



Oakridge School District #76

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Oakridge Board of Directors September 12, 2022 Regular Meeting 6:00 p.m.

Regular School Board Meeting In-Person or Virtual

- Click the link to join the Zoom Webinar
<https://us02web.zoom.us/j/85478922663?pwd=aE0xNVNzWGFyYbHVuYW4zemVuK1UwZz09>
- Listen by phone: +1 346 248 7799 Webinar ID: 854 7892 2663 Passcode: 087284

The Board values community engagement and recognizes the importance of public input. Community members are required to sign up for public comment and are encouraged to submit written public comment by noon the day of the scheduled meeting.

Please follow this link to sign up for public comment <https://forms.gle/5Fot1fQEYAWJcwHy5>.

Please submit your public comment to osdcomments@ohswarriors.net.

AGENDA

1. Call Meeting to Order
2. Changes or additions to the Agenda
3. Action Items
 - 3.1 Consent Agenda (Action)
4. Announcements/Correspondence
 - 4.1 Retiree Recognition
 - Barbara Skordahl – Educational Assistant
 - 4.2 Board Vacancy and Application Process
5. Information/Reports
 - 5.1 Narcan Information Alexander Lavake
 - 5.2 BoardBook Presentation Hal Frazier
 - 5.3 Superintendent Report Superintendent Doland
 - 5.4 OES Report Principal Maher
 - 5.5 OJSH Report Principal McGrath
 - 5.6 Athletic Director John Taylor
6. Unfinished Business
 - 6.1 Policy (2nd Read/Possible Action)
 - EBBAA – Infection Control Bloodborne Pathogens
 - GMB – Staff Complaints
7. New Business
 - 7.1 District Calendar Update (Action)

8. 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.)

9. Next Meetings

- Special Meeting September 12, 2022 8:45pm
- Regular Board Meeting October 10, 2022 6:00pm

10. Adjourn

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: 9/7/2022

Start of Consent Agenda

September 12, 2022

1. Meeting Minutes

- Regular Session
 - August 08, 2022
- Special Meeting
 - August 15, 2022
 - August 18, 2022

2. Personnel Report

End of Consent Agenda



**Oakridge Board of Directors
August 8, 2022
Regular Meeting
6:00 p.m.**

1. Call Meeting to Order

Present: Chair Martin, Vice Chair Hardy, Director Samuelson, Director McPherson, Director Pope, Superintendent Doland, Business Manager Heather Harrison, Confidential Secretary Jayme Martin.

Chair Martin called the Regular Meeting of the Board of Directors to order at 6:00pm. The Board meeting was led in the Pledge of Allegiance and Roll Call was taken.

2. Changes or additions to the Agenda

- Vice Chair Hardy asked to add a Professional Development topic. Added to 7.2
- Personnel Report. Added to 7.3

Director Samuelson moved to add items to the agenda. Director McPherson seconded the motion. The motion passed with all directors voting yes.

3. Action Items

3.1 Consent Agenda (Action)

Vice Chair Hardy moved approved the consent agenda. Director McPherson seconded the motion. The motion passed with all directors voting yes.

4. Announcements/Correspondence

5. Information/Reports

5.1 Superintendent Report

Superintendent Doland spoke about the fire crews and incident command being stationed at the Elementary School.

She spoke about the social studies curriculum arriving to the district.

She spoke about new desks and chairs for the students.

She spoke about the administrative retreat with many accomplishments and goals set for the coming year.

She spoke about the recent interviews and hires.

6. Unfinished Business

7. New Business

7.1 Policy (1st Read)

- EBBA – Infection Control Bloodborne Pathogens
- GMB – Staff Complaints

The policies, if adopted, will be added to the staff handbook. The policies will be added to the next regular meeting.

7.2 Professional Development

Professional Development from Steven Constantino, author of "Engage Every Family" was discussed. It was determined the time commitment was too great for the Board Members and they would continue to read the book.

7.3 Personnel Report

Director McPherson moved approve the second personnel report. Director Pope seconded the motion. The motion passed with Directors Pope, McPherson, Samuelson and Hardy voting yes. Chair Martin voted no.

8. Public Comment

Chair Martin read the following: "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."

No public comment was made.

Principal Maher gave a report on Summer Adventures that ended at the end of July.

9. Next Meetings

- Board Retreat Work Session August 15th and 16th 5:15pm – 8:00pm
- Regular Board Meeting September 12, 2022 6:00pm

Vice Chair Hardy and Superintendent Doland stated there would be another meeting on August 18 at 5:15 to meet in executive session with the district attorney to hear complaints against Superintendent Doland.

10. Adjourn

Meeting adjourned at 6:45

APPROVED:

JRM

Superintendent

Board Chair

**Oakridge Board of Directors
August 15, 2022
Special Meeting
5:15 p.m.**

1. Call Meeting to Order

Present: Chair Martin, Vice Chair Hardy, Director Samuelson, Director McPherson, Director Pope, Superintendent Doland, Confidential Secretary Jayme Martin, OSBA Board Development Janet Avila-Medina.

Chair Martin called the Special Meeting of the Board of Directors to order at 5:40pm. He apologized for the meeting starting late due to unforeseen circumstances.

2. Professional Development from OSBA

Janet Avila-Medina, Board Development with OSBA led the Board in professional development that included the following topics.

Welcome & Introductions

- Let's Get to Know Each Other
- Ice Breaker
- Norms & Expectations for the Day

Board meeting recessed at 6:54. The meeting resumed at 7:03

Board Self-Evaluation Results & Discussion

- Set Board Professional Development Goals/Plan

District Goals – Setting the Direction

- Check-in
- Clarify process
- OSBA Best Practices/Recommendations
- Q&A

Board Professional Development Training Opportunities

- Brief Overview – Diane Efseaff Memorial Scholarship Program (DEMSP)
- Tools & Resources
- Q&A

Wrap-Up

- What were your “aha” moments or 1-2 key takeaways?
- What do you need to continue to think about?
- Preview of Day 2

3. Adjourn

Meeting adjourned at 8:21

APPROVED:

JRM

Superintendent

Board Chair

Oakridge School District No. 76
BOARD OF DIRECTORS
Special Board Meeting /Executive Session Minutes

August 18, 2022

The Special Meeting of the Board of Directors of Oakridge School District No. 76 was convened at 5:15 p.m. remotely by virtual Zoom meeting connection and in person called to order by Chair Martin. In addition to the Chair, those present were directors Hardy, McPherson, Samuelson and Pope. Also present was Superintendent Doland, Business Manager Heather Harrison and Retired Confidential Secretary Lori McMahon.

Others in attendance remotely is on file at the District Office.

1. **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.** Chair Martin called the meeting into Executive Session at 5:17 p.m. 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. There were technical difficulties with the connection between the District and Attorney Nancy Hungerford. Chair Martin called the meeting back into regular session at 5:22 p.m. while the technical difficulties were resolved. Chair Martin called the meeting back into 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 at 5:37 p.m. Those in attendance were Chair Martin and Directors Hardy, McPherson, Samuelson and Pope. Others in attendance were Superintendent Doland, Attorney Nancy Hungerford and Retired Confidential Secretary Lori McMahon. The Board received instructions from Nancy Hungerford and were able to ask questions. Chair Martin and Superintendent Doland left the meeting at 5:50 p.m. while Confidential Report #1 was reviewed and discussed. Chair Martin and Superintendent Doland returned to hear Confidential Report #2 at 6:45 p.m. Superintendent Doland left the meeting while the Board reviewed and discussed Confidential Report #3. Nancy Hungerford reviewed with the Board their options for each complaint.
2. **Adjourn** – Chair Martin adjourned the Executive Session at 10:02 p.m. and the attendees were brought back into the regular board meeting. *Director Pope moved to adopt the investigators recommendations on Confidential Report #1. Director Martin recused himself from the vote. Director Hardy seconded and the motion carried with Directors Hardy, Samuelson, McPherson and Pope voting yes. No action was taken on Complaint #2 and #3.*
3. **Adjourn** - The meeting was adjourned at 10:07 p.m.

Approved:

LJM

Chairman

Superintendent

Personnel Report (Action)

September 12, 2022

A. Employee Recommendations

1. Certified

OJSH

- a. John Taylor, PE/Health Teacher, 1.0 FTE
- b. Drew Kell, Science Teacher, 1.0 FTE
- c. Lelah O'Shaughnessy, ELA, .5 FTE
- d. Thomas Harvey, CTE Business/CTE Welding, .5 FTE/.5 FTE
- e. Li Li Washburn, Math Teacher, 1.0 FTE

OES

- a. Brittani Hirsch, Life Skills Teacher, 1.0 FTE

B. Employee Resignations

1. Administration

OJSH

- a. Josh Metzger, Principal, Effective 08/12/2022

Oakridge School District 76

Code: BBC
Adopted: 10/10/16
Revised/Readopted: 8/12/19
Orig. Code: 111.5

Board Member Resignation

The Board believes that any citizen who files and seeks election or appointment to the Board should do so with full knowledge of and appreciation for the investment in time, effort and dedication expected of all Board members, and that the citizen's intent is to serve a full term of office.

When a member decides to terminate service, the Board requests earliest possible notification of intent to resign so the Board may plan for the continuity of Board business. Resignations must be made in writing. Board members can resign the office effective at a future date. If the resignation is effective at a future date, the resignation is binding unless withdrawn in writing by the end of the third business day after the resignation is made.

The Board will announce the resignation and declare the vacancy at a Board meeting.

The Board will determine the procedures to be used in filling the vacancy. The Board may begin a replacement process and select a successor prior to the effective date of resignation; however, the actual appointment shall not be made before the resignation date.

END OF POLICY

Legal Reference(s):

ORS 236.320

ORS 236.325

ORS 332.030

Cross Reference(s):

BBE - Vacancies on the Board

Oakridge School District 76

Code: BBE
Adopted: 6/15/98
Revised/Readopted: 8/12/19
Orig. Code: 111.2

Vacancies on the Board

Vacancies will be filled through Board appointment. The Board appointee must be a legally registered voter and a resident within the district for one year immediately preceding the appointment

In the event of multiple vacancies, the position vacated first will be filled first.

Upon appointment by the Board, the newly appointed Board member(s) will be sworn and seated immediately.

If the offices of a majority of Board members are vacant at the same time, the directors of the Lane Education Service District shall appoint persons to fill the vacancies from qualified district voters.

Board elections are held every odd-numbered year, which for the purposes of this policy, are termed “election” years.

The appointee:

1. Will serve until June 30 following the next “election,” at which time the individual elected in March of that year will fill the remaining portion of an unexpired term or serve a full four year term.
2. Will serve until June 30 of subsequent “election” year, if the vacancy occurs after the filing date in an “election” year.

A Board member so elected as a replacement will serve the remaining years of the term of office of the Board member being replaced.

END OF POLICY

Legal Reference(s):

ORS 249.865 to -249.877
ORS 255.245

ORS 255.335
ORS 332.030

ORS 332.122
ORS 332.124

Cross Reference(s):

BBBA - Board Member Qualifications
BBC - Board Member Resignation
BBD - Board Member Removal from Office

OSBA Model Sample Policy

Code: EBBAA
Adopted:

Infection Control and Bloodborne Pathogens

The Board recognizes that staff and students incur some risk of infection and illness each time they are exposed to blood or other potentially infectious materials. While the risk to staff and students of exposure to body fluids due to casual contact with individuals in the school environment is very low, the Board regards any such risk as serious.

Consequently, the Board directs adherence to standard precautions. Standard precautions require that staff and students approach infection control as if all direct contact with human blood and body fluids is known to be infectious for HIV, AIDS, HBV¹ and/or other bloodborne pathogens².

The district shall develop an Exposure Control Plan that includes infection control procedures, and procedures to minimize and eliminate exposure incidents to bloodborne pathogens.

Infection Control

Staff and students shall receive an annual in-service that includes correct procedures for cleaning up body fluid spills and for personal cleanup, appropriate disposal, immunization and personal hygiene, as well as the location and a content review of first-aid and clean-up kits. Kits shall be available for each room in the building and in each district vehicle.

In addition to an annual in-service, staff and students on a regular basis will receive HIV, AIDS and HBV information.

The information shall emphasize infection — how infection is spread as well as how it is not spread.

Bloodborne Pathogens

The Exposure Control Plan shall be reviewed and updated at least annually and when necessary to reflect new or modified tasks and procedures which affect occupational exposure and to reflect new or revised employee positions with occupational exposure. The review and update shall also:

1. Reflect changes in technology that eliminate or reduce exposure to bloodborne pathogens;
2. Annually, document consideration and implementation of appropriate commercially available and effective safer medical devices designed to eliminate or minimize occupational exposure.

The plan shall include training followed by an offer of immunization with Hepatitis B vaccine and vaccination series for all staff who are required to provide first aid to students and/or for all staff who have

¹ HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus

² "Bloodborne pathogens" are pathogenic microorganisms that are present in human blood and can cause disease in humans. These include, but are not limited to, Hepatitis B virus (HBV) and Human Immunodeficiency Virus (HIV).

occupational exposure as determined by the district. Training shall be provided at the time of initial assignment to tasks where occupational exposure may take place and at least annually thereafter. Personal protective equipment appropriate to job tasks shall be provided by the district. A post-exposure evaluation and follow-up shall be made available to any employee sustaining an occupational exposure.

The district recognizes that, as required by Oregon Administrative Rule (OAR) 437-002-1030, employees who use medical sharps in the performance of their duties (e.g., administering injectable medicines to students, such as epinephrine and glucagon) must, at least annually, be provided with the opportunity to identify, evaluate and select engineering and work practice controls (e.g., sharps disposal containers, self-sheathing needles, safer medical devices, such as sharps with engineered sharps injury protections and needleless systems). The district will implement such work practice controls, as appropriate.

Documentation, including a sharps injury log, will be maintained as required by OAR 437-002-1030(3) and 437-002-1035.

The district will cooperate with [the Oregon Department of Education] [the Oregon Health Authority, Public Health Division,] [the local health department] [the education service district] in delivering HIV, AIDS and HBV education.

END OF POLICY

Legal Reference(s):

OAR 437-002-0360
OAR 437-002-0377
OAR 437-002-1030
OAR 437-002-1035
OAR 581-022-2050
OAR 581-022-2220
OAR 581-053-0240(23)
OAR 581-053-0250(1)
OAR 581-053-0517(13)(c),(e)

Occupational Safety and Health Standards, Bloodborne Pathogens, 29 C.F.R. §1910.1030.

OSBA Model Sample Policy

Code: GBM
Adopted:

Staff Complaints *

The superintendent or designee will develop a complaint procedure which will be available for all employees who believe there is evidence of, and wishes to report a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations; a mismanagement, gross waste of funds or abuse of authority, or believe there is evidence that the district created a substantial and specific danger to public health and safety by its actions. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

The complaint procedure will not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract nonrenewal or contract non-extension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

Administrative regulations will be developed to outline procedural timelines and steps under this policy, as necessary. The district will use the [designated] complaint process in [administrative regulation KL-AR - Public Complaints Procedure] to address any alleged violations of this policy.

END OF POLICY

Legal Reference(s):

¹ If the district created and has a GBM-AR - Staff Complaints, it may want to insert and replace language here.

ORS 332.107
ORS 659A.199 to -659A.224
OAR 581-022-2405

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).

July

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October = 18 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January = 17 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April = 15OES/16OJSH Student Days

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

August

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November = 14 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

February = 16 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

May = 18 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September = 16 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December = 10 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March = 15 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June = 9 Student Days

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Holidays/Vacations - No School

	Jan. 16 (non-paid, no work day)	Mar. 27-31	May 29
Sept. 5	Labor Day		
Nov. 11	Veteran's Day		
Nov. 24	Thanksgiving		
Dec. 19-	Winter Break		
Jan. 3	New Year's Day		
Jan. 2	(observed)		

In-Service Days

	Aug. 29	Aug. 30	Aug. 31	Sept. 6 (half day pm)	June 14 (half day pm)

Curriculum Days

	Oct. 21	Jan. 3	March 10	May 12	June 15

Grading Days End of Quarter =

	Nov. 4	Nov. 27	April 7	4th Quarter - 39 days-OJSH 38 days - OES

Conferences

	Nov. 21-22	April 20	April 21

Work Days

	Sept. 1	Sept. 23	June 16

Other/Underlined Days

	Oct. 8	Nov. 23	June 10

Teacher Contract Days: 174 (includes Flex Day). Instructional Days: OJSH = 149 OES = 148
Inclement weather school closures will be made up in this order: March 17, April 28, May 5, May 19, May 26.