



SOUTH LANE SCHOOL DISTRICT 45J3

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

June 6, 2022 SCHOOL BOARD MEETING

Budget Public Hearing (2022-2023)
Regular Session Immediately Following
5:30 P.M.

MEETING LOCATION
[Zoom Link Click Here](#)
Virtual

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.

At this time, due to the spread of the COVID-19 virus, our meetings will be conducted in a hybrid format until further notice. This means that all Board members and the Superintendent will be present online and when possible, in-person in the boardroom. Citizens are 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 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.

We look forward to hearing from our community.
For additional information contact:
South Lane District Office

(541) 942-3381 (phone) * (541) 942-8098 (fax)



Meeting Date: June 6, 2022

- I. Call to Order
- II. Agenda Review
- III. Budget Public Hearing
Public Input on 2022-2023 Approved Budget
- IV. Adjournment of Public Hearing
- V. Regular Session
- VI. Consent Agenda (Action)
 1. 5-2 Draft Minutes
 2. 5-16 Draft Minutes
 3. 5-23 Draft Minutes
 4. Resolution 22-12 Adjusting Beginning Balance-Supplemental Budget
 5. Resolution 22-13 Adoption of the 2022-2023 Budget
 6. Resolution 22-14 Appropriations & Resolution 22-15 Imposing the Tax
 7. Resignations/LOA/Retirements/New Hires *Attached
- VII. Public Comment
- VIII. Reports/Discussion
 1. OSEA Representative Report
 2. SLEA Representative Report
 3. Student Representative Report
- IX. Administrative Reports/Discussion
 1. Superintendent Update
 2. Federally Qualified Health Center Update
 3. RFP Decision on Technical Assistance Grants
 4. Recommendation for District Survey (Climate Survey)
- X. Business (Action Items)
 1. Policy Section D OSBA Re-Write, 1st Read *Action*



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XI. Upcoming Dates

- June 11, 2022, Al Kennedy School Graduation 10:00 a.m.
- June 11, 2022, Cottage Grove High Graduation 2:00 p.m.
- June 16, 2022, 8th Grade Promotion Drive-Thru 6:00-7:30 p.m.

XII. Board of Directors Correspondence/Reports

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

XIII. Adjournment



Date: 6-6-22
To: SLSD School Board
From: Nadira Rizkallah Director of Human Resource
Subject: Personnel Changes

STAFF RECOMMENDATION:

Approve the personnel action for licensed employees as reflected below.

New Hires

New Hire, Sarah McLean, 0.33 FTE, BOH

New Hire, Emilia Reed, 1.0 FTE, BOH

New Hire, Eva Murtaugh, 1.0 FTE, CGHS

New Hire, Joel DeBruhl, 1.0 FTE, CGHS

New Hire, Abigail Ladd, 1.0 FTE, CGHS

New Hire, Kelly Cunningham, 1.0 FTE, CGHS

New Hire, Dana Combs, 1.0 FTE, CGHS

New Hire, Rachel Gragg, 1.0 FTE, CGHS

New Hire, Wade Clark, 1.0 FTE, CGHS

New Hire, Holly Carnes, 1.0 FTE, HAR

New Hire, Sofie Borders, 1.0 FTE, HAR

New Hire, Ryan Merchant, 1.0 FTE, HAR

New Hire, Gabrielle Howe, 1.0 FTE, HAR

New Hire, Everett Somers, 1.0 FTE, LMS

New Hire, Nicholas Mountainspring-Stenkamp, 1.0 FTE, LMS

New Hire, Wyatt Mahaffy, 1.0 FTE, LMS

New Hire, Lisa Churchman, 1.0 FTE, LMS

New Hire, Nathan Ryan, 1.0 FTE, LMS

New Hire, Emily Johnson, 1.0 FTE, SOLO

Resignations/Retirements at End of 21-22 School Year

Resignation, Taylor Boxberger, 1.0 FTE, CGHS

Resignation, Lance Faxon, 1.0 FTE, CGHS

Resignation, Shelly Swearingen, 1.0 FTE, CGHS

Resignation, Tracy Terrall, 1.0 FTE, SOLO

LOA 22-23, Olivia Denton, 1.0 FTE, HAR

LOA 22-23, Stephen Sadiq, 1.0, DOR



SOUTH LANE SCHOOL DISTRICT 45J3

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Meeting Minutes for Meeting on: May 2, 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:
Sopheary Herrington- AKHS

Call to Order and Flag Salute

Board Chair Dustin Bengtson called the meeting to order and led the flag salute at 5:30 p.m.

Chairman Bengtson welcomed the public.

Consent Agenda (Action)

1. 4-4 Draft Minutes
2. 4-18 Draft Minutes
3. Resolution 22-08 Contingency Transfer
4. Resolution 22-09 Transferring Appropriations
5. Resolution 22-10 Unanticipated Specific Purpose Revenue
6. Resignations/LOA/Retirements/New Hires *Attached

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



Public Comment

Reports/Discussion

1. OSEA Representative Report- Not Present
2. SLEA Representative Report- Not Present
3. Student Representative Report
Sopheary Herrington – She shared the Wildlife Fire Fighting training that has been brought to Kennedy Students and again the excitement felt by students to have an indoor Prom.
4. Aquatic Center- Aquatic Supervisor Joshua Norton Provided a PowerPoint Presentation.
5. Solo Academy- Principal Aimee Cooper Solo Academy Provided a PowerPoint Presentation.
6. Early Learning Center –Presentation 6:41
DHS has asked to present and share the Guatemalan population. Introduces herself. 22 years ago youth transition program at cghs
Nanci Strickland 1991 student teaching and she started was the model resources center. Dedication in 25 years first class held in Brian McCaslines office here at DO with Steve Swisher as Superintendent
*Built from a team of 3 to now after the pandemic a team of 23 (or 24)
*Over 90 on the SOUP on the resources for the online—hybrid model in the Fall

15th Night – Homeless Youth (with the McKinney Vento) make it more robust
Shared the Program officers who came from out of ZOOM Meetings
JS shared-

Administrative Reports/Discussion

Superintendent Update- Dr. Curtis provided her report.

Business (Action Items)

1. Curriculum Adoption *Action*
Elementary: Amplify CKLA



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Middle School: Savvas

High School: Inquiry by Design

Board Member Duerst- Higgins made a motion to approve the ELA Curriculum Adoption with Board Member Valley seconding the motion. The motion was passed with a unanimous vote

2. Resolution 22-11 Teacher Appreciation Proclamation

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

Upcoming Dates

- May 16, 2022, Budget Committee Meeting 5:30 p.m.
- May 23, 2022, Budget Committee Meeting 5:30 p.m.
- June 2, 2022 Board Retreat 4:30-6:30 p.m.
- June 3, 2022 Board Retreat 8:00-10:00 a.m.
- June 6, 2022, Budget Public Hearing- Regular Session Immediately Following

Board of Directors Correspondence/Reports

Future Agenda Items

Adjournment

Chairman Bengtson adjourned the meeting at 8:35 p.m.

Meeting minutes were prepared by Tonya Kerns, Board Secretary.

Date:



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Dustin Bengtson, Board Chair

Dr. Yvonne Curtis, Superintendent



SOUTH LANE SCHOOL DISTRICT 45J3

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Meeting Minutes for Meeting on: May 16, 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

Budget Members Present:

Darby Valley
Gary Manly
Jennifer Baker
Jennifer Violette
Mike Fleck

Call to Order and Flag Salute

Board Chair Dustin Bengtson called the meeting to order and led the flag salute at 5:30 p.m.

Public Welcome

Chairman Bengtson welcomed the public and reviewed the Agenda.

1. Public Welcome



Elect Presiding Officer (Election Conducted by Board Chair)

▶ **Budget Committee Chair, Budget Committee Vice-Chair**

Budget Committee Action: Darby Valley move to elect Jennifer Violette as Chair of the South Lane SD Budget Committee for 2022-23.

Budget Committee Action: Jennifer Violette move to elect Jennifer Baker as Vice-Chair of the South Lane SD Budget Committee for 2022-23.

Presentation of Budget Message – Superintendent Yvonne Curtis

Overview of Budget Document – Director of Finance Celia Gowing

Overview of Budget Document – Celia Gowing

Ms. Gowing reviewed the budget document, answered questions as asked and any additional questions that needed to be researched she will bring to the May 23 meeting.

- ▶ **Review General Fund, Answer Questions**
- ▶ **Review Special Revenue Funds, Answer Questions**

Chairman Bengston called a five-minute Break at 7:28 p.m.
Reconvene at 7:34 p.m.

- ▶ **Review Other Funds, Answer Questions**

Adjournment to Executive Session 8:47 p.m.

Chairman Bengston called a five-minute Break before starting the Executive Session at 8:51 p.m.

Executive Session Executive Session ORS 192.660 (2) (d) To conduct deliberations with persons designated by the governing body to carry on labor negotiations.



Upcoming Dates

- May 23, 2022, Budget Committee Meeting 5:30 p.m.
- June 2, 2022 Board Retreat 4:30-6:30 p.m.
- June 3, 2022 Board Retreat 8:00-10:00 a.m.
- June 6, 2022, Budget Public Hearing- Regular Session Immediately Following

Adjournment

Chairman Bengtson adjourned the meeting at 9:34 p.m.

Meeting minutes were prepared by Tonya Kerns, Board Secretary.

Date:

Dustin Bengtson, Board Chair

Dr. Yvonne Curtis, Superintendent



SOUTH LANE SCHOOL DISTRICT 45J3

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Meeting Minutes for Meeting on: May 23, 2022

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Board Members Present:

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

Budget Members Present:

Darby Valley
Gary Manly*
Jake Boone *
Jennifer Baker
Jennifer Violette
Mike Fleck

Student Representative Present:

Sopheary Herrington

Call to Order and Flag Salute

Board Chair Dustin Bengtson called the meeting to order and led the flag salute at 5:30 p.m.

Public Welcome

Board Chair Bengtson welcomed the public.



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Consent Agenda (Action)

1. Al Kennedy Out of State Trip- San Francisco, CA *Action Item*
Board Member Duerst- Higgins made a motion to approve the out-of-state trip with Board Member Settlemeyer seconding the motion. The motion was passed with a unanimous vote.

Budget Committee Meeting

2022-23 Budget Document – Celia Gowing

Review Budget Questions

Public Comment – None submitted

Budget Committee Procedures

Public Input- None
Member Input- None

II. Approval of 2022-23 South Lane SD Budget

Budget Chair Jennifer Violette moved the South Lane District 45j3 Budget Committee to approve the proposed 2022-23 budget appropriations as outlined below in the aggregate amount of \$65,568,250

General Fund	\$39,361,231
Special Revenue Funds	10,291,736
Special Project	8,083,256
Debt Service Funds	3,385,542
Capital Projects Funds	806,649
Internal Service Fund	2,509,000
Trust & Agency Funds	405,836
Unappropriated EFB	<u>725,000</u>
	<u>\$65,568,250</u>

And to approve imposition of the 2022-23 permanent property tax rate subject to the limitation of Measure 5 in the amount of \$4.7532 per \$1,000 of assessed value for operating purposes in the General Fund,
And to approve the imposition of a 2022-23 property tax levy for General Obligation Bonded Debt in the amount of \$3,181,270 which is excluded from the limitation of Measure 5 with Budget Committee Member Mike Fleck seconding the motion. Board Member Valley Obtained from voting. The motion was passed with a majority vote.



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Upcoming Dates

- June 2, 2022 Board Retreat 4:30-6:30 p.m.
- June 3, 2022 Board Retreat 8:00-10:00 a.m.
- June 6, 2022, Budget Public Hearing- Regular Session Immediately Following

Elected

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

Position

1
 2
 3
 4
 5
 6
 7

Appointed

Open
 Darby Valley
 Gary Manly
 Mike Fleck
 Jake Boone
 Jennifer Baker
 Jennifer Violette

Adjournment

Chairman Bengtson adjourned the meeting at 5:57 p.m.

Meeting minutes were prepared by Tonya Kerns, Board Secretary.

Date:

Dustin Bengtson, Board Chair

Dr. Yvonne Curtis, Superintendent

School Board Address- June 6, 2022

Good evening, everyone!

Last fall our union leadership began meeting with a team from HR, including other District administrators, to address issues left over from bargaining in the spring of 2021.

One of these issues was a large backlog of **New (job) Classifications** that have not yet been added to our wage scale as they should have been, as per 'Article' 11 of our Collective Bargaining Agreement which states (in part): "If the District creates a new job classification or modifies existing job classifications...that it believes to be within the bargaining unit...it shall notify the Association of the new position before a wage rate and other conditions of employment have been finalized. Such notice shall specify a proposed wage rate...". This describes part of the **negotiation process** for adding new classifications.

Currently, there are 12-14 classified employees who fill these kinds of positions, many who've done this work "in good faith" for at least 5 years. Their wages have been kept in limbo all this time, and aren't based on the work they do, but on other existing job classifications that may or may not be similar. Based on a third party wage survey funded by the District, most have been underpaid by at least \$1 an hour since they began these jobs. Unfortunately, that adds up to a whole lot of under-paid wages.

These discussions have also included negotiating a wage differential for employees who routinely do **second language** translation but don't yet receive any compensation for it.

Because the District had agreed, during bargaining, to bring our entire wage scale up to industry standards they declined to bargain over these issues at the time, but agreed to address them in additional CMC meetings in the coming school year.

We ended bargaining with this:

"2021-2022 District Memo of Intention"

"During the 2021-2022 school year, it is the intention of the District to work with CMC, to address the following interests:

1. Assess and adjust job titles and classifications within the classified wage schedule
2. Develop a pilot designed to acknowledge bilingual staff who are called upon to provide basic verbal translation at work."

Our union leaders have met with the HR team at least once a month since October 2021. Together, we accomplished everything outlined in the "District Memo of intent", in particular working our way through the backlog of "new classifications", researching and agreeing to job titles, job descriptions and fair wages as Article 11 requires, and coming to an agreement on the 'wage differential' for bilingual employees. Throughout this process we were told more than once that there would be funds at the end of these negotiations to use for wage increases.

However...

After all this work we were informed last week that **"the budget has been approved and there's NO money left"** for this. You can imagine our shock and dismay.

Yet, it's come to our attention that the District has posted a new position for an "Employee Wellness Program Coordinator", the salary of which is \$42,000-\$52,000. **This** would be more than enough to cover all the wage increases we agreed to in our "good faith' negotiations.

We are here tonight asking the School Board to prioritize the wage increases for these 12-14 employees over funding any new positions at this time, so we can finally get these long-standing classified jobs onto our wage scale, in accordance with Article 11 of our contract.

Thank you for your time.



South Lane School District Superintendent Report

June 6, 2022

Schools

- June 6-9 Outdoor school for HAR/DOR
- June 6 Board Meeting at 5:30
- June 11 AKHS Graduation (10AM), CGHS Graduation (2PM)
- June 16 LMS Promotion Certificates at 6PM (at CGHS)
- June 20 Ad Council Retreat
- June 27 Summer School Begins

● Transportation

- Congratulations to John Dahl's promotion to Transportation Supervisor for SLSD effective July 1, 2022. John not only has experience working in South Lane as a driver and operations coordinator, but brings with him nearly 3 decades of experience in the transportation industry. Theresa Bichsel will remain in the supervisor position until July 1, as John will continue his current position until that time.

● Finance

- efinance audit
- Bond Approval

● Human Resources

- Negotiations will resume in the fall
- Already on-boarding 25 of our 37 new hires

● Teaching and Learning

- June 1 and 8 ELA Adoption - elementary training "Science of Reading"

● Equity Cadre

- All Students Belong - video