

Oakridge School District No. 76
Board of Directors
Board Work Session
February 25, 2021

The Work Session of the Board of Directors of Oakridge School District No. 76 was convened at 5:31 pm 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. Also present were Superintendent Doland, Confidential Secretary Jayme Martin and OSBA Director of Policy Services, Spencer Lewis.

1. Board Email Communication-Process

Chair Weddle asked for discussion on the Board communication process. Director Edmunds requested a process in place for when a person does email the Board they receive a response. Chair Weddle stated he would like someone else to be the person that responds. Director Martin said some Boards share the duties. Director Edmunds stated the Board could appoint just one person so not more than one response was being sent in potential violation of a meetings law. Vice Chair Hardy stated whoever was responding would want to make sure it is what the Board would say as a whole. There has to be consistency in what the responses would be. Director Edmunds mentioned the person responding could rely on OSBA and Legal Counsel to make sure their responses are correct. Director Martin pointed out that some policies and ARs spoke about responses coming from the Board Chair. Director Edmunds stated she read it also lists a spokesperson. Vice Chair Hardy stated it is important to make sure any emails received were forwarded to the spokesperson so they had a full picture for their response. Director Martin left the meeting at 5:38pm.

Director Edmunds stated not all five members are receiving all of the emails. Chair Weddle expressed that it was important that all five members receive all of the emails. He stated the Board Chair would still respond but the point person would be the one to put everything together and gather all information for the response. Superintendent Doland suggested all Board Members retain their own emails, but a general board email could be implemented that could be monitored and emails could be sent out to all members. Director Edmunds agreed with this, saying this way was suggested by OSBA and could ensure all members were receiving all communications. Chair Weddle also liked this, stating it could ensure all emails were replied to and no one was left out. Superintendent Doland mentioned it could be a Board Member monitoring that email, but it could also be the board secretary if it would be helpful as that is one way other districts handle communications. Vice Chair Hardy liked that idea and asked about individual emails that were received by the Board members being forwarded to the Board email. Superintendent Doland recommended all emails that were not sent to the Board email, would be forwarded to that general email. Director Edmunds stated she liked the idea of the board secretary being the point person and would like all replies to go out to all board members as well. Vice Chair Hardy asked Chair Weddle if he was in agreement of sending out the replies, if the board secretary gathered all the information. Chair Weddle stated he was in agreement with this. Vice Chair Hardy expressed a need for this process to be in writing. Board Secretary, Jayme Martin, stated she was in agreement with being the point person and monitoring the general email. Director Edmunds stated the Board was in an abnormal time period where more emails have been received than ever before. Vice Chair Hardy agreed, stating when emails with red and bolded wording citing every action the Board has taken are received, it is hard to keep reading after 4 or 5 pages. Chair Weddle stated he and the Board Secretary would work together in forwarding responding to communications. Superintendent Doland suggested she could work on getting it in a draft AR and it could be included in the regular March meeting as a first read. Chair Weddle stated he would like that. Director Edmunds asked if the website could be updated giving the address for the general board email. Superintendent Doland stated she would ask the technology director to add it to different places on the website as well as adding it to the agendas and publishing it on the District app.

2. Policy BDDH and AR – Public Comment

Chair Weddle felt this policy would need to change once in person meetings were happening again as he felt all who wanted to make comment should be allowed. He understood the reason for signing up for comment in virtual meetings. Vice Chair Hardy asked if he meant submitting the comment in writing. Director Edmunds stated there is a sign-up form for in person meetings as well. Vice Chair Hardy stated she sees the value in having comments submitted in writing during a virtual meeting since their point would not be missed if submitted in writing like it could be in voiced comment. Director Edmunds agreed saying it is nice to be able to read and reread the

comment to ensure no points are missed. The Board reviewed and discussed the bracketed language recommended by OSBA on Policy BDDH-Public Comment. The changes will be presented in the March Regular Meeting.

3. Policy GCAB – Personal Electronic Devices and Social Media – Staff

Director Edmunds stated she has been contacted by staff, people that work in other school districts, and parents regarding concerns with some of the District staff and their posts on social media. These concerns are citing the students and athletes get in trouble for lesser offenses than what some staff members are posting. This policy reads, "Staff actions on social media websites, public websites and blogs, while on or off duty, which disrupt the school environment, are subject to disciplinary action up to and including dismissal," "actual negative impact on the learning environment." She emphasized this disruption has been happening and there is a negative impact to the students and it needs to stop. Vice Chair Hardy agreed. Director Edmunds stated she attended the OSBA webinar the day before, and they were discussing a similar scenario, stating if anybody associates themselves to their job/school, then this policy goes into place. Superintendent Doland added there have been similar situations in previous years, and legal counsel was consulted. The situation did not follow what the professional educator would dictate, which are the standards teachers are bound by in the State of Oregon. She stated she is currently working with legal counsel regarding this issue this year. She asked if the Board is receiving complaints around staff's public postings, to forward those complaints to her so the situation can be remedied. Chair Weddle stated it is the job of the staff as well as the Board to not disrupt the education of the students. Vice Chair Hardy stated the District cannot afford to be moved by chaos and there is a lot of that going on now. Chair Weddle stated it would be a good idea to for the Board to read the policy closely. Director Edmunds suggested it might be a good time to send it out to all staff as they may not be aware of this policy. Vice Chair Hardy recommended having all the staff sign the receipt of the policy. Superintendent Doland spoke about working on a staff handbook and this policy will be included as well as requiring a signature for the handbook. She stated this is a fairness issue. The staff needs to be aware of policies they are governed by.


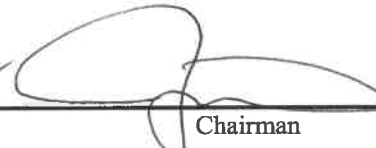
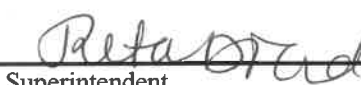
4. Executive Session Pursuant to ORS 192.660 (2)(i) Review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member, unless the person whose performance is being reviewed and evaluated requests an open hearing.

Chair Weddle called the meeting into executive session 6:02pm.

Chair Weddle adjourned the executive session at 7:19pm.

5. Adjourn

Meeting was adjourned at 7:22pm.

APPROVED:   
JRM Chairman Superintendent