

**Oakridge School District No. 76
BOARD OF DIRECTORS**

**REGULAR SESSION
December 14, 2020**

The meeting of the Board of Directors of Oakridge School District No. 76 was convened at 6:10 p.m. remotely by virtual Zoom meeting connection and called to order by Chair Weddle.

In addition to the Chair, those present were Vice Chair Hardy, Directors Edmunds, Martin and McPherson. Also present was Superintendent Doland, Business Manager Peggy Mahla and Confidential Secretary Jayme Martin, Principal Chapman, Principal Iten, SPED Director Dr. Harrison, Attendance Intervention Specialist Mark Osborn, Nancy Hungerford, Attorney of Record, Oakridge City Mayor Kathy Holston, City Administrator Bryan Cutchen, and Holly Davis with Compliment.

A. Board Chair Weddle called the meeting into Executive Session pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations at 6:12pm.

- Nancy Hungerford, Attorney of Record, gave an updated on negotiations with the Teacher's Association and the current proposal. She also spoke about a complaint received against Superintendent Doland, and spoke about the procedure of an investigation.
- Executive Session ended and Regular Session resumed at 7:25pm

B. Agenda Item Added

-Chair Weddle announced that in regards to receipt of a complaint against the Superintendent, received after the setting of the agenda, an agenda item needs to be added under Policy KL-AR- Public Complaint Procedure. The policy states that if the Board decides an investigation is warranted, the Board may refer the investigation to a third party. That policy also provides that when the investigation is complete, the results will be presented to the Board and then the Board shall decide within 30 days, in open or executive session, what action, if any, is warranted. He asked for any motions regarding the complaint.

Director Martin moved to have the Board Chair work with the School District Attorney to engage a DPSST certified private investigator to investigate the complaint against the Superintendent with preference to an investigator that specializes in schools or has experience in schools. Vice Chair Hardy seconded the motion and the motion passed with all directors voting yes.

Chair Weddle stated that now the motion passed, this complaint has been received and the Board has voted to refer it to investigation. No public comment will be accepted on this subject. Any person who wishes to complain about any employee shall follow the Complaint Procedure Policy found on the District website.

-Chair Weddle stated that Public Comment has now been moved to the end of the Board Meeting after finding out we were the only district of our size that has Public Comment in two places. He said they were advised to start getting Public Comment in writing so that it can go out and more people can actually see it.

C. Approval of the Board Work Session minutes November 17, 2020 (Action)

Vice Chair Hardy moved to approve the minutes from November 17, 2020 Board Work Session. Director McPherson seconded the motion.

-Chair Weddle asked for further discussion. Director Edmunds spoke about item D replying to emails, and it was mentioned that it would be discussed at the next Work Session and a date would be set for

that Work Session on how to proceed with that.

The motion carried with all directors voting yes.

D. Announcements/Correspondence (Information Only)

1. OSBA Annual Virtual Fair – Vice Chair Susan Hardy

- Vice Chair Hardy attended the OSBA Virtual Fair and stated the main thing she heard was about equity and bias. She stated she would be interested in talking with the Board as a group about an equity tool and what it looks like for our District.

E. Review Expenditures for October – General Funds/Special Funds/OSD Bond 2018

- Business Manager Peggy Mahla reported in October the District spent \$1,287,544. The reason for the high amount was because of bond payments. McKenzie Commercial received almost \$300,000. Ms. Mahla stated she has not received the final audit yet, but expected it by the end of the week.

E. Reports (Discussion)

1. Superintendent Report – Superintendent Doland

Metrics – Superintendent Doland showed the latest County Metrics being a two week look back and explained that previously we were looking back at three weeks determining when we open school. She explained the metrics on all the levels of in-service/onsite learning, Hybrid Model, and Distance Learning. With the current metrics, she said limited-in-person instruction is allowed. We have about 125 students coming in limited-in-person currently. In order to move out of the red and into the transition stage, we would need to be between 100 and less than 200 cases and 8-10% positivity rate. When the cases are between 50 and less than 100, On-Site and Distance learning can be used, calling it the Hybrid model. She explained students would be broken into cohort groups and assigned to two days a week, two hours a day, learning the safety protocols such as social distancing, wearing masks, how to come into the building, being screen by having their temperature taken, and how to navigate around the school. After that initial learning period, they could start bringing them in full days. When 50 cases or less and test positivity rate is less than 5% then we could bring our students back in person. The Willamette ESD website has a good map on where to find information. She shared the new metrics that includes the Oakridge zip code. In the reporting period for the new metrics, there were zero school-aged children included in the numbers. She addressed a document from the Oregon Health Authority. Two items pertaining to the District. One being social and at home gatherings. The second piece being indoor activity for athletics are prohibited at this time.

Enrollment – Shared some historic data at the elementary school starting with the 16-17 school year. Last year at this time, we were at 309 students and currently at 286 enrolled students. More parents are desiring to keep their kids home and keep them safe. We have offered to all of our students, that if they do not want to attend in-person learning, we are offering online school for the remainder of the year. At the Junior High last year, there were 82 students and this year we have 87. We had a large 6th grade class last year adding to the number. At the high school last year there were 159 students and we are at 153 this year. She showed that over time the enrollment numbers are still up from previous years. Overall enrollment is 562, which is down by about 15 from last year.

Apogee Project – This project is to increase wireless access to our students that are doing distance learning. The District is partnering with the City of Oakridge, Nazarene Church, and the Lutheran Church, installing the antennas this project takes. Superintendent Doland thanked our community partners in working with us on this project. The funding for this project is from CARES Act dollars or ESSER funds allocated by Governor Brown. Holly Davis from Compliment, a government funding consultant, explained who she is and what she does by helping districts find innovative technologies to help them solve issues or concerns in trying to teach our students currently. She explained a new technology that came out called Apogee. Apogee is the antennas that are being placed around our community. She explained how the antennas work in our rural community to boost internet. She stated with one antenna, we would be getting 1,000 to 1,300 feet expansion of the District WIFI. With multiple antennas around the community, we are able to create our own wireless network. Oakridge City Mayor Holston thanked the District and the Board for implanting this project and praised the partnership between the City and School District. She shared her excitement regarding connectivity

of the whole community. She applauded Superintendent Doland for setting the project in motion. City Administrator Bryan Cutchen expressed his excitement as well to partner with the school in this project. He stated the City is providing an infrastructure, three buildings, to put the Apogee antenna on, City Hall, Willamette Activity Center and the Fire Department. He stated there is minimal cost to the City, which is covered by the Covid Relief Fund so it was a win win for the City and School District in providing remote access for our students, which is the most important thing.

Director Edmunds asked about the coverage area, pointing out locations that are limited to internet access, and asked if there are future plans to include these areas. Superintendent Doland stated there are spaces that we will not be able to get into, but there may be other solutions for some of these areas. That would be in phase 2 of this project to get it in deeper in the community. Holly spoke a little more on phase 2 explaining there may be more cost, but it is something they are thinking about. Director Hardy asked about the communities like Westfir, McFarland Rd, and up High Prairie that has nothing available. Holly stated there are other ways that could be explored in covering those areas. Director Martin asked specifically about coverage in Westfir. Superintendent Doland stated that would be in phase 2 and discussing partnerships with the Westfir community, but there is currently an antenna at the Westridge School.

2. Food Service – Jayme Martin

- Confidential Secretary Jayme Martin stated OES Food Service balance is at a negative (\$20,626.61). Last year at this time, it was at \$854.74. The OJHS Food Service balance is \$44,300.86. Last year it was negative (\$26,721.69). The District balance is \$23,674.25 and at this time last year, it was negative (\$25,866.94).

3. OJSH Report – Greg Chapman

Attendance – Principal Chapman showed the percentage of students present from the beginning of the year and stated that every principal he has talked to is talking about how hard it is to keep kids engaged, how far their attendance has dropped so our numbers are not surprising to see. He stated the attendance protocol had change last week. The District had been holding the students accountable a little higher than what the state required, but as of Monday the 7th, attendance was being counted differently. Now a student is counted present if they attend their Google Meet, if they communicate with a teacher electronically, if they speak to the teacher by phone, complete Acellus coursework or other coursework like Google Classroom as a directive from the Ready School Safe Learner. Principal Chapman expects the attendance numbers to go up at least a little bit.

Acellus Engagement – Principal Chapman found it hard to measure Acellus as it gives an overall grade in coursework and then a percent completed. He gave the example that a student could have a 92% overall in coursework but a 2% completed. He said they do not have a conglomerate grade, so he has to figure out how to do that and it can become tricky. He showed a diagram averaging about 175 hours to earn a year's credit in Acellus coursework.

FuelEd – Principal Chapman stated FuelEd provides a teacher of record. That teacher is a point person in assisting students with questions. With FuelEd, our staff's role is to keep the kids motivated and progressing. At the beginning of signing on with FuelEd, they were not able to work within our eight week sessions. In order to work around this, classes had to be extended meaning incompletes had to be assigned which have never been considered negative, rather simply needing more time to complete an assignment. In this next session, this is going to be fixed as well as for athletic eligibility. When we start back into sports, students will have to have two passing grades. If they receive an incomplete in FuelEd, that is not a passing grade. Principal Chapman said he and Mrs. Scott will be working on that to get it in place. In this next session, every student will be assigned a second lab class dedicated to math with a staff member dedicated to being their mentor and keeping them on track. In order to get our students through FuelEd, they will be assigned a core class, math class, and a lab in order to get that math credit they need.

Grades – For grades, Principal Chapman said he took the first transcribed score last year comparing it to the first transcribed score this year. Last year's score was approximately 18 weeks and this year's score is about seven weeks. Last year shows a lot more grades because all students were taking seven classes, compared to this year with students obtaining two grades in three classes. Principal

Chapman showed the documentation with the grades and said it is what they are seeing with most schools. Most schools are seeing students struggle with grades. Principal Chapman said he is encouraged to see the number of incompletes that the staff are using instead of “no pass”. He said he is impressed by his staff recognizing, that especially this year, students are needing more time and giving the incomplete. He showed that incompletes are being completed and was encouraged. He showed the Junior High and High School Math scores as well as English Language Arts.

Director Edmunds asked Principal Chapman to explain what FuelEd is. Principal Chapman said FuelEd is an online curriculum being very similar to Acellus, except that it comes with a teacher of record meaning there is a licensed teacher in charge of the kids taking those classes. With Acellus, they do not provide a teacher of record. The District has to provide a teacher of record for the students working in Acellus. FuelEd is predominately Math and Spanish curriculum. FuelEd offers live help as well. Director Martin asked, “As the math goes on, the grades should raise, correct?” Principal Chapman responded that was correct and they should start to raise in the next couple of sessions. He said he was concerned because they were going to start using grades for eligibility, but the students aren’t finished with the class and they have incompletes out there. He stated they are going to work through that and make sure it is clear for parents and students to understand. Director Martin asked if this was only Math and Spanish or if FuelEd offered more. Principal Chapman stated predominantly Math and Spanish, but he was looking into adding some TAG courses as well as some students were looking for a little more robust classes that could be offered through FuelEd.

Eligibility – Principal Chapman compared end of Semester one last year to end of Session one this year. Last year 27% of students were ineligible, this year it is at 36%. He stated that he thought it was going to be a lot higher number. Principal Chapman said he shared with the students in his weekly announcement video that each student will have to have two passing grades in order to participate in sports.

Conference numbers – Principal Chapman stated Parent-Teacher Conferences were all held virtually or over the phone this year as well as being scheduled. He showed that 225 conferences took place this year compared to last year, which was 75 conferences. Historically, conferences have always been poorly attended. Seeing the numbers this year, Principal Chapman said he is going to lobby for them to be virtual every year. He praised his teachers on the work they did to get all of the conferences scheduled and held.

Leadership – Principal Chapman said a few students from Leadership were able to come in and make candy canes with a card to go with the lunches that out to our students. He said he really appreciated the leadership class for doing what they can to keep things fun and exciting and making connections during this difficult time of distance learning. Principal Chapman said the Festival of Trees was able to happen this year looking a little different. They received donations from about eight different businesses to decorate the trees and they would be on display on the breezeway, all social distanced. The community can then drive thru and vote on the best trees. The trees then will be picked up and donated to families in need in our community.

4. OES Report – Peter Iten

Attendance – Principal Iten stated at the Elementary school they have 91% average attendance which is down a little bit from last year at 94% average. Kindergarten has gone up by 5% at 97% average. First grade has stayed the same. Second grade went up 1 point. Then it goes down in 3rd, 4th, 5th and even lower in 6th grade. Lifeskills stayed at the school average. With the Limited-in-Person, they are doing well down in Kindergarten and 1st grade. As well as in Special Education.

Acellus – Principal Iten showed information on Acellus completed work average. Most of the students are staying on schedule. The ones that are not are still completing the work they have assigned. In math, there is one student failing, language arts has eight, science has six and social studies has four which compares fairly well with last year.

Conferences- Principal Iten said Elementary conferences were better this year with 265 scheduled and 247 attended discussing 281 students. He stated they usually have good attendance for conferences.

Limited-in-Person Instruction- Principal Iten explained there are two parts of the

arrival of students, buses and students being dropped off. He said the buses do a great job of keeping the kids spaced as they get off the bus and walk across the parking lot to the door. The students are then being checked with questions about their health and their temperatures are taken before they come in the building. The car riders have two points of entry and Principal Iten explained the drop off process with the cars being spaced more than even the buses. He also explained the process of the dismissal as well. He stated the students are being safe with keeping their facemasks on and social distancing making things go along very smoothly in the classrooms. He said there have not been any issues with safety in the school. Principal Iten explained when the students leave for the day, the electrostatic backpack sprayer that does a fogging mist disinfecting everything is used in the classrooms, bathrooms, hallways as well as different areas where the staff are. Principal Iten showed a picture of "The Elf on the Shelf" stating they had elf visitors over the past few weeks and when they arrived, they put them in quarantine to practice safety as well as made them wear their elf masks and social distance.

5. Attendance - Mark Osborn

Attendance Intervention Specialist, Mark Osborn reported in the Kindergarten and 1st grade at this time last year, had 11 chronically absent students, four extremely chronically absent missing 20% or more, 229 excused absences, and 90 unexcused absences with an absence percentage of 92.1%. This year four chronically absent students, four extremely chronic, 28 excused absences, and 77 unexcused absences with an absence percentage of 96.8. That means we have seven fewer chronically absent students this year, 201 fewer excused absences and 21 fewer unexcused absences making it 4% higher absence percentage. Mr. Osborn stated in the past, the Kindergarten and 1st grade have been the ones that have the most absences due to them not having the immunities built up and they tend to get sick the easiest. He explained this is not necessarily the case this year thanks to the efforts of Mr. Iten and his staff keeping a clean and healthy environment. Mr. Osborn said in 2nd, 3rd, and 4th grade last year there were 20 chronically absent students, 5 extremely chronic, 278 excused absences and 127 unexcused with a 94.3 absence percentage. This year we have 18 chronically absent, 13 extremely chronic, 14 excused absences and 483.5 unexcused absences with a 90.3 absence percentage. That makes it two more students chronically absent, eight extremely chronic and the unexcused absences have tripled from last year to this year. In the 5th and 6th grade, we have the same amount of chronically absent students as last year. With extremely chronically absent students, last year we had two, this year we have 28 and the trend continued with unexcused absences with three times as many as last year as well as 94.8 percentage rate and this year 83.3 percent attendance rate. Mr. Osborn said this issue is being addressed by himself and the principals focusing on engaging with the students since there was such a difference between the attendance with the Limited-in-Person and the ones that are in Distance Learning. He is really encouraging teachers to reach out by phone to the students. He stated when a teacher is unable to make contact; he and another staff member make home visits and attempt to make contact with those students.

Food Pantry – Mr. Osborn reported, due to the District Food Pantry, they have started doing big food giveaways. On November 25th they received a shipment and were able to give out 2,000 pounds of food in under 20 minutes. On December 2nd, the amount of food was increased by 50% and they were able to get rid of all 3,000 pounds in an hour and a half. The next Wednesday, they would be back out with Holiday Food Baskets as well as free Christmas trees donated by the Forestry Department. Ten of those trees will be given to the Festival of Trees to be decorated. Chair Weddle, Vice Chair Hardy, and Director Edmunds applauded and thanked Mr. Osborn and the staff for making the program work and the effort they put in for our community.

6. Special Programs – Chad Harrison

Special Education Director, Dr. Chad Harrison, spoke about all the efforts that are going into supporting our Special Education students. Dr. Harrison shared his gratitude towards all staff, expressing that they have moved mountains in his opinion in their efforts during this exceptionally difficult time. In particular, he praised the SPED staff for their support towards their students with unique and individual needs in what accounts to approximately 20% or 1/5 of the whole student population. He said it is an extreme pleasure to work with such a dedicated and driven team in SPED. Dr. Harrison shared a graphic stating it was designed to show how they were going to be able to support

each student all with different needs all within the Oregon Department of Education guidance. The guidance from ODE was that each student in Special Ed would have to have equal access to what the core curriculum and instruction was. He explained the guidance further, stating it provided many unique and different challenges for the staff since in a typical year, many of the students are provided with individualized or small group services. The staff had to come up with a plan to serve each student regardless of what model of learning they were in, whether Distance Learning or Limited-in-Person. Dr. Harrison said it was amazing to see the staff come together to come up with the process and procedure to serve every Special Ed Student. He explained those processes and procedures saying it is team based decision making through a collaboration process. He said the staff as a team, are making sure things from IEPs like accommodations and modifications are being implemented in helping support the student fully, coming up with interventions that need to be made. Dr. Harrison explained that specialist from Lane ESD such as an Occupational Therapist, are working with the teachers on ways to serve the student all embedded in the core curriculum through distance learning. As the need arises to modify the curriculum, possibilities are discussed as long as it is appropriate through the students IEP, to help assist them. For example, changing grading criteria, such as pass or no pass instead of a letter grade. Dr. Harrison explained what he calls “push in” services are being done, which means staff are attending core instruction in either pull out groups or breakout rooms to provide a unique lesson such as social skills. Dr. Harrison also said Limited-in-Person instruction is another support that is being given to approximately 20 Special Ed students that are unable to access the core curriculum otherwise. Chair Weddle liked seeing the overview and said he was amazed by the SPED staff on what they do and how they do it.

Dr. Harrison spoke on the meetings that were occurring still through Google Meets and phone conferences since no meetings are being held in person. Practices were put into place to ensure these meetings are held in high confidentiality. As well as a new way to send documents that need to be signed being sent through technology called DocuSign.

7. Athletic Report – Ray Yarbrough

Athletic Director, Ray Yarbrough, reported that OSAA season one activities starting in September have been extended until February 22. OSAA wanted to make sure it was known that they are not designating what the district sports can and cannot do. The designation is determined by the Governor’s Office, Oregon Health Authority, and Oregon Department of Education. All OSAA rules and policies will remain in effect meaning that students have to be academically eligible, as well as all the coaches have to have their coaches trainings in order to coach in that season. Mr. Yarbrough explained that since we are still in extreme risk level, we can only do outdoor activities. All indoor recreational activity is prohibited at this time. Outdoor is limited to 50 people and all COVID precautions have to be followed meaning masks have to be worn, social distancing has to be followed and sanitize often. Full contact sports drills are prohibited but sport specific drills are allowed. It was discussed to have volleyball on the outdoor tennis courts. Competitions are allowed but it is up to each school district on whether we want to participate or not. Mr. Yarbrough stated right now the focus is on getting on the field and court and we will address competing later on. Football is scheduled to begin February 8th. Volleyball and Cross Country are scheduled to begin on February 22nd. As of today, football is still prohibited by the Governor’s Office. Football has to start a lot earlier since there are more rules and regulations such as nine practices have to be held before a game can happen as well as easing into using the protective equipment. What is being discussed is to simply cancel the football season, or do a 7 on 7 flag football. Football will not be able to go beyond February due to the guidance on timelines between seasons. Softball and baseball have been moved to the 2nd season. Pitchers and catchers can report on March 22nd. The remaining softball and baseball players, as well as track and field and golf, report on April 5th. All season three activities end May 23. All season three activities are permitted in all risk levels across Oregon right now. If we remain in high risk, we could still participate in season three sports. Season 4 is now at the end of the year because currently all activities in season four are prohibited by the State of Oregon. There is a hope that by pushing them to the end, they would no longer be prohibited and wrestling and basketball could happen. Season 4 will end June 27th. This will be after graduation, but OSAA has stated even if a student graduates they are able to finish out

season four. Districts will decide whom they want to play. League play will not be required. This is a possibility for playing local and staying within Lane County.

F. Unfinished Business

G. New Business

H. Personnel

1. Employee Recommendation(s) (Action)

Confidential

**Ashley Kirkhart, Confidential Financial Assistant / Food Service Coordinator,
8 hours per day (Effective December 4, 2020)**

Classified

**Kelsey Morrison, Westridge Office Assistant, 7.5 hours per day
(Effective December 7, 2020)**

Superintendent Doland recommended the hire of both Ashley Kirkhart and Kelsey Morrison.

Director McPherson moved to accept the employee recommendations as listed. Director Edmunds Hardy seconded the motion and the motion passed with all directors voting yes.

2. Employee Resignation(s) (Information)

Classified

Jean Spliethof – OES Educational Assistant

3. Employee Leave of Absence

Certified

Karen Batten, remainder of the 2020-21 school year

Ryan Sokolowski, remainder of the 2020-21 school year

Classified

Rebecca Deardorff, remainder of the 2020-21 school year

Chair Weddle read the Employee Resignations and Employee Leave of Absence.

I. Public Comment - (Personnel complaints will not be heard at Regular Board Meetings. Individuals with concerns regarding personnel should follow the Complaint Procedure Policy. Complaint information is available on the District website.)

Chair Weddle explained a list was obtained for those to make public comment. Each comment was to be no more than three minutes. Members cannot discuss labor negotiations or accusations made.

Laura Wilson - Spoke about a lack of communication from the district at the beginning of school.

Dawn Kinyon – Spoke about Board of Directors communication to the community.

Nicole Sulick – Began speaking about a personnel complaint. Chair Weddle asked her to stop.

Jeri Reed – Spoke about her fear of teacher retention in the district.

Robyn Tysoe – Stated there was no comment at this time due to restrictions placed on public comment.

David Chamberlain – Gave his personal contact to teachers for any online support they may need and spoke his support for teachers on leave.

J. Future Agenda Items

1. Next Regular School Board Meeting, January 11, 2021 6:00 p.m., Virtual Zoom Meeting

2. Board Work Session TBD

K. Adjourn

Meeting adjourned at 8:43.

The Board of Director meetings of Oakridge School District are held in accordance with Open Meeting Laws and with accessibility requirements. If an individual with a disability needs assistance in order to attend or participate in a meeting or discuss a matter with the superintendent, please call the district office at 782-2813.
Posted 12/9/2020

APPROVED:



JRM



Chairman



Superintendent