



# Reedsport School District 105

## MONTHLY SCHOOL BOARD MEETING

### MINUTES

DECEMBER 14, 2022, 6:30 p.m.

I. CALL TO ORDER @ 6:31 pm

II. ESTABLISH A QUORUM

- A. Carey Jones, Carrie Oldright, Jack Dailey, Jon Zwemke, Rachel Amos, Amanda O'Brien, Jerry Uhling and Tosh Tipton.

III. PLEDGE OF ALLEGIANCE

IV. CHANGES TO THE AGENDA

V. ACCOLADES

- A. November Superintendent Award (absent from last board meeting)
1. Student: Gabrielle Farris, 2<sup>nd</sup> Grade / Presenter: Jennifer Wright, HES 2<sup>nd</sup> Grade Teacher
- B. December Superintendent Awards
1. Student: Annabelle Applegarth, 6<sup>th</sup> Grade / Scott Clark: 6<sup>th</sup> Grade Teacher
  2. Student: Kendall Dillahay, 5<sup>th</sup> Grade / Kenadi Murphey: Roving Substitute Teacher
  3. Student: Charlie Sevits, 9<sup>th</sup> Grade / Patricia Prenger: English/Theatre Teacher
  4. Student: Jayde Hollingsworth, 8<sup>th</sup> Grade / Kaylie Smith: English Teacher
- C. A big thank you to Reedsport Summer Recreation Association (RSRA) and board president, Matt Peck, for donating fencing in and around Barrone Park for a total donation of \$10,219.44. This is a wonderful improvement for our district and will benefit our students and our community for years to come.
- D. We want to thank Leona's Café who have graciously donated \$500 for building rental and chef labor for our Sr. High Football Awards Dinner. Our coaches, the team and their families are very grateful for your support of our student athletic program.

VI. COMMUNITY COMMENTS

*Individuals may address the Board on agenda items. Please let the Board Chair know which item you wish to address. You are limited to no more than three (3) minutes. You may address the Board on a topic not on the agenda as long as it does not pertain to a complaint against a staff member. However, the Board reserves the right to refer the matter to the administration.*

*Public Comment Rules for virtual meetings: Anyone wishing to provide public comment or testimony may submit their comment/testimony in written form or email to the Board Secretary. Comment and testimony received by 3:00 PM on the day of the meeting will be included in the meeting. Any comment/testimony received after 3:00 PM and through the duration of the meeting will be added to the minutes but will not be included during the meeting. Comment and testimony received after the meeting concludes will be saved for the next regularly scheduled board meeting. Submit Comments to: Reedsport School District email: [stipton@reedsport.k12.or.us](mailto:stipton@reedsport.k12.or.us) or mail to: 100 Ranch Road Reedsport, OR 97467*

## VII. REPORTS

### A. Oregon State Representative – Boomer Wright

1. Spent last week in Salem and there are three concerns this year. The Governor Elect has proposed three areas to work on improving this year and those are education, homelessness and housing
2. Meeting with Superintendents in coast counties listening to the needs in their district. Will be meeting with other coast schools later this month
3. State school fund number requesting 11 billion.
4. Need to fund local community colleges so students in our community have options that are affordable to all.
5. Hoping to reduce the district reporting requirements that takes away from our time and efforts with students
6. We need to be giving you funding and allow you to work.
7. Education focus for rural areas need more than just college.
8. About half of the legislature are from the Portland area so that is what they are familiar with.
9. CJ: We want to bring the trades into our school. Is there a way the legislature can help out with that?

### B. ~~Audit Presentation~~ – Postponed to January meeting, presenter unavailable

### C. Jr./Sr. High School Administrator – Jerry Uhling

1. Staff book study starting in January that teachers are doing to help our students.
2. Base grading training and information this week. The trainer was outstanding. We have teachers interested in learning more about this
3. Jr. High Dance and Game Night are coming up.
4. Honor Roll Assembly this month
5. High School Christmas Assembly tomorrow
6. Staff attendance comes and goes. This month has been tough.
7. Losing program continuity with the community illness so we hope that will improve after the break.

### D. High School Leadership Report – Brian Watts

1. \$15,000 donation that will provide PE gear for all of our students and uniforms for

coaches.

2. Mascot Presentation – Leadership Students

- a. Miles Morgan and Alex Dukovich presentation on the transition to a new mascot.
- b. In 2016 the state required the district to change the mascot at the time which was a Native American Brave. At that time the school became the Reedsport “Brave” instead of “Braves” and we removed the mascot image.
- c. Although our history and traditions in the school, as well as the community, brought about some difficult emotions and responses, after doing some research and hearing the Native American Tribes share the reason for the required change, the student body and district understood that it was the right thing to do.
- d. Change is hard and especially in our small town.
- e. In searching for a new mascot, we wanted to choose something that would represent the student body more and be a reflection of the area we live in.
- f. Missy Watts – we have a statue of a Native American that was donated to the school from the Oheshi family. In 1966 their son joined us as a gap year senior. In appreciation for helping to prepare their son for college, the family wanted to present the district with a gift. This statue became the inspiration for our “Braves” mascot.
- g. We appreciate the compass logo that was created at the time to assist with the transition and that compass lead us to the new mascot idea being presented which is Reedsport Brave Black Bears. Since the bear is a symbol of courage, strength and leadership we felt this was a strong representation for our student body.
- h. Reedsport is well known for chainsaw carving and we thought it might be a good idea to have a chainsaw carving of a black bear standing over and protecting the previous mascot. This is the way we can honor our past and look forward to our future.
- i. CO: You will want to look at District Policy FF to be sure the process of a new mascot is followed appropriately.

E. Elementary Administrator – Amanda O’Brien

1. Shout out to the staff at Highland., A lot of staff and students out sick since before Christmas. Had a very hard time staffing and teachers are working hard to move forward with curriculum.
2. The Sub pool is very shallow, we shuffle staff around all day to try to cover gaps but we still end up having to cancel some student interactions such as interventions and reading and math support, all of those services don’t happen.
3. We are utilizing the state approval of emergency teaching licenses and have been able to pull a few staff for that, but it is like two steps forward and one step back. It is very difficult to get momentum without consistency in attendance for staff and students.
4. All teaching partners have been changed since last year. The more experienced teachers

are working with the newer teachers to help and train and support them.

5. Playground and recess behavior and etiquette has been a focus. There was a contest for the best-behaved class and Mrs. Coffman's class won. The reward is the class gets to choose slime, pie in the face or silly string to do to Ms. O'Brien. They are very excited.
  6. Highland Parent Organization (HPO) night – movie night – want and love families to be back in the building. Movie night will start at 5:30 pm and the movie is Lyle, Lyle Crocodile.
  7. Salvation Army reached out because every year they take students shopping for needed items. Saturday, January 7<sup>th</sup> we will be joining them with seven of our students
  8. Current process for retaining students –Talena Coplin
    - a. Retention is rarely in the best interest of the child. We rarely retain students, no more than one or two per year.
    - b. Two ways to open the dialog about student retention which is Parent request or the Teacher will open the conversation.
    - c. Usually teachers notice a problem in the second semester. They do interventions and programming to bring them up to grade level work.
    - d. About every six weeks we revisit and adjust the intervention.
    - e. A student being in an intervention process is not an indication of retention
    - f. Considering physical, academic, social and emotional factors for each individual student and we focus our goal on student progress. There are 19 factors that we look at in every situation so it is not one or two things that would hold a student back.
    - g. It has to be considered a positive move for the student and family. Research shows that the longer you wait to hold a student back the more it will affect them more as an adult.
- F. Certified ARE Representative – Julee Noel
1. Teachers have been decorating their doors for Christmas and the halls look very festive.
  2. Highland leadership team came up with Spirit Week that we made a whole district event. It was fun for the kids to see the cadets come over from the high school and be dressed in the same theme.
  3. Happy Holidays and we will see you in the new year.
- G. Classified ARES Representative – Sheri Wall
1. Vicki Harlon and Lisa Dailey were recognized as the November Classified members of the month.
  2. Laura Squiglio and Amber Corcoran were recognized as the December Classified members of the month
  3. Mrs. Squiglio's classes created 47' 2.5" long cinnamon roll today to break a record. She is a blessing to RCCS.
  4. January 18<sup>th</sup> 5:30 pm next bargaining meeting. Hoping to have a contract proposal to

present to the board next month.

H. Maintenance Report – Michael Schoppe

1. Upcoming projects include gym floors at RCCS, change out doors at RCCS to increase security, handicap accessible equipment to be installed and lights at the stadium.
2. Bringing in contractors to look into Hot/Cold plumbing issues at HES
3. Contractors were called regarding sewer backed up at RCCS today
4. Water testing for all sites are posted on our website. We need to do some work for fixtures but we are underway.
5. Switch for turning the lights off at Barrone Park. Lights are off at night and Michael will check the turn off and turn on times for those lights.
6. Repair and lighting for the sign at the School District entrance has been addressed and there is a lot more light there. Still working to finish refurbishing the sign.

I. Human Resources Report – Tracy Ollivant

1. There was a community comment asking why staff are not given background checks when parents are required to do so. This presentation will explain that all employees in our buildings do go through a formal background before being hired as well as repeated every new school year.
2. Douglas County ESD is the contracted Human Resources for the Reedsport School District. They do the onboarding/background process for new hires
3. All licensed teachers, administrators and substitutes must go through Teachers Standards and Practice Commission (TSPC) which is the state licensing board for Oregon and they do the background checks for these employees.
4. All staff not processed through TSPC will be backgrounded by the Department of Education.
5. All visitors and volunteers must be background checked if they go into the school buildings.
6. Reedsport uses the Chris system because we hire employees through Douglas ESD.
7. Reedsport has their employees checked twice because we contract HR through Douglas ESD and payroll through South Coast ESD so this gives us twice the reporting.
8. Reedsport goes above and beyond by requiring every volunteer and every employee to be background checked every year which is more than is required. Also, all licensed teachers, administrators and substitutes are double checked through TSPC as well as Douglas ESD before they are employed with our district.
9. Any employees that are contracted through Douglas ESD or South Coast ESD and are not Reedsport employees are background checked through the ESD that employs them.

J. Superintendent Report – Jon Zwemke

1. CMGC Process and Q & A – ZCS Engineering & Architecture
  - a. Design-Bid-Build versus CM/GC
  - b. CM/GC Helps control cost & schedule
  - c. Guaranteed Maximum Price at end of design phase to stay within budget
  - d. They are familiar with the building and the scope of the work
  - e. The contractor has to have a certain amount of years' experience in order to be eligible to participate
  - f. The district would collect damages if they are not done on time.
  - g. Part of the scope of work is to re-roof the classrooms. There will be a warranty with the roof package.
  - h. ZCS uses contractors out of Coos Bay and not from Portland.
2. KL-AR – Administrative Regulation for Public Complaint Procedure: Complaint, Suggestion or Commendation Regarding an Employee, Program or Practice
  - a. Finished today and it will be posted on the web page as well as available in the offices.
  - b. Complaint process contains the resolution desired.
3. Weight Room MOU
  - a. MOU has been drafted and each bargaining unit will have the opportunity to sign
  - b. There is a procedural document included, however, it did not go through legal review.
4. Classified Bargaining Update
  - a. Bargaining went well. They understand the process and are wanting to work smoothly with negotiations. We appreciate the relationship we have with the bargaining unit as we are all focused on students and not adult problems.
5. Student Enrollment Report
  - a. We are not up or down – we are doing about the same as prior to Covid.

VIII. BUSINESS/PRESENTATIONS

A. Elementary Hawks Nest presentation – Dan Smith

1. The Hawks nest is not punitive, punishment nor discipline. It is a tool to remove barriers to learning for the disruptive student as well as the teacher and other students.
2. The Hawks nest introduces students to coping strategies when they are faced with anxiety, stresses or frustrations that result in the fight, flight or freeze response.
3. Adults have developed coping strategies. Students need help as well to learn when they need a break to deescalate so we can have a rational conversation and find resolution.
4. Stress reducing techniques will help start the de-escalation, teaching them behavioral coaching techniques to reframe in a positive way.

5. The elementary school keeps records of students sent to the Hawks nest and the instruction that went on while they were there. This helps to maintain consistency in learning for these students so we can see progress in their classroom or playground behavior.
6. Is there a different way to deal with repeat offenders?
  - a. Consequences should have a reteach and opportunity to grow from it. There are steps we move through with students before we get to out of school suspension and we do have students moving through that process this year.
  - b. We need to work with students and help them understand what can they do different? It can't just be punitive without offering support and instruction to improve the student behavior. We also get the parents involved in the process.
  - c. We are concerned with student and staff safety as well as continuity of learning for the student and we escalate as needed. It is also important to protect the student's privacy, so we are not free to share the discipline process of a student. Behavioral teaching and instruction are as necessary as math and reading. Especially since many students missed two years of behavioral and social learning.
7. This is not a Reedsport problem, this is throughout the education system. We are focused on keeping students in school and helping them grow in education and personal growth.
8. Please submit concerns in writing to Sharmen Tipton, Executive Assistant and Board Secretary for reviewed by administration and the board. [stipton@reedsport.k12.or.us](mailto:stipton@reedsport.k12.or.us)

#### IX. CONSENT AGENDA

*Actions that are routine or usually call for no discussion, such as approving minutes of previous meetings, acceptance of donations and similar actions, are often handled together in one vote by the Board*

- A. ~~Approval of Board Meeting Minutes from November 16, 2022~~ – Postpone to January meeting.
- B. Notice of New Certified Hires
- C. Notice of Certified Resignations/Terminations

#### X. ACTION

- A. Acceptance of the CMGC (Construction Manager/General Contractor) process for seismic rehabilitation.
  1. Carrie Oldright made a motion to accept the CMGC proposal as submitted. Jack Dailey seconded. Vote: Yes 3, No 0. Approved.
- B. Small Desk Policy Rewrite: Review Section A/B: Board Governance and Operations - 1<sup>st</sup> Reading (AR Regulations do not need a Board vote, for review of continuity)
  1. AA – School District Legal Status (Delete)
  2. AAA – District Boundary Description (Delete)

3. AB – The People and Their School District (Delete)
4. AC – Nondiscrimination (Update)
  - a. AC-AR (1) – Discrimination Complaint Procedure (Delete)
  - b. AC-AR (2) – Discrimination Complaint Procedure (Proposed)
5. ACA – Americans with Disabilities Act (Update)
  - a. ACA-AR (1) – Americans With Disabilities Act (Update)
  - b. ACA-AR (2) – ADA Grievance Procedure (Update)
6. ACB – Every Student Belongs (Approved 2021 / Update) Pull
  - a. ACB-AR – Bias Incident Complaint Procedure (Approved 2021 / Update)
7. AD – Educational Philosophy (Delete)
8. AE (1) – District Goals (Delete)
9. AE (2) – District Goals (Proposed)
10. BA – Board Goals (Update)
11. BAA – District Board Goal Setting (Delete)
  - a. BAA-AR – District Board Goal Setting (Delete)
12. BB – School Board Legal Status (Update)
13. BBA – School Board Powers and Duties (Update)
14. BBAA – Individual Board Members Authority and Responsibilities (Update)
15. BBB – Board Elections (Update) PULL – update to a 5-member board
  - a. Can we look into a one-time, two-year term so we do not end up with a majority of a green board?
16. BBBA – Board Member Qualifications (Proposed)
17. BBBB – Board Member Oath of Office (Proposed)
18. BBC – Board Member Resignation/Removal (Update)
19. BBE – Vacancies on the Board (Update)
  - a. BBE-AR – Candidate Information Sheet (Update)
20. BBEA – Charter Board Vacancies (Delete)
21. BBF – Board Member Standards of Conduct (Update)
22. BBFA – Board Member Ethics and Conflicts of Interest (Update)
23. BBFAA – Conflict of Interest – Charter Board (Delete)
24. BBFB – Board Member Ethics and Nepotism (Update)
25. BC/BCA – Board Organization/Board Organizational Meeting (Update)
26. BCB – Board Officers (Update)
27. BCBA – Student Representative to the Board (Update)
28. BCD – Board Superintendent Relationship (Update)
29. BCE – Board Committees (Update)
30. BCF – Advisory Committees to the Board (Update)

31. BCH – Consultants to the Board (Delete)
32. BD/BDA – Board Meetings (Update)
33. BDB – Special and Emergency Board Meetings (Delete)
34. BDC (1) – Executive Sessions (Delete)
35. BDC (2) – Executive Sessions (Proposed)
  - a. BDC-AR – Executive Sessions (Delete)
36. BDD – Board Meeting Procedures (Update)
37. BDDA – Notification of Board Meetings (Delete)
38. BDDC – Board Meeting Agenda (Update)
39. BDDC – Board Meeting Agenda (Delete)
40. BDDD – Quorum at Board Meetings (Delete)
41. BDDE – Conduct of Board Meetings (Delete)
42. BDDG – Minutes of Board Meetings (Update)
43. BDDH (1) – Public Comment at Board Meetings (Delete)
44. BDDH (2) – Public Comment at Board Meetings (Proposed) – **PULL for 2nd Reading**
  - a. BDDH-AR – Public Comment at Board Meetings (Proposed)
45. BDE – Public Hearings (Delete)
46. BE – School Board Work Sessions (Delete)
47. BF – Policy Development (Update)
48. BFCA – Administrative Regulations (Update)
49. BFD – Board Policy Implementation (Update)
50. BFE – Administration in the Absence of Policy (Update)
51. BFF – Suspension of Policies (Update)
52. BFG – Board Policy Review (Update)
53. BG – Board/Staff Communications (Update)
54. BH/BHA – Orientation of New Board Members (Update)
55. BHB – Board Member Development (Update)
56. BHD – Board Member Compensation and Expense Reimbursement (Update)
57. BHE – Board Member Liability Insurance (Update) Pull
  - a. What are they covered for? Jon will follow-up with Rachel and possibly contact PACE to get a better understanding of coverage.
  - b. PACE will have more information. Should we have PACE come in for a work session.
58. BHF – Identification of District School Directors and Employees (Delete)
59. BI – Board Legislative Program (Update)
60. BJ – Board Memberships (Update)
61. Carrie Oldright made a motion to hold #44 BDDH (2) – Public Comment at Board Meetings for second reading. Jack Dailey seconded. Vote: Yes 3, No 0. Approved.

62. Carrie Oldright made a motion to accept recommended proposed policy updates for #1-60 excluding #44 which will be reviewed in the January meeting. Jack Dailey seconded. Vote: Yes 3, No 0. Approved.

XI. DISCUSSION

XII. COMMUNITY COMMENTS

*Reference statement in section VI for procedure and rules to share community comments.*

XIII. BOARD MEMBER COMMENTS

- A. Jon will email Boomer Wright's email address to board members.
- B. CO - Want our community to know that we are taking this very seriously. It has been a concern of the board and we are working with admin
- C. CJ – would it be possible to have an additional screen behind the board dais so the community has better view of the screen.
- D. JZ – we will work on a project to update screens and sound in our boardroom.
- E. CJ – I hope the administration feels they are supported by the board.

XIV. FUTURE AGENDAS

- A. January 7<sup>th</sup> 9:00 am – 12:00 pm OSBA Board Work Session – open to the public.
  - 1. 1:00 – 3:00 pm Special Board Meeting to discuss HES discipline procedure also open to the public.
- B. January 11, 2022 @ 6:30 pm – Reedsport School District Monthly Board Meeting
  - 1. ***School Board Appreciation Month***
- C. January 23 - 27, 2023 – Superintendent out of the office.
  - 1. Available by email or by contacting his Executive Assistant, Sharmen Tipton
- D. February 8, 2022 @ 6:30 pm – Reedsport School District Monthly Board Meeting
- E. February 26 – March 1, 2023 – The Breakthrough Coach training
  - 1. Jon Zwemke, Sharmen Tipton, Jerry Uhling, Sheri Wall, Amanda O'Brien and Lisa Smart
- F. ***March 6-10, 2023 – Classified Employee Appreciation Week***
- G. March 8, 2022 @ 6:30 PM – Reedsport School District Monthly Board Meeting
- H. April 12, 2022 @ 6:30 pm – Reedsport School District Monthly Board Meeting
- I. ***May 1-5, 2023 – Certified (Teacher) Employee Appreciation Week***

XV. ADJOURNMENT @10:41 pm

Next School Board Meeting: Wednesday, January 11, 2023

Submitted by Sharmen Tipton, Reedsport School District Executive Assistant / Board Secretary

_____	_____	_____	_____
Carey Jones, Board Chair	Date	Jon Zwemke, Superintendent	Date