

# ROSEBURG PUBLIC SCHOOLS

## School Board Meeting, Work Session and Executive Session

Central Office Board Room

1419 NW Valley View Drive

Roseburg, Oregon 97471

Available via Zoom

Vol 6 No. 7

October 23, 2024

### Board Members:

Rodney D. Cotton, Vice Chair   
Keith Cubic, Director   
Steve Hammerson, Director   
Ann Krimetz, Director  Zoom  
Michael Leone, Director   
Andrea Miner, Madam Chair   
Andrew Shirtcliff, Director

### Administration:

Jared P. Cordon, Superintendent   
Michelle Knee, Assistant Superintendent   
Cheryl Northam, Director of Finance and Operations   
Melissa Roberts, Director of Student Services   
Dr. Jill Weber, Director of Teaching and Learning

## SCHOOL BOARD MEETING

**TIME/PLACE:** A meeting of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, October 23, 2024, at 6:00 p.m. in the central office board room, located at 1419 NW Valley View Drive, Roseburg, Oregon, in person and available via Zoom link.

**CALL TO ORDER / PLEDGE OF ALLEGIANCE:** Board Chair, Andrea Miner, called the regular meeting to order at 6:00 p.m. and invited Director Keith Cubic to lead the Pledge of Allegiance. Chair Miner also advised the audience that Board meetings are recorded for future viewing and to please silence their cell phones. No media representatives announced themselves.

### REVIEW OF AGENDA / COMMUNICATIONS TO THE BOARD

Superintendent Cordon welcomed everyone present in person, specifically Douglas ESD Superintendent, Analicia Nicholson, as well as those who were joining the meeting remotely. Superintendent Cordon announced that Director Ann Krimetz was attending via Zoom.

He further noted that no changes had been made to the agenda since initial publication.

### ACTION ITEM

#### REQUEST FOR APPROVAL OF ENGINEERING FIRM FOR THE ROSEBURG HIGH SCHOOL VO-TECH BUILDING EAST SEISMIC RENOVATION:

Director of Finance and Operations, Cheryl Northam, presented the request for approval of an engineering firm, ZCS Engineering, to provide seismic renovations in the east section for the RHS Vo-Tech Building East Seismic Renovation. The district was awarded a seismic rehabilitation grant for the RHS Vo-Tech Building East in the amount of \$2,499,420 to provide seismic renovations in the east section of the career technical building, also known as the Vo-Tech building located on the Roseburg High School campus. This is the first phase of the renovation, in the classroom area.

A Request for Proposals was published in OregonBuys.gov on August 15, 2024 and firms were notified. One

response was received from ZCS Engineering at a proposed fee amount of \$255,500. The district has partnered with this firm previously for all seismic renovations.

Director Keith Cubic moved to approve ZCS Engineering to provide services for the RHS Vo-Tech Building East seismic renovation. Director Andrew Shirtcliff seconded, and the Motion passed unanimously.

M6-022 Approved ZCS Engineering for RHS Vo-Tech Building East seismic renovation
--

**RECESS:** With the business portion of the meeting concluded, Chair Andrea Miner recessed the board meeting and announced that we would now enter into a Board Work Session at 6:05 p.m.

## BOARD WORK SESSION

### DISCUSSION ITEMS

**ATTENDANCE:** Board members and Cabinet members attended in person, with Director Ann Krimetz again attending via Zoom. No media representatives were in attendance.

## DOUGLAS ESD LOCAL SERVICE PLAN – REPORT

Douglas ESD Superintendent, Analicia Nicholson, was welcomed by the board. Analicia introduced herself, sharing that that it is her pleasure to serve as the Douglas ESD Superintendent and be able to do this work in the community where she was raised, making it extra special to her emphasizing that she is extra invested in the success of kids in this region.

### What is an ESD?

The mission of education service districts is to assist school districts and the Dept. of Education in achieving Oregon’s educational goals by providing equitable, high quality, cost effective and locally responsive educational services at a regional level (ORS 334.005). Funding includes local revenue of \$5.415 million, and \$2.5 million in State School Funding (SSF). Ninety percent of those funds/revenue must be spent on services.

### Local Service Plan

2005 – Local Service Plans (HB 3184)

*An education service district shall provide regionalized core services to component school districts.*

We are a part of 13 component districts served by the Douglas ESD with approximately 13,000 students representing a collective 16,000 ADMw. Districts and the ESD are intended to plan together to decide how to distribute that funding through the Local Service Plan, which functions as a living document.

### Core Service Plan areas:

- *Programs for children with special needs.*
- *Technology support for component school districts and the individual technology plans of those districts.*
- *School improvement services.*
- *Administrative and support services.*

### Local Service Plan Goals:

- ✚ Assist component school districts in meeting the requirements of state and federal law;
- ✚ Improve student learning;
- ✚ Enhance the quality of instruction provided to students;
- ✚ Enable component school districts and the students who attend schools in those districts to have equitable access to resources; and
- ✚ Maximize operational and fiscal efficiencies for component school districts.

A list of ESD services funded through federal, state, regional contract and grants was provided, along with contracted services including nursing and school to career. Roseburg represents 40.6% of the ADMw (average daily membership weighted) of our region’s service allocation. Roseburg’s needs look very different from the other 12 districts. The ESD’s role is to go to the districts and meet their students needs, filling in supports where needed.

The ESD budget is \$61M. \$12M is general funds. \$49M is other programs, regional, state, contracts and grants that they provide to benefit students of this region in ages 0-21. Many services the ESD is offering are related to early learning. The EI/ECSE program include special education programs for children 0-5 working to meet development needs to help them be ready for kindergarten, or have the supports they will need to be successful. Roseburg contracts for additional services in the areas of nursing services and school to career.

Roseburg utilizes the majority of services listed within the Local Service Plan, including:

<u>Program</u>	<u>FTE</u> (assigned to RPS)	<u>Service Allocation</u> (% of total service -- how much RPS is utilizing)
Complex Needs Classroom	4.0	100%
Motor Team (OT/PT Consult)	2.0	51%
Nursing Services	1.0	33%
Speech Language Services (includes Audiology)	16.62	50%
Autism Consultation	1.55	39%
EI-ECSE Initial Evaluation & Eligibility Services (Child Find)	41% of service	41%
Communications: Direct Support and Project Support	1.2	40%
Behavioral Health Coordination	1/13 <sup>th</sup> of service	1/13 <sup>th</sup>
Special Education Administrative Support	1/13 <sup>th</sup> of service	1/13 <sup>th</sup>
Network Service (includes digital curriculum)	1/14 <sup>th</sup> of service	1/14 <sup>th</sup>
General Education Instructional Coaching & Coordination Support (including homeschool & Interdistrict Transfer portal)	1/13 <sup>th</sup> of service	1/13 <sup>th</sup>
Courier Services	1/14 <sup>th</sup> of service	1/14 <sup>th</sup>
Substitute Services	40% of service	40%

One purpose of regional programs is that they can expand and contract with district needs. Current numbers are likely at their lowest level for the year and will increase as children become eligible for services. Analicia pointed out that she heard the request the last time she was here to include total fte and could add total fte that’s assigned to the region to the LSP. She shared that every district has access to these services. ESD staff are not necessarily assigned to specific districts but stand ready to serve and support where district’s have needs. In reviewing the total ESD budget, they fund by service for the region and she prefers to keep those numbers whole. She does understand that Roseburg wants to understand what is coming in and going back out to kids and the importance of that. She provided a quick overview of Roseburg’s allocation of \$2.8 M of service:

Motor Teams	2 fte	(1/2 service)	\$200,000
Nursing	1 fte		\$150,000
Speech and Language	16.62 fte	(1/2 of service)	\$1,700,000 (\$2M just those three services)
Autism Consultation	1.55 fte		\$150,000
EI/ECSE Evaluations		(41% of service)	\$260,000 (\$2.4M for services so far)
Payment to District			\$448,818 (\$2.9M in services)

Superintendent Nicholson summarized that more than 90% of their funds are used in districts to get maximum amount of dollars to these services so that kids get their needs met.

Director Shirtcliff noted that last year we had requested specific dollar amounts for services received, and we are not seeing that. For example, the cost of each speech and language pathologist, separated by licensed vs assistants, etc. We are not asking for averages, but rather specific dollars to reach a breakdown in each area. Analicia agreed to provide that information directly to Superintendent Cordon.

Director Leone added that what we are looking for are amounts our district is paying for each service area. Director Cubic inquired how long it would take to address this evening’s questions, and Analicia offered that it would take two weeks. He further asked how RPS customizes the services provided to our district. Supt. Nicholson explained that special education services are allocated based on students with IEPs. Her directors are to work with RPS to assign fte based on the needs of the district. ESD attempts to be flexible based on conversations with the district and delivering service according to the needs of the district. Superintendent Cordon added that he and Analicia are always looking for ways to improve this system, acknowledging that it isn’t perfect. We have four of our schools being targeted in the area of special education. We need to increase conversations to make sure those students get the services they need to move forward – that’s a key area for us. It takes a high level of coordination between the organizations with two different systems. We have things we are passionate about, such as professional learning, scope and sequence, etc. The coordination has been bumpy at times, such as with SLPs and where support is placed and how it works, but we will continue to prioritize maximizing the services to our kids.

Director Cubic stated that he sees value in ESDs and public education. Considering collaboration and coordination, he questioned who supervises and evaluates the services provided by ESD staff. Analicia responded that ESD directors supervise coordinators and employees, and that most SLPs are therapists. When there are issues, communication becomes key in making needed adjustments. ESD service providers are invited to opportunities for professional learning.

Superintendent Nicholson shared that the ESD underwent a strategic design and one of the key components of that was feedback and communication. She and Jared have been chatting about setting up a communication system to work in the Roseburg School District. That may be her staff sitting with RPS staff to hear those needs. Redesigning how they connect with districts is a high priority for Douglas ESD. Director Cubic expressed appreciation for that approach.

Director Hammerson asked for clarification of what the REN program entails. Superintendent Nicholson explained that it is a part of the governor’s office and is designed to rethink how professional learning is delivered. The Regional Educator Network tries to bring in the educator voice. As often happens, this is a program in transition this year. It’s intended to support teacher and professional learning, and teachers report that they feel heard, and they do receive measurements on professional learning. Analicia could not confirm that there is a benefit to RPS, but other districts have engaged in measuring what they do in terms of effectiveness.

Director Leone inquired about coaching services considering that we have a strong Teaching and Learning department at RPS. Analia shared that this could be content area that an ESD staff member has expertise in and based on priorities of the district.

In answer to questions regarding EduStaff, Asst. Superintendent Michelle Knee clarified that while our district directly contracts with them for substitutes, the ESD does support the licensure process of the substitutes.

Vice-Chair Rodney Cotton emphasized that the board is asking about dollar amounts for services. In looking at the staff assignment spreadsheet, he noted that in the autism services area, he recognizes some names, and wonders if all those individuals are properly trained to work with the kids. Analia responded that it's similar to how the District utilizes job descriptions and qualifications. Individuals have access to professional learning.

Director Cotton also asked what direct input the district has in development of professional learning opportunities provided by the ESD. Their model is in the process of changing right now and they are trying to access district conversations around priorities. All districts are participating in IRRE and the resulting data from teachers and students informs how services are provided. But most important are the conversations with the district. Student Services Director Melissa Roberts confirmed that we would like to see annual training in areas such as threat assessments in our community.

Superintendent Nicholson also responded to Vice-Chair Cotton's concerns regarding staff working remotely, and that virtual employees are in the area of speech. Roseburg has six Telestaff in speech. Districts need those services and therapy and the ESD works hard to recruit in person, and finds every possible way to provide those services. Analia continues to ask her staff for data on effectiveness. Her speech and language coordinator reports that there is not a significant difference, but it does increase fte as a SLPA has to provide assistance.

Substitutes are not provided when an ESD staff member is absent unless it's long-term. Director Shirtcliff observed that we only have some staff in person, and none are dedicated to one school. He feels it's thinly spread for in-person. His preference continues to be that services be provided in person and feels that virtual services don't really count as service. Analia shared that technology supports those students as well.

Director Krimetz received confirmation that the 1.55 fte in Autism Consulting is provided by one staff member and then based on needs the other .55 is met via the other three consultants. Director Melissa Roberts clarified that one individual serves two schools, one serves three schools, another serves three schools, and another serves six schools. We have over 135 students who have ASD included on their IEPs. This year our district did not have input on who was placed in our schools. We do provide information on concerns with performance and the ESD has been receptive. We have 9 SLPs and the coordinator who serves the RVS program. Four are in-person out of nine total SLPs. RPS tries hard not to have virtual services in our more impacted classrooms such as DLC, SRC and ERC because students often have attention issues and it's harder for them to engage. Analia confirmed that staff evaluations are performed by ESD supervisors and are specific to the role.

Chair Miner inquired how hearing and vision services are provided. Those services are provided by Southern Oregon ESD. Vice Chair Cotton received clarification that some services are provided through other ESDs who hold the specific state contracts for those services. He asked Analia if the district could access services outside the ESD if they could be provided in person. Analia explained that the shortage of school psychologists, ASC and SLP exists state-wide.

With regard to services provided to districts beyond our area, it was confirmed that Douglas ESD does also provide services including business services, as well as the early learning hub in Douglas, Klamath, and Lake

Counties. Child Care Resource and Referral services are also provided in those outside areas.

The RPS Board asked for details related to numbers of staff, credentials and compensation specific to services being provided to RPS, as well as the annual ESD Direct Support Report for 2022-2023. Superintendent Nicholson assured the Board that the requested information would be forthcoming by November 7th.

Chair Miner shared her perspective that Roseburg Public Schools is the largest district within the ESD's service area. The RPS Board is charged with assuring that the service plan runs well, especially considering that our special education services have been targeted in four schools. Speaking for the Board, Chair Miner advised that they are looking for the ESD to be proactive in approaching the district to inquire what we need. Even if it means three things would be focused on for improvement. We want everything needed to make sure our schools are no longer targeted. With RPS student test scores above state average, we are not stopping since we believe every child can learn and we want to support that as much as we can. The board is tasked with managing taxpayer dollars and we expect our employees to perform 1% better each day. We, as a board, have the same expectation for each other. We want to partner with the ESD as we anticipate some wonderful things are going to happen. The board looks forward to getting the information requested tonight, including the direct support numbers requested by Director of Finance and Operations, Cheryl Northam.

Superintendent Nicholson thanked the board for inviting her, acknowledging that "you don't know what you don't know." She had intended to celebrate student growth, and in working alongside Jared for many years, she knows that the results are just the beginning. It's awesome to see the results of the hard work cabinet members have done in working on student achievement. It's exciting to see those gains publicly acknowledged. She is grateful to Jared for opening the door to having these conversations.

**RECESS:** Chair Minor recessed the Board Work Session and announced that the Board would be convening in an Executive Session pursuant to ORS 192.600 (2)(i)

**Executive Session pursuant to  
ORS 192.660 (2)(i)**

The School Board met following the brief board meeting and scheduled work session pursuant to ORS 192.660 (2)(i) at 7:22 p.m. All board members were in attendance with Director Krimetz on Zoom. Cabinet members were excused.

**ADJOURNMENT:** With all business before the Board concluded, and with no objections, Chair Andrea Miner adjourned the meetings at 8:20 p.m. and announced that the next meeting will take place at Joseph Lane Middle School on November 13, 2024, at 6:00 p.m.

Jared P. Cordon, Superintendent  
JPC/jlk

**Next Meeting:** Board Meeting, November 13, 2024, at 6:00 p.m. in the Joseph Lane Middle School Library, located at 2153 NE Vine Street in Roseburg, Oregon and available via Zoom.