. These E.A.s, in addition to supporting the SPED teacher in groups with students, are now also performing clerical/secretarial duties. I currently work at Lincoln Middle School doing this particular job. These are duties that we do that are above and beyond our General EA title:

We schedule all IEP meetings for SPED Teachers, including SAL, Bridge and Community Classrooms. Coordinate calendars and schedules for these meetings. Create events on the School Calendar and set up Google Meets or in person meetings. Invite appropriate staff, specialists, parents/guardians and advocates to meetings. Create draft IEP documents and input initial information, create and mail the notice of team meetings to parents/guardians. Make reminder calls to parents prior to scheduled meetings. Print completed IEPs and mail home, file school copies of IEPs and paperwork in the student's file. Print progress reports, copy, mail and file at the end of each term. When a SPED file comes into the building, we make sure that they are put together correctly, separating out the Eligibility, Current IEP, Miscellaneous and Past IEPs into specific sections. We also have class periods that are assigned to SPED Classrooms as an EA where we run small groups. Part of the day is also filled with supervisory duties and other classroom assignments.

It is definitely time to update the job description for these particular positions as well as adjust the hourly wage to meet the added responsibilities of the position. These are hard working employees in our district and we would be lost without them.

Thank you for your time.

--

Sheila Heley



South Lane School District Superintendent Report

Thank you to the School Board for approving November 24 as a full-day of planning and wellness.

Staff at every level were grateful for the opportunity to plan for the final push to help students complete work before the end of the trimester. Then a brief moment of wellness before beginning our holiday weekend was appreciated by all!

Today, schools began the second trimester of inperson school!

Some schools resume field trips and winter concerts

AKHS - SWOC Field Trip 12/09-12/10, PBIS Field trip 12/7

CGHS - Winter Spirit Week 12/13-12/17, Band & Choir Concert 12/15

Dorena - K/1 Field trip to Row River Nature Park & Ponds 12/16

Harrison - 12/6 - Fire Truck visit, Winter Spirit Week 12/13-17, Parent Club 12/14

LMS - Jazz & Concert Choirs 12/9

London - 12/7 PTC Meeting

Departments

Communications & Superintendent

- *New Website - special thanks to Tonya Kerns, Margie Young, Cassidi Howard, Janiece Crowe*
- *Continue with revision of policies*

Teaching and Learning

- *Professional Learning Communities - Our key strategy for providing multi-tiers of support*
- *Skillful Teacher - (ATSR)*
- *Student Voice - Administrators deeply listening to students about how they experience school.*

Human Resources - New Hires

- *Brittney Foley*
- *Taylor Carney*
- *Equity Coaching Cadre - Coach and funding provided by the WREN*

Business and Finance:

- *Cross Training*

Student Special Services

- *Hiring process for elementary counselors*

Community

- *Beeper Show*
- *Chamber - Thank you to Tonya Kerns, Michelle Taylor and Teresa Boyce for decorating out tree and other district office staff for contributing decorations*
- *Rotary*
- *Peace Health Board*

OSEA CMC

- *Continue working on areas of the contract identified during bargaining that needed work*

SLEA

- *Leadership*
- *Looking towards opening up contract negotiations in January*

COVID-19:



Date: December 6, 2021
To: SLSD School Board
From: Dr. Yvonne Curtis, Superintendent
Subject: Superintendent Evaluation

Background

For the 2021-2022 school year, the Superintendent Evaluation included the following:

1. Board members evaluated the Superintendent on the Superintendent Standards using the criteria and rating scale recommended by the Oregon School Board Association in their [Superintendent Evaluation Handbook](#).
2. Superintendent provided her Self Evaluation on these standards using the same criteria and rating scale.
3. Superintendent reported Mid-year Progress and March update on her goals.
4. While the Board had decided to wait on a targeted survey, a targeted survey was created, administered and scored in late winter. This process inserted late in the year delayed the completion of the superintendent evaluation until late May.
5. The Board met in executive session to review the following documents:
 - a. Superintendent's Self Evaluation on the Superintendent Standards
 - b. Board members ratings of on the Superintendent Standards
 - c. Superintendent Board reports 1) Mid-year progress on strategic plan, 2) March update on strategic plan
 - d. Results of the targeted survey

At the November 1, 2021 Board meeting and first reading of my first draft of this report, the Board recommended that my goals be reduced to "only the work that must be completed this year" and that we reduce the workload for staff including the Superintendent.

Superintendent Proposal

We keep the same process, tools and evidence for the 2021- 2022 School-Year. Additionally, I propose the timeline provided below in order to ensure the process meets the timelines in my contract. Provide the Superintendent with a summary of the feedback from the targeted survey.

Timeline for Completion

November 1 - Draft of Evaluation Process and draft superintendent goals presented to the Board
December 6 - Board vote on final plan for Evaluation process and Superintendent goals
January 10 - Mid-year progress report on Superintendent Goals
January 21 - Superintendent notifies those who will be surveyed
January 24-28 - OSBA implements targeted survey
February 7 - Superintendent provides self evaluation to the Board

February 14 - Board meets in Executive Session to review survey results, evaluate the Superintendent on the standards, review all documents, discuss their ratings on the standards and finalize feedback to Superintendent

Superintendent Proposal for 2021-2022

I recommend that the Board use the following scale for evaluation of progress on my goals.

4 = ACCOMPLISHED | 3 = EFFECTIVE | 2 = DEVELOPING | 1 = INEFFECTIVE

Documents for Evaluation

1. January Goals Progress Report (Superintendent)
2. Superintendent Self-reflection on Superintendent Standards (Superintendent)
3. Board members evaluation of Superintendent on Standards (Board)
4. Feedback Report on Targeted Survey (Board Chair)
5. Final Evaluation (Board)

Timeline for Completion

November 1 Draft of Evaluation Process and superintendent goals presented to the Board for first reading and Board provided feedback

December 6 Revised Draft Evaluation Process and Superintendent goals presented for second reading. Board votes on final plan for the evaluation process, rating criteria, scale and Superintendent goals

January 10 Mid-year progress report on Superintendent Goals

February 7 Superintendent provides self reflection on goals to the Board

February 14 Board meets in Executive Session to review progress report on the goals, the superintendent self-reflection and discuss ratings for final Superintendent evaluation.

March 7 Executive Session to provide feedback to the Superintendent in closed session

March 14 Board votes on final evaluation in open session

May 2 Year-end summary report on goals and state of the district

Goals and Actions

Superintendent Goal #1 - Climate and Culture - Be the Hope! Develop a healthy, collaborative, collegial and culturally responsive adult learning culture across the district

1.1 Be present in schools, classrooms, sports events and community events .

1.2 Develop a plan to alleviate stress on staff at all levels

1.3 Coach, guide and supervise Directors and Early Learning and Family Services

Superintendent Goal #2 - Students Ensure the adequate professional development, time to learn and practice and resources to support the instructional needs of all students

Superintendent Goal #3 - Ensure the development of Tier 2 and 3 supports for students' social, emotional and mental health

Superintendent Goal #4 - Systems - Ensure systems integration and alignment work is achieving our desired outcome to become effective, efficient and equitable

Superintendent Goal #5 - Guide and support the transition in human resources department

Superintendent Goal #6 - Ensure budgets and expenditures support existing programs and services and plan for sustainability of programs and services

Superintendent Goal #7 - Provide opportunities for the Board to learn about district programs
