

Oakridge School District No. 76
Board of Directors
Regular Board Meeting
February 8, 2021

The Regular Meeting of the Board of Directors of Oakridge School District No. 76 was convened at 6:08pm by virtual Zoom Webinar and called to order by Chair Weddle. In addition to the Chair, those present were Vice-Chair Susan Hardy, and Directors Tami Edmunds, Kevin Martin, Mikal McPherson. Also present, were Superintendent Doland, Confidential Secretary Jayme Martin, LESD Superintendent Tony Scurto and LESD Board Vice-Chair Linda Hamilton, Sarah Scott and Dr. Volpi with Orchid Clinic.

A. Reports (Discussion)

1. LESD Local Service Plan - Tony Scurto, LESD Superintendent)

LESD Superintendent Scurto introduced LESD Vice-Chair Linda Hamilton and presented the Lane ESD Local Service Plan. Superintendent Scurto thanked Superintendent Doland and recognized her for stepping up to represent Lane County small school districts on the Lane County Early Learning Alliance Governance Board. Praising her for attending every meeting and giving voice to the smaller districts and earliest learners.

This Service plan is the 1st year in the 2021-23 biennium that will be starting in the fall. Superintendent Scurto stated LESD offers the same services such as administrative, special education, school improvement, and technology as in past years. In this plan, the new services are nursing, communication, and legal services. He indicated nursing services are not new, but the need for health workers have been exacerbated by the pandemic. Communication services is new. In the past, bigger districts have their own communication officials and it is nice that they have been able to provide templates and support to some of the midsized and smaller districts, but that is not sustainable. In this pandemic environment, communication is extremely important as things are changing daily. Also, in the midst of the Student Success Act, districts had to go out and engage with their communities around SIA planning. This is difficult for our smaller districts as they are consumed with many other tasks. With the communication services, this will help mitigate that workload. The Oakridge School District will be able to buy into a percentage of a communications expert with a few other smaller districts. Legal services will aid in the lack of attorneys due to them already having a full workload. The last part of the plan is the Student Success Act Comprehensive Support Plan. Districts reached out to their communities and asked what they would like to see included in the SIA plan. LESD then contacted the districts to see what was included in these plans, creating their own plan to support districts in their SIA plans. LESD does not provide direct instruction to the students, so this plan includes a lot of professional development and support in the areas of mental or behavioral health needs for students. LESD Board Vice-Chair, Linda Hamilton, thanked the Oakridge School Board for their service. Chair Weddle asked about the communication services. Superintendent Scurto answered by saying the communications person would be one working directly with the superintendent on drafting information to go out to the public and making sure it says exactly with the district needs it to say. He mentioned it might have a social media piece

to it as well. He indicated the communications person would also be a key piece in the Student Success Act community involvement.. Chair Weddle asked about the legal services, if the idea was to replace current legal services in the district. Superintendent Scurto specified that the need is more of a rapid response so it doesn't necessarily mean it is going to replace the long term current legal services for districts. He stated it will not replace PACE. Vice-Chair Hamilton asked about the numbers of students onsite and how many staff members were onsite. She stated she appreciated the staff coming on board.

B. Approval of Work Session minutes December 28, 2020, Work Session January 4, 2021, Regular Board Meeting minutes January 11, 2021.

Vice Chair Hardy moved to approve the minutes from the Work Sessions on December 28, 2020 and January 4, 2021 as well as the minutes from the Regular Board Meeting on January 11, 2021. Director McPherson seconded the motion and the motion passed with all directors voting yes.

C. Announcements/Correspondence (Information Only)

1. Public Comment Complaint against the Board

Chair Weddle read a statement regarding complaints received about public comment, indicating the Board is currently working on its public comment policy.

2. Budget Committee Member Vacancy, 2021-22 Budget

Chair Weddle announced a Budget Committee Member Vacancy. He asked that interested members contact the District Office for information on filling this vacancy.

3. Investigative Report Concerning Complaint against the Superintendent

Chair Weddle announced the Board had received the Investigative Report from the third party investigator and will be making comment on it at the March Regular Board Meeting as well as allowing Superintendent Doland to make comment. He stated the Board would hear public comment relating to this matter at the March 8 Board Meeting as well. He indicated that the report could be obtained by the public by submitting an email request to the OSD Board email.

D. Review Expenditures for December – General Funds/Special Funds/OSD Bond

Business Manager, Peggy Mahla stated in December, the District spent \$1,070,047. Of that, the Bond was \$198,000. The seismic grant was \$201,000. Other funds were \$162,000. The balance is general fund expenses which is right where the District should be. She mentioned the audit is in and is posted on the website.

E. Reports (Discussion)

1. Superintendent Report

Superintendent Doland gave the following report.

• **Enrollment**

For the month of February, OES has 285 students which is down three students from the month before and down eight students from last year. OJH has 90 students which is one more than last month, and 11 more than last year. A very large 7th grade class came up this year. OHS has 149 students, which is down four students from the month before, and eight students from last year. Overall, the District is at 524 students, which is down by six students the month before and 24 from last year, which is 4% of the population. Superintendent Doland expressed that she is pleased with this number as many other districts are seeing a 10% decrease range. Director Edmunds asked about the seniors that have already met fulfillment to

graduate if they are part of the decreased number. Superintendent Doland believed the decreased number did reflect the seniors but would make sure and get that information to the Board.

- **Construction Update**

Superintendent Doland mentioned the Seismic Project for rehabilitating the gym and auditorium has completed phase one and has entered phase two. Phase one included retrofitting the locker room and the multipurpose room. Phase two will include the gymnasium, the auditorium and the hallways that are in front of the gym and going around the auditorium. That is all under construction currently. Phase one items that are complete, are the multipurpose room, new bathrooms and two single use restrooms. Over the next two weeks, the floors in the multipurpose room and bathrooms are going to be cleaned and polished. Once that is complete, the final projects will start, such as putting in the counters, and baseboards. Phase two of the emergency shelter project include the generator and the connections of the kitchen, lighting, and heating systems. The completion of most of this project will be May or June. Superintendent Doland has asked the construction team to finish the gymnasium by graduation date in case the District is able to hold an in-person graduation.

- **Transition of Learning Models**

Superintendent Doland reiterated the significant factors to returning to in-person learning are community spread and case counts in the community, taking into consideration the number of staff members that are in the Eugene Springfield area. Other factors are the ability to remain social distanced within the schools, the requirement for face coverings, and the ability to maintain the small cohorts which is 20 or less in a cohort. Superintendent Doland shared the updated metrics. She explained distance learning was at 200 cases but has been moved up to 350 cases. Currently operating in the orange, which allows the District to do some limited-in-person learning. The District has been able to increase LIPI and prepare for Hybrid Learning. When the metrics move to yellow then the District can fully open hybrid for K-6 grade. Once that is in place, then the District can receive permission from ODE to start bringing in middle and high school students in Hybrid. ODE wants to see that the District can demonstrate the capacity to follow the RSSL items 1-3. Once the metrics reach the green level then the District can continue to do Hybrid and maintain cohorts. The difference is lengthening the day. Once the District has students in hybrid learning, this allows continuing with hybrid learning even if the metrics go up. If the metrics do go up, then the District will have to stop adding more students to hybrid learning and hold with students onsite. Superintendent Doland predicts the District will be approaching that hybrid number in the next week or so as long as the numbers keep going down. The numbers are looking very favorable to bringing kids back. Superintendent Doland praised the staff, saying they have been diligent in following all the stringent guidelines that have to be followed exactly in order to allow students back in the school. Reentering the school is not taken lightly. The plans and all the work around getting students back into the schools have been meticulously developed, taught and retaught and every department is working hard and doing their part in keeping our kids safe. The District has an obligation in making sure the staff are trained and prepared for bringing students back. In the Ready School, Safe Learners

plan, each building has a designated leader, which is the principal, and it is that person's job to implement, support and enforce the health and safety protocols. Superintendent Doland expressed that if any family wishes to continue with distance learning, it is absolutely an option and about 20% of families so far have indicated they are going to do so. The District is committed to serve all students, all populations regardless if they are onsite or distance learning. Currently the District is operating under Comprehensive Distance Learning with Limited-in-Person coming in two days per week. In Hybrid, it will be similar to LIPI, but it will be a longer day.

- **COVID Testing**

Superintendent Doland shared that COVID testing will be available onsite for students and staff that are symptomatic or exposed to COVID at school. Parents can choose to pick up their students and quarantine at home or take them elsewhere to have them tested. The COVID test is a fairly noninvasive test with quick results. More information will be coming on COVID testing. Chair Weddle indicated this topic needs to be shared out to parents. Superintendent Doland stated this was shared at the town hall meeting available to parents as well as being up on the website. Superintendent Doland specified when more information is available another town hall meeting will be held.

- **COVID Vaccine Update**

Sarah Scott with Orchid Clinic expressed she was very happy that Orchid Clinic was able to get the majority of vaccines for those staff members that wanted to vaccinate. Orchid Clinic is working on getting more vaccines to ensure that all District staff members receive the vaccine if they want it. Ms. Scott spoke about the school based health center and stated where it will be located in the high school which is ideal because students will have minimal time away from school to access health services. She expressed her excitement in getting it started. Superintendent Doland stated the school based health center was a part of the SIA plan and is discussing an October rollout with possibly an immunization clinic before that. Dr. Volpi spoke about the vaccinations and the state mandating vaccinating individuals over 80 years old possibly in the next week but even with that in place, District staff members will have priority. Director Edmunds asked the percentage of staff that have been vaccinated. Superintendent Doland answered with approximately 70% with three or four still on the waitlist. Several of the coaches have been immunized as well as local substitutes. The Lane County Superintendents group have also been organizing clinics for district staff members to be vaccinated. Lane Community College also had a clinic that allowed our staff members to receive the vaccine. Superintendent Doland thanked Orchid Health Clinic for putting Oakridge School District Staff ahead of the curve. Some districts are just starting their first doses, but Oakridge is starting on their second round.

3. **Food Service**

Food Service Coordinator, Ashely Kirkhart reported OES program balance at -\$31,699.94 with last year being \$9,942. OJSH balance at \$73,894.53 with last year at -\$31,398.99. The overall program balance is \$42,194.59 with last year being \$21,456.98. The Food Service Program served almost 10,000 meals over the last month including a breakfast and lunch. The program has an

amazing team making sure the meals are served regardless of conditions. Ms. Kirkhart praised the teams hard work. She stated that a child between the ages of 1 and 18 in the community can receive meals and gave contact information to get signed up with a bus delivery time.

4. OJSH Report

- **RSSL Plan for Hybrid Learning**

Mr. Chapman reported OJSH has submitted their plan for the Hybrid model and it is up for review and approval. Current operation is CDL with LIPI with cohorts of 20 for a max of 2 hours a day. It is a mix of students with junior high in the morning and high school in the afternoon in a study hall format so there is no active teaching, but staff are there to help support students navigate the technology. In approximately two weeks LIPI Plus will start. It will be very similar with 20 students per cohort two hours per day but the difference is bringing in specific grade levels or specific classes and class instruction will occur. Once that happens for a few weeks, then the model will be moved to Hybrid, which will allow an increased cohort group of 100. OJSH does not need this large of a cohort group as the biggest cohort group that has been planned is 45 students. The plan is to have a full day of classes, half the student body at a time. This is due to not being able to fit the student body population in the building with social distancing. Class instruction will occur with all three of the students classes. Students will be in the building either full day for two days a week or a half day every day. With the half day everyday model, lunches can be sent home with the students making it easier instead of trying to figure out how to social distance during meal time. With the full day model, staff will have more time with each student. It is unknown yet which model will be used. Students will be screened upon entry every time they enter the building. This screening process includes taking a temperature, sanitizing hands and asking five health questions. These questions are asked of every student and staff member coming in the building. Students will be assigned one of three doors to enter. There will be a staff member at each of these doors to do the screening with an iPad to electronically record the screening data. Students will come in the door and go right to their classroom. There will be no loitering in the halls. Classrooms have been arranged to allow for six feet of distance. Hallways have been marked with traffic reminders and social distancing reminders to help students remember to distance. As much as reasonable, the teachers will be moving to the students instead of students moving classrooms.

- **Attendance**

Students are not dropped for nonattendance. Previous years, there was a 10 day rule that if a student did not show up for 10 days, they were dropped. That rule has been done away with. After 10 days, if a student does not attend, the staff continue to attempt contact until a records request has been received from another district. Students are counted present if they attend a Google Meet, they have communicated with the teacher, if they complete online lessons in Acellus, or if they turn in regular class work. Staff attended training on all of the procedures.

Superintendent Doland added that each of the reopening plans will be added to the website. Hard copies will be available as well. A link will be provided as well for community to give their input.

- **Sports**

Currently K-12 sports are based on the county risk level completely independent of the instructional model. Lane County is currently in extreme so these are the guidelines, Volleyball could be inside with six or less which is why the volleyball team is practicing outside. For outdoor sports, maximum amount of people is 50. That is the reason spectators were not allowed in the stands at the last football game. Mr. Chapman reported that the volleyball team practice in the rain just like the football team. Tony Hammock pulls in a trailer with a flood light attached every night so volleyball can practice. Mr. Chapman gave praise to the staff and students on their dedication to sports.

Director Edmunds asked Mr. Chapman for updates on the Alt Ed program. Mr. Chapman stated the Alt Ed program has moved from the Westridge building to the high school. This gives students access to the shop program, to the culinary program, to a lot of services that were not available to them out at Westridge. Their classroom is now in the old high school computer lab. Mr. Chapman stated he would get more details prepared for next month as well as numbers of seniors who have graduated so far through the Alt Ed program. Director Edmunds agreed that having the Alt Ed students out at Westridge was inconvenient especially around graduation and some of those students fell through the cracks. She liked that the Alt Ed students will have the same access that all the other students have.

5. OES Report – Peter Iten

• RSSL Plan for Hybrid Learning

Principal Iten showed slides on the Ready Schools, Safe Learners plan. He showed ODE's guidance and the outline plan for OES that matches those guidelines. The plan follows the county and local numbers with highest priority on safety. Social emotional welfare is being taken into account. In-person is the goal, but safety is above that. He reported that as of today, Kinder through 6 grade was added to LIPI. Students are assigned entry doors, and it took only about 10 minutes to do morning arrival. Cohorts are key. Disinfecting, sanitizing, social distancing, and mask wearing are all being followed. To get into the Hybrid stage, OES relies on First Student to transport students and they are also following all the protocols and requirements laid out by ODE. OES has created a school Hybrid Team that did the planning following the guidelines and it was presented to all staff Friday 5th. The plan then goes before the School Board, then it will go out to parents. After presenting the plan to the School Board, phase II is entered in the process. All staff and students are wearing face coverings. In some classes there are plastic barriers. PE and Music are considered high risk activities so they will continue in Google meets. All students are screened upon entry following the minimum of 35 square feet per person. All hallways are marked with six feet social distancing guidelines. The arrivals are staggered including the parents at drop off. Check-in staff members wait 10 to 15 minutes after the start for any late arrivals. If they are arriving past that time, they come to the front of the building where they are screened. Mr. Iten gave praise to his staff in keeping the students spread out and safe. He shared the entire blueprint with all the requirements from ODE and OES's responses to those guidelines. He expressed that Mrs. Maher did an excellent job at assisting with the operational blueprint. Fire drills are still happening just social distanced. In the Hybrid model, recess will take place in the morning for K-3 in cohort groups.

6. Special Programs

Dr. Harrison stated the LIPI numbers have almost doubled for Special Education from when they started. He commended Principal Chapman and Principal Iten on getting more students into LIPI. Dr. Harrison wanted to make mention of all the outside partners that are attending the Special Education meetings on a regular basis. New challenges are arising with distance learning as the year continues. In previous years, there is a referral process that relies upon data tools administered regularly to monitor student progress but in the absence of those tools, the staff are having to get creative, thinking outside the box on how to monitor student progress. Teachers are now talking and problem solving to come up with ways to get useful data about the students. Dr. Harrison considers this to be a positive to come out of distance learning. Teaming is fundamental this year to develop supports for all of the students. He spoke about transitioning into the Hybrid model which will look similar to the current LIPI model with cohort groups. The difference will be a longer day. Special Services focus will continue in serving students and their individual need. The continuum of support will be enhanced by being able to offer more direct support to help close skill gaps. Hybrid model for Special Services will continue with the same successes in supports that are now in place such as collaboration meetings and technology.

E. Unfinished Business

1. Policy BDDH-Public Comment Revisions (1st read)

Superintendent Doland stated this policy does reflect a few changes from our original policy. She recommended speaking about this policy in the upcoming Work Session and draft more specific information in the form of an AR for more specific protocols. Vice-Chair Hardy stated that was discussed, to work on a final draft of the policy. Confidential Secretary, Jayme Martin, stated the next Work Session will be January 25 at 5:30pm.

F. New Business

1. Resolution 20-07 Classified Employee Appreciation Week (Action)

Chair Weddle read the resolution recognizing the Classified staff and their hard work.

Director Martin moved to approve resolution 20-07 Classified Employee Appreciation Week. Vice-Chair Hardy seconded the motion and the motion passed with all directors voting yes.

2. Lane ESD 2021-23 Local Service Plan -Year One (Action)

Superintendent Doland stated she is very pleased with the services from LESD and is excited for the new services that are coming. She recommended the Board approve the 2021-23 Local Service Plan – Year One. Director Martin asked if the new services will be a piecemeal or if they are part of the overall plan. Superintendent Doland stated they were part of the overall plan. Director Martin asked if the District uses these services, does it get paid as the District utilizes it or does it need an agreement separately. Superintendent Doland stated it was part of the services so part of the overall plan and full resolution. She stated she is excited for the communications service specifically expressing it will be very helpful for the District. Also, it will be nice to have a local legal service to utilize.

Vice Chair Hardy moved to adopt the Lane ESD 2021-23 Local Service Plan Year One. Director Martin

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

3. OSEA MOU-Employee Safety During the COVID Pandemic (Action)

Superintendent Doland stated this MOU mirrors the Teachers Union MOU and there could be a financial impact. She explained that it has been extended to the classified staff that if they are to contract COVID-19 while on District property, they will be given 10 days of paid leave. She recommended the Board approve this MOU.

Director Edmunds moved to approve the OSEA-MOU-Employee Safety During the COVID Pandemic. Vice-Chair Hardy seconded the motion and the motion passed with all directors voting yes.

4. OSEA MOU-Employee Retirement Provisions (Action)

Superintendent Doland stated this MOU is very similar to the Teacher Union MOU for retirement provision. This MOU is for employees who are eligible for full retirement. The District will pay 100% of their 21-22 cap on their Medical, Dental, and Vision insurance including their dependents, or the employee can chose to take a \$12,000 cash incentive. Superintendent Doland recommended approving this MOU stating it is equitable and brings the same provisions to our classified staff.

Director Edmunds moved to approve the OSEA MOU-Employee Retirement Provisions. Director McPherson seconded the motion and the motion passed with all directors voting yes.

G. Personnel

1. Employment Recommendation(s) (Action)

Classified

Andrea Bray, OES Office Manager, 8 or 10 hours (Effective January 27, 2021)

Extra Duty

Kristen Rosenblum, OJSH Teacher of Record Science (Effective September 15, 2020)

Eva Martin, Special Education Case Manager with Caseload above 25 (Effective September 15, 2020)

Karen Hale, Special Education Case Manager with Caseload above 25 (Effective September 15, 2020)

Ron Hebert, OHS Cross Country Head Coach (Effective February 2021)

Gary Jackson, OHS Football Assistant Coach (Effective February 2021)

Kierra Killingbeck, OHS Volleyball Assistant Coach (Effective February 2021)

Dang Nguyen, OJH Volleyball Assistant Coach (Effective February 2021)

Mark Osborn, OJH Football Head Coach (Effective February 2021)

Allison Williams, OHS Volleyball Head Coach (Effective February 2021)

2021)
Ray Yarbrough, OHS Football Head Coach (Effective February 2021)
Robeart Chrisman, OHS Baseball Head Coach (Effective April 2021)
David Gordon, OHS Softball Head Coach (Effective April 2021)
Sheila Keller, OJH Track Coach (Effective April 2021)
Marcia Mason, OHS Softball Assistant Coach (Effective April 2021)
Ed Mooneyhan, OHS Baseball Assistant Coach (Effective April 2021)
Dan Peck, OHS Golf Coach (Effective April 2021)
Don Jackson, OHS Wrestling Coach (Effective May 2021)
Gary Jackson, OHS Wrestling Assistant Coach (Effective May 2021)
Mark Osborn, OJH Boys Basketball Head Coach (Effective May 2021)
Bryan Williams, OJH Wrestling Coach (Effective May 2021)
Andrea Bray, OES Sub Caller (Effective January 27, 2021)

2. Request to Retire (Action)

Certified

Dan Fischer, OES/OJSH Teacher 8 hour (Effective April 1, 2021)
Jack Skordahl, Alternative Education Teacher 8 hour (Effective July 1, 2021)

3. Employee Resignation(s) (Action)

Certified

Ray Yarbrough, CTE Teacher 8 hour (Effective 03/19/2021)

Classified

Jen Bacus, OES Office Manager, 8 or 10 hours (Effective January 22, 2021)

Andrea Bray, OJSH Secretary, 8 or 10 hours (Effective January 26, 2021)

Extra Duty

Kaylee Peck, OJH Girls Basketball Assistant Coach (Effective January 22, 2021)

Ron Hebert, OHS Track Head Coach (Effective January 20, 2021)

Director Edmunds moved to approve the employee recommendations as listed with the changes added. Director McPherson seconded the motion. Director McPherson, Director Edmunds, Vice-Chair Hardy, Chair Weddle voted yes. Director Martin voted nay.

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 acknowledged two people that wished to give comment.

- Nicole Sulick spoke about the Alt Education program, the Board email, and a

teacher vote of no confidence.

- Ray Yarbrough stated he would make comment at the next board meeting.

J. Executive Session pursuant to ORS 192.660(2)(b) to consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing.

Executive Session Pursuant to ORS 192.660 (2)(i) Review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member, unless the person whose performance is being reviewed and evaluated requests an open hearing.

K. Future Agenda Items

1. **Next Regular School Board Meeting, March 8, 2021 6:00 p.m., Virtual Zoom Meeting**


2. **Board Work Session TBD**

The Board Work Session will be held Thursday 25 at 5:30.

L. Adjourn

Meeting was adjourned at 8:08pm

APPROVED:


JRM


Chairman


Superintendent