

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

**WORK SESSION
December 28, 2020**

The meeting of the Board of Directors of Oakridge School District No. 76 was convened at 5:33 p.m. remotely by virtual Zoom webinar 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 and Confidential Secretary Jayme Martin. Chair Weddle called the meeting to order at 5:33pm.

- 1. 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 5:33pm.**

Discussion was had regarding the Employee Retirement Memorandum of Agreement presented by the Oregon Teachers Association. A counter proposal was prepared. Executive Session ended and regular session resumed at 6:48pm.

- 2. Policy ACB - All Students Belong (1st Read)**

Superintendent Doland shared policy ACB. Cosa and OSBA worked on All Students Belong. This is a sample policy to make decisions around the language. It is a required policy. It's purpose is to bring equity into our school district and provide an avenue for those people or groups that feel there is inequity and a process for them to make a complaint and for that complaint to be remedied. All students are entitled to a high quality educational experience free from discrimination or harassment based on perceived race, color, religion, gender, identity, sexual orientation, disability or national origin. As this policy specifies, those identifiers of discrimination and harassment based on perceived identities for students is the only place this language is required to be added. For employees and visitors, that language is optional. Superintendent Doland stated that clarity in these policies really do help a lot so she suggested keeping the same language in for employees and visitors as well. She stated the wording clearly spells it out so there is not a lot of room for interpretation of what discrimination and harassment mean. Director McPherson and Vice Chair Hardy stated they liked the wording also for employees and visitors. Director Martin suggested adding age into the wording to the employee and visitor line. Superintendent Doland stated we could change the wording, but there is a strong caution in changing the wording and to consult with OSBA before we change it. Director McPherson asked if there was another policy that spoke to the age piece of discrimination. Superintendent Doland stated there is an employee policy that speaks about the age discrimination. This one really focuses around equity. She stated she would consult with OSBA for the wording around age discrimination and bring the update back at the 2nd read. Chair Weddle had questions around the fact that we have control somewhat over what the students and employees do, but we don't have a responsibility over the visitors. Superintendent Doland stated this policy puts in place the complaint process for any discrimination or harassment felt from a visitor while attending a school function. Ensuring the complaint is followed through and making efforts that it doesn't happen again. Director Martin asked about two

visitors that had confrontation. Superintendent Doland stated we would have to do our due diligence in investigating the matter as best we could following the complaint process in this policy. Superintendent Doland stated if the policy was to include wording regarding hate symbols that OSBA would be consulted first about the language. The draft policy listed the confederate flag and gave a description. Chair Weddle stated a couple of other symbols that he felt were worse. Director Martin spoke about an incident that occurred a few years ago regarding students with confederate flags on their vehicles. Director Edmunds stated the students that were involved in this incident were not doing it as a racism or hate crime but rather as a rebel demonstration. She stated that is why she liked the wording because it was more educational instead of a punishment. Superintendent Doland spoke about the next part being worded on school grounds instead of district grounds. Discussion was held around whether the district owned any property that was not one of the schools. It was suggested that the wording afterwards around any district or school sponsored programs covered all the areas such as the school bus or softball games held at the Willamette Activity Center. It was determined the wording on this would be contemplated and readdressed at the 2nd read of the policy.

Superintendent Doland shared the ACB-AR and said in Step 1 the procedure is not required but it does have to include all the requirements of the OAR and she felt the language does just that. She recommended throughout this policy AR that these incidents be assigned to the building administrator for consistency sake. Director Martin stated he would like it to read, "all persons impacted and promptly report the incident to the building administrator who then will also report it to the superintendent without unreasonable delay." He stated this would create a backup with the principal being responsible for reporting it to the superintendent as well. Superintendent Doland asked if we should change it to, "within 24 hours" for the building principal to report it. Chair Weddle and Director Martin preferred "without reasonable delay". Superintendent Doland explained the next group of wording to be decided upon, saying this complaint can be given verbally or in writing, but it was important for the administrator to capture it in writing as soon as they receive it. Director McPherson and Director Martin stated they would like to see that the complaint be in writing whether from the complainant or if the administrator writes it up after the verbal statement is given. Director McPherson added she would like it also stated that the complainant sign the written statement. Superintendent Doland spoke about the responding staff and what that means. Director Martin asked about a 3rd party investigator regarding the "responding staff" wording. He stated he read it as the person responding to the complaint. He asked if it meant the staff responding to the actual complaint or a staff member responding to an incident in their classroom. Superintendent Doland stated this is step 2 of the process, so first the administrator is going to acknowledge the receipt of the complaint and ensure it is in writing, and they are going to investigate any complaint of a bias incident. Those responding to the complaint would be the building administrator. She stated she would ask OSBA for clarification on the wording. Director Martin said that would be his question. Would it be the staff involved or the one investigating? Chair Weddle suggested it might be staff that are responding to the incident right then before the administrator is even involved. Superintendent Doland spoke about the next wording to be decided whether it be make a decision or determine responsibility and within a specified amount of time. Chair Weddle like "make a decision". Director Martin stated he liked "determine responsibility" because they were not able to make a decision in 10 days if it were to take an investigation. Superintendent Doland stated depending on the situation it would be re-teaching and restitution to change the behaviors and actions.

Director McPherson stated in that context she preferred “determine responsibility”. Chair Weddle stated the issue could be resolved once both parties heard the decision, and it may not be resolved if they hear that responsibility was placed on them when both could be at fault. Superintendent Doland stated from a decision standpoint, to conduct the investigation and determine where the responsibility lie, and there always is responsibility, that might take 10 days. How we are going to remediate it, might take more than 10 days. Chair Weddle stated that you don’t want to take too long because then no one learns from it if it is not solved in a timely manner. Superintendent Doland stated she would be working with the administrators side by side at some point during the investigation to determine if other policies or civil rights laws were violated. She said she believed there would be training regarding these circumstances making sure the administration are up to date with the information. Director Edmunds stated the administrators need to do their investigation because if the parties involved do not like the outcome, their next step would be to go to the superintendent. So each step needs to be followed. Superintendent Doland asked if the Board felt 5 days was sufficient for the respondent to submit an appeal. Director Edmunds stated she believed that was the same amount of time in some of the other policies. The next wording decision was determining when the board would hear the appeal whether it be at the next regular board meeting or at a board meeting. Director Martin stated he liked the flexibility of “a board meeting”. Discussion was had regarding adding wording “or a student” was had for cases where the student is old enough not to require a parent or guardian decisions. Superintendent Doland asked whether it should be just building principals or district administration working on developing and implementing instructional materials to ensure that all school employees and staff are made aware of the procedure and related practices. Chair Weddle stated it should be district administration working on it together.

3. Lift abeyance action of coaching positions (Action)

Superintendent Doland stated students were able to come together and practice, doing workouts and trainings according to the OHA and OSAA guidance. Another thing that may be possible is some local competitions and club play in Lane County. She recommended lifting the abeyance on all of the coaching positions for the remaining school year.

Director Edmunds moved to have lift the abeyance on the coaching positions.

Director Martin seconded the motion and the motion passed with all directors voting yes.

Superintendent Doland stated as soon as classes resume on January 4th, sign-ups and sports physicals will start and possibly by Wednesday the 6th practices will begin.

4. Personnel

a. Resignation

Classified

Ashley Maslach – Head Cook OJSH (Effective 12/3/2020)

Superintendent Doland stated Ashley resigned as the head cook beginning of December before taking the position of Financial Assistant and Food Service Coordinator, but the resignation had been missed in the agenda from last regular meeting.

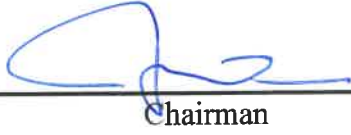
Director Edmunds moved to accept the resignation of Ashley Maslach Head Cook of OJSH. Director Hardy seconded the motion and the motion passed with all directors voting yes.

5. Adjourn

Meeting adjourned at 7:42pm

APPROVED:


JRM


Chairman


Superintendent