



Oakridge School District #76

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Oakridge Board of Directors

January 14, 2022

Virtual Meeting

6:00 p.m.

1. Call Meeting to Order

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

Guests: Tony Scurto, LESD Superintendent, Linda Hamilton, LESD Board of Directors, Shareen Vogal, CTE Regional Coordinator LESD.

Chair Martin called the Regular Meeting of the Board of Directors to order at 6:04 pm and the meeting was led in the Pledge of Allegiance.

2. Changes or Additions to the Agenda

Director McPherson requested adding discussion about the First Student contract as item number 5.1.

3. Action Items

3.1 Consent Agenda (Action)

Vice Chair Hardy moved to approve the consent agenda. Director Samuelson seconded the motion. The motion passed with all directors voting yes.

4. Information/Reports

4.1 LESD Local Service Plan Year Two (Action)

Lane Education Service Director Tony Scurto presented the LESD Local Service Plan Year Two. He explained the Local Service Plan is developed in collaboration with component district superintendents, Lane ESD administrators and staff, and reviewed and approved by the Lane ESD Board of Directors. The plan's intentions are to improve student learning, enhance the quality of instruction provided to students, assure equitable access to resources, and maximize operation and fiscal efficiencies. The plan includes services for:

- Students with Special Needs
 - Behavior Disorder Services
 - Behavior Disorder – Consultants
 - Martin Luther King, Jr. Education Center
 - School Psychology Services
 - Speech Services/Augmentative Communication
 - Sign Language Interpreting Service
 - Direction Service
- Instruction, Equity and Partnerships (School Improvement)
 - CTE Program
 - Instruction, Professional Development, Consultation/Coaching, Learning Resources, Equity, Partnerships
 - Connected Lane County
 - Tragedy Response
 - Librarian Services

- Attendance/Truancy and Advocacy Services
- Lane ESD Student Success Act Comprehensive Support Plan
- School Nurse
- Technology
 - Infrastructural Technology
- Administrative and Support
 - Business Services
 - Courier Services
 - Substitute Teacher List Subscription

Lane ESD Board Director Linda Hamilton thanked the school district and Superintendent Doland for the work, time and service to the students and other districts.

The Board requested the LESD Local Service Plan Year Two action item be added to the next Board Meeting.

4.2 Superintendent Report

➤ Attendance

	OES	Junior High	High School	District Total
21-22				
Dec	273	92	134	501
Jan	272	93	136	503
20-21	288	89	153	530
Difference	-16	+4	-17	-27

➤ Construction Update

The Emergency Shelter is almost complete. Two 2,000 gallon propane tanks for the generators are in place and the generators are expected to arrive at the end of January.

At Westridge, a 1,000 gallon fuel tank was installed to operate the boiler. The underground tank is not functioning and a fix is being investigated.

OES construction is complete. OJSH is waiting on the generator and then will be complete. A seismic grant for OES is being researched to reinforce the gymnasium.

➤ Athletics COVID

There is an uptick of COVID cases since returning from Winter Break. The community and spectators are being asked to adhere to strict guidelines during athletic events to ensure athletics can continue for the students.

➤ Retirement Agreement

Superintendent Doland spoke about the Retirement Agreement that was requested by both the Certified and Classified Unions. This agreement was the same as the Retirement Incentive MOU that was agreed upon last year. She spoke about the impact to the budget with the maximum cost to the district being \$55,314. The number of staff members eligible for this incentive are three certified, four classified and one confidential.

Vice Chair Hardy moved to add discussion about the Retirement Agreement later in the agenda. Director Pope seconded the motion.

Director McPherson requested it be discussed at a future meeting for better understanding.

The motion passed with directors Martin, Hardy, Samuelson, Pope voting yes. Director McPherson voted no.

Retirement Agreement was moved to 6.5 on the agenda for discussion and possible action.

4.3 OHS/CTE Report

Shareen Vogal, Lane ESD CTE Regional Coordinator spoke about the CTE program. Career Technical Education is a sequence of courses that provide an end game for our students for either further employment or further education. It includes career specific coursework like work-based learning, internships or apprenticeships. The CTE program of study is something that leads students into an in-demand, high wage career workforce. It is an integration of technical career with proficiencies in academic content. Lane ESD helps make connections between employers and students, providing opportunities for their future.

Chair Martin asked if a student in our district wanted to attend a CTE program in another district, was that a possibility? Ms. Vogal responded that it has been a topic of priority with the regional coordinators in crossing traditional boundaries and sharing curriculum and courses in order for the students to be able to participate in CTE courses that may not be available in their local district. Mr. Scurto stated this topic was being discussed later in January at the superintendents meeting and more information is going to come.

➤ Early Childhood CTE Program

Bridgett DeBoer presented her CTE ECE program. She stated this program will help High School students with the understanding of a career pathway for Early Childhood Education. The objective is to have students hire ready when they graduate and move into a preschool setting as an assist teacher. Safety certification is part of the program which includes CPR training, First Aid, Food Handlers, and Safe Sleepers. The students are tasked with planning and implementing an activity for the District Pre-K students once a week. All of the courses are attached with LCC allowing the students to earn college credit. Mrs. DeBoer has one student that is a completer and will be included in the National Honor Society.

➤ Business Administration and Finance CTE Program

Heather Harrison presented her CTE Business program. She said the classes available are Instructions Business, and Business Technology which are both in line with LCC credit. Students are getting ready to take their Microsoft Office Word Certification. Mrs. Harrison also teaches accounting which the students really like. Also available is an entrepreneurship screen printing class. There are two Junior High business tech classes available in which they learn Google apps, readying them for high school. Program of study and review of the curriculum will be coming up for Business CTE classes. Mrs. Harrison has two students that are completers and will be included in the National Honor Society.

➤ Woods CTE Program

Ed Mooneyhan presented his CTE Wood Shop program. He stated he teaches his students at a deeper level than simple woods construction. His teaching involves reading drawings, calculating and reading floor plans, measuring and ordering lumber correctly. He wants his students to be able to follow those drawings or floor plans with proper tools preparing them for a future in construction, knowing how to do it confidently and safely. He explained a project they are working on called Sheds of Hope which are supplied to people who are in need. The sheds are 8X8 and are being delivered to the Blue River area to people who have lost their homes in the wildfires. By the end of this year or beginning of next year, they will be working on mini houses.

➤ Health Occupations CTE Program

Principal Ross presented for Kristen Rosenblum. The classes being offered are Intro to Health Occupations, Anatomy and Physiology to 11th graders, and in the past Forensic Science has been offered. AP Biology and Advanced Health Occupation classes may be offered in the future with the possibility of apprenticeships, internships and mentoring with our health based center, and local medical center or fire department. Students will be completing their CPR certifications. Health Occupations courses have a competitive event they participate in where the students have a timed activity to complete and are scored as a team. Some components to the classes are learning about the CNA, Medical Assistant, Sports Medicine, EMT/Paramedic workforce.

Mrs. Ross stated one of the ways they are encouraging students to take CTE courses in high school is by making an elective wheel in Junior High. With this experience, they are educated to know which CTE classes they would like to select once they reach the 9th grade.

Director McPherson stated she was excited to learn about the classes and glad for the opportunity for the students, and Vice Chair Hardy express her gratitude in what the teachers are doing especially after being able to witness the classes in action during the site visit.

4.4 OES/MTSS Process

Principal Maher gave a report on the Elementary School. She thanked the Board for their service and gave a shout out to Renee Saxon in her support to the third grade team. She spoke about recognizing three students for initiative in November. She spoke about Shop with a Cop coming back to the elementary school this year. The Elementary students earned 500 lion bucks which allowed them to have a pajama day.

Carey Walter, Speech Pathologist, gave a presentation on MTSS. Multi-Tiered System of Supports is a research based program designed to support students in all levels of behavior. She explained the tiers stating majority of students are on tier 1 level of support with tier 3 being the top level of intensive support and individualized interventions. The purpose of MTSS is to help educators work to ensure that the majority of their students respond to Core Instruction Tier 1. Students who need additional supports for enrichment or remediation are identified by data allowing teachers to continually monitor and improve the effectiveness of their actions and interventions. Each tier has its own research based interventions and step by step process for student and educator success. At the Elementary School, an MTSS Team is in place that is comprised of Teachers and Behavior Support. The team supports teachers through MTSS with curriculum, training, and research based interventions. The goal is to have the program running district wide.

4.5 Lego Robotics

Heather Harrison spoke about Lego Robotics which is designed for students in the 4th through 8th grade. She stated the program they had been running was part of the 1st Lego League but with other funding sources, they were able to branch out into different types of robotics like, EV3, Spike Primes Systems, Spyros and drones. The Lego league was able to compete virtually in state competitions. Students learned a lot. The program is organized to build on STEAM skills with an emphasis on engineering and programing autonomous robots. The students create and program robots that run autonomously. One of the core values for the Lego League is cooperation and helping each other out. One student taught themselves Python programming for their robot and taught the other students. Python programming is more advanced than what the team is using so it was very impressive. The Lego Robotics group would like to expand in the future.

Vice Chair Hardy expressed how amazed she was at how much the students learn doing this program.

5. Unfinished Business

5.1 First Student Contract

Director McPherson stated she had not received the First Student Contract as requested in past meetings.

Director McPherson moved to receive the First Student Agreement by Friday, January 14. Director Pope seconded the motion. The motion passed with directors McPherson, Pope, Hardy and Martin voting yes and Director Samuelson abstained.

6. New Business

6.1 Board Appreciation Month

Superintendent Doland read Governor Kate Brown's proclamation for appreciation to School Boards, declaring January 2022 School Board Recognition Month.

OSEA's Union President Andrea Bray wrote a letter of appreciation to the School Board read by Jayme Martin.

6.2 Insurance Proceeds to Replace Gym Floor Damage Resolution 22-09 (Action)

Business Manager Peggy Mahla explained this resolution is appropriations for the repair of water damage to the gym floor.

Vice Chair Hardy moved to approve Resolution 22-09. Director Samuelson seconded the motion. The motion passed with all directors voting yes.

6.3 PERS Pension Bond Payment Resolution 22-10 (Action)

Ms. Mahla explained in the future, this payment will be built into the budget, but because it occurred after the budget was adopted, a resolution has to be in place for this payment.

Director McPherson moved to approve Resolution 22-10. Vice Chair Hardy seconded the motion. The motion passed with all directors voting yes.

6.4 Pension Bond Savings Resolution 22-11 (Action)

Ms. Mahla explained this resolution is for any savings between the reduction in rate and the actual bond payment to be set aside in a special revenue fund to cover any PERS cost, in case the rate in any biennium isn't low enough to make that payment. She stated this revenue fund is specifically earmarked to make PERS bond payments so if in the future those funds need to be reallocated, this resolution would have to be rescinded.

Vice Chair Hardy moved to approve Resolution 22-11. Director Samuelson seconded the motion. The motion passed with all directors voting yes.

6.5 Policies

• KL – Public Complaints

Superintendent Doland explained the update to this policy lists other policies that have their own complaint process making it easier to identify the policy and complaint process that needs to be followed depending on the circumstance. It has also been revised to add Work Place Harassment and Every Student Belongs policies, as well as policy codes for Sexual Misconduct and Harassment.

Discussion was had on the updates. Chair Martin requested to change the title of the policy from "Public Complaints" to "Complaints" citing it could be confusing since it is titled public, the staff or students may not understand to look at this policy. Superintendent Doland stated these policies are vetted by attorneys so is hesitant to change something they are not suggesting to change, but could consult with an OSBA attorney. Director Martin would like an explanation from OSBA. Director Pope agreed. Vice Chair Hardy asked if there was a difference between the Public Complaint process and the other more specific processes. Superintendent Doland stated the wording and the process was very similar. Chair Martin stated he believes there is contradictory language around different policies we have in place. Director McPherson asked if we could gather those policies that contradict and work on them. Superintendent Doland suggested a work session with a policy specialist from OSBA.

Chair Martin requested the next work session to include Executive Sessions, and Complaint Policy work.

- **ACB – Every Student Belongs**

Superintendent Doland explained these updates are due to changes made by the OR Legislature.

6.6 Retirement MOU

Business Manager Peggy Mahla explained the number of staff members eligible for retirement and the worst case scenario cost to the district if everyone took advantage of the incentive. She explained there is a high potential for savings when the new hire comes in at a lower step on the salary schedule than that of the retired employee. However, the savings are unknown and impossible to predict or calculate. She explained the Certified Contract language states they have to notify the district of their intent to retire by February 1st. Superintendent Doland explained the options in the Retirement MOU.

- Option 1: District will provide 100% of the 22-23 cap on Medical/Vision/Dental insurance for the retiree and qualifying dependents for a period of 12 months beginning October 1, 2022.
- Option 2: District will pay the retired employee a \$14,100 cash incentive at the time of retirement.

7. Public Comments

David Gordon – requested the Board approve the Retirement Incentive MOU as he would like to take advantage of it this year since he wasn't able to last year. He explained the savings further.

Nicole Sulick – requested the recordings of the Board Meetings be made available. She addressed the meetings that have been cancelled or waived in the past.

Meeting was called into recess at 9:16

Meeting was called back into order at 9:26

6.6 Retirement MOU (continued)

More discussion and explanation was had around the Retirement MOU. Ms. Mahla explained the financials from the previous year's Retirement Incentive.

Chair Martin moved to give the Superintendent authority to negotiate an agreement with the two unions on the retirement incentive with both the Medical and Cash incentive options not to exceed the insurance cap for the 22-23 school year. Vice Chair Hardy seconded the motion. The motion passed with all directors voting yes.

8. Next Meetings

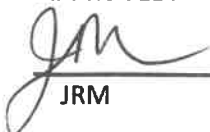
- **Work Session, TBD**
- **Regular Board Meeting, February 14, 2022**

Board Secretary Jayme Martin reminded the Board of the upcoming site visit to take place at the Middle and High School on February 7.

9. Adjourn

Meeting was adjourned at 9:51

APPROVED:


JRM


Chairman


Superintendent



OSD Comments <osdcomments@ohswarriors.net>

Retirement Incentive

1 message

David Gordon <chesscoach@msn.com>

Mon, Jan 10, 2022 at 6:40 PM

To: "osdcomments@ohswarriors.net" <osdcomments@ohswarriors.net>

If you look at the Salary Schedule for 2021-22 3rd step BA+60 or MA is \$46,341. Step 15 BA +105 which is mine is \$72,204. The difference is 25,863. If you take out the \$13,800 the district will still save \$12,063. Please do this so I can retire and have health insurance. It is a win/win. I also plan on substitute teaching, so it would also provide another local substitute for our district.

Thank you,

David Gordon

Sent from Mail for Windows



OSD Comments <osdcomments@ohswarriors.net>

Public Comment for Jan School Board Meeting

2 messages

NICOLE SULICK <peacefultouch@msn.com>

Mon, Jan 10, 2022 at 11:43 AM

To: "osdcomments@ohswarriors.net" <osdcomments@ohswarriors.net>

Members of the Board,

I appreciate the opportunity to address the board on two different topics tonight.

1. Are school board meetings being recorded? How can members of the public access those recordings? I believe this will be the fourth time I have addressed this question- I have asked twice during public comment and once via email and have not yet received an answer.
2. OSD Policy on Board Meetings states "Generally, a regular Board meeting will be held each month"(BD/BDA). This board has failed to meet twice already this school year. There was no regular Board meeting in August 2021 and again no meeting last month (December 2021). In addition, two of our board members did not attend the November 2021 regular Board meeting. How is the board working to address this absenteeism issue? Can you and assure our community that our school board will meet monthly and that all of its members are fulfilling their commitment to our schools?

Thank you,
Nicole Sulick, OJSH Parent
(She/her/hers)
ph 541.913.2557

OSD Comments <osdcomments@ohswarriors.net>

Mon, Jan 10, 2022 at 2:10 PM

To: Kevin Martin <kmartin@ohswarriors.net>, Clem Pope <cpope@ohswarriors.net>, Lisa Samuelson <lsamuelson@ohswarriors.net>, Mikal Mcpherson <mmcpherson@ohswarriors.net>, Susan Hardy <shardy@ohswarriors.net>, Reta Doland <rdoland@ohswarriors.net>

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