

Minutes of Regular School Board Meeting

The Board of Directors Ashland School District

A Regular School Board Meeting of the Board of Directors of the Ashland School District was held Monday, June 11, 2018, beginning at 7:00 PM in the Ashland Council Chambers, 1175 East Main Street, Ashland OR 97520.

1. **Call to Order / Pledge of Allegiance / Roll Check / Vision and Mission Statement**

Chair Zeve called the meeting to order at 7:00 pm. A roll check confirmed that Director Skuratowicz was absent. All other Board members were present. Director Strong read the Vision and Mission Statements.

2. **Welcome Visitors and Acknowledgments**

Chair Zeve welcomed visitors and speakers. She then adjourned the Regular Meeting in order to convene a Budget Hearing.

3. **Budget Hearing.** Chair Zeve convened a hearing on the 2018-2019 Budget Document as approved by the Budget Committee in accordance with ORS 294.453.

Director Strong summarized the school district's budget process. A Budget Committee is comprised of ten people. Current at large members are – Curtis Bacon, Mark Decker, Shawn Moran, Daric Lucero, and Chris Chambers. The five school board directors are the remaining budget committee members. Representatives from employee bargaining units (AEA and OSEA) also attend meetings. The Superintendent and the Chief Finance and Operations Officer present recommendations from the district administration. The Committee meets to discuss, ask questions, and consider options. The Committee approves a budget recommendation that then goes to the school board. This year there was considerable conversation about the importance of preserving a fiscal reserve for many reasons. The District expects further PERS liability charges, it needs to protect a strong bond rating, and it is important to have cash reserves in case of emergency. The board policy is to have an 8% reserve. Director Strong and others expressed their thanks to the volunteers for helping craft the recommendation, as well as to Superintendent Raymond and Mr. Ely and his team.

Director Prud'homme appreciated the brown bag orientation Mr. Ely hosted to enable new committee members to provide additional details on the budget and answer questions.

There were no public comments submitted. Chair Zeve adjourned the hearing at 7:11 p.m. and re-convened the Regular Session.

4. **Adoption of Agenda** *(At this time Board members are provided the opportunity to amend the Regular Session agenda.)*

QUESTION: Should the Board adopt the June 11, 2018 Regular Session agenda as presented?

Director Prud'homme moved and Director Westrick seconded the approval of the regular session agenda as presented. The motion carried by unanimous vote of the members present.

5. **Consent Agenda** *(All items may be adopted by a single motion unless pulled for special consideration.)*

QUESTION: Should the Board approve the consent agenda for June 11, 2018 as presented?

Director Westrick offered changes to the Minutes of the May 14, May 21 and May 31 work session meetings. Director Strong moved and Director Westrick seconded the approval of the Minutes as amended. The vote carried by unanimous vote of the members present.

A. Approval of Minutes

Regular Session of May 14, 2018, Special and Work Sessions of May 14, May 21 and May 31, 2018, and ASD Budget Committee Minutes of April 18, 2018 and May 2, 2018.

B. Personnel Report June 2018

The Board reviewed recommended personnel actions.

- 1) New Hires and Status Changes.
- 2) Evaluation of Superintendent Raymond.

C. Enrollment Report June 2018

Enrollment tracking report June 1, 2018.

D. Update to Employee 403(b) retirement plan.

The Board has received an update to the District's 403(b) employee retirement plan. This change is required by recent changes in federal tax law and does not materially impact the ongoing operation of the plan.

6. **Reports**

A. Capital Bond

Director Westrick presented an overview of the process leading up to the proposal to approve a bond measure to be placed on the ballot for the November 2018 election. The plan has been nearly three years in the making. It is forward leaning and addresses repairs and renovations that are high priority.

The presentation is appended to these Minutes.

B. Board Reports

Board members reported on recent activities

Director Westrick was involved with employee bargaining and year-end school activities.

Chair Zeve was engaged in bargaining with both OSEA (classified staff) and AEA (certified staff). She attended graduations for the high school and middle school, participated in the Ashland Schools Foundation board meetings, and volunteered for the Aspire program. She attended a meeting held with the Joint Interim Legislative Committee on School Success and spoke on behalf of the Ashland District. Top priorities discussed included the lack of mental health support for students and increased violent classroom behavior from younger students.

Director Prud'homme mentioned her participation in Board and committee meetings, and AHS graduation.

Director Strong was involved with the Budget and Bond Committees, and attended the Walker cultural agility training. Marjorie Trueblood-Gamble did a great job. He commented that the AHS graduation was wonderful this year.

Directors acknowledged and appreciated the work that Chair Zeve has done as Chair of the Board during the past year.

C. AHS Student Report

Cole Daneman reported that AHS completed Finals Week. He participated along with several other AHS students in a listening session with legislators as part of the Joint Interim Legislative Committee visit. Students from across the Rogue Valley shared student concerns and issues. AHS student leaders are looking at their goals, assessing progress and planning for future work. Mr. Daneman also participated in the AHS Equity, Diversity and Inclusion Committee.

D. Oregon School Employees Association Report

There was no OSEA report.

E. Ashland Education Association Report

Ryan Jackson reported that AEA has been engaged in bargaining. Its members appreciated the interest based bargaining approach. They held recent officer elections. Martha Street is the new president, Becky de Salvo is Treasurer, and Jill Britt is Secretary. The AEA representative to the school board will be chosen in September.

F. Finance and Operations Reports

Chief Finance and Operations Officer Jordan Ely presented the financial statements for May 2018. He mentioned that overall, the budget projections are on target, though there may be variation by line item from month to month depending upon timing issues.

Director Strong inquired about health insurance volatility. Mr. Ely responded that it appears to be smoothing out somewhat. We just had our first quarter of

modest decline in expenditures. It is hoped that the district's focus on wellness may be helping.

The Board expressed its thanks to Mr. Ely for his careful work on the budget and fiscal management.

G. Superintendent Report

Superintendent Raymond celebrated the recent record-breaking successes of E. J. Holland at the state track and field championships.

She reported that AEA bargaining reached a tentative agreement. Final decisions align well to the district's strategic plan. The Agreement was signed by both parties on June 6. The AEA membership ratified it and the agreement then goes to the Southern Oregon Bargaining Council for approval. The Board has its first reading at this meeting and will vote at its July 9 regular meeting.

OSEA has its next bargaining session this week. The teams have reached agreement on several items and Superintendent Raymond is confident that bargaining will be completed shortly. OSEA is doing traditional bargaining and issuing joint communications about progress. All documents are posted on the district web site in an effort to be transparent.

Superintendent Raymond commented that the graduation ceremony for the Class of 2018 was a beautiful event. AHS graduated 244 students and the speakers delivered good messages to those in attendance.

Superintendent Raymond gave an update on the African-American and Black Student Success Grant. This supports a partnership with the Medford School District to hire an independent contractor in support of each district's deliverables. For Ashland, this person will support our EDI coordinator, help build sustainable collaborations with pre-Kindergarten, K-12 and post-secondary institutions, and coordinate and facilitate training for both districts.

Supt. Raymond thanked the team that worked on the grant, including AHS Principal Erika Bare, EDI Coordinator Libre Cory, and Walker Principal Tiffany Burns.

Chair Zeve commented that the regional school board presidents are very interested in the progress and achievements of this collaboration. She asked about the targeted hire date for the grant contractor? Supt. Raymond responded that they are working to hire quickly and have not set a deadline. The Ashland school board is also working on revising its Board Equity, Diversity and Inclusion Policy.

Supt. Raymond noted that the Rotary Clubs of Lithia Springs and Ashland sponsored seven Ashland High School students to go to RYLA (Rotary Youth Leadership Academy) this summer. This is the most students we have sent. She

expressed thanks to the community Rotarians. She also thanked Chair Zeve and the high school students who attended recent legislative events.

7. **Hear Public Requests** (*The Ashland School District Board of Directors reserves this time for individuals to speak to the Board regarding topics not on the printed agenda.*)

Chair Zeve encouraged community members to submit comments via e-mail or regular mail if they have concerns about school district issues.

Mary Scott, a resident of Ashland, expressed appreciation for the District's work on equity, diversity and inclusion.

8. **Unfinished Business**

There was no unfinished business.

9. **New Business**

- A. Resolution to Adopt the 2018-2019 Ashland School District Budget.

Question: Should the Board approve Resolution 2018-2019 #1B to adopt the proposed budget for the next fiscal year?

Chief Finance and Operations Officer Ely presented the resolution to approve the 2018-2019 budget. One correction was noted under the section titled "Imposing the Tax." The year should be amended to reflect it is for the 2018-2019 budget.

Mr. Ely was asked how the tax rate proposed compares to prior years. He responded that the permanent tax rate is the same each year. The Local Option Tax is the YAAL and the amount was approved by voters in the levy. The bond debt service represents a property tax reduction in the last year of the current bond.

Director Prud'homme requested gender neutral language (e.g. chairperson, rather than chairman).

The budget totals are firm, although the district has not completed all negotiations for compensation, so there may be some fluctuation within sub lines. Any significant changes would require board action if funds were moving across functions. If the district at any time requests more than a 10% change, the Budget Committee would re-convene and do a supplemental budget process.

Director Prud'homme thanked Mr. Ely for his careful work. Director Prud'homme moved and Director Westrick seconded the approval of Resolution 2018-2019 #1B. The vote carried by unanimous vote of the members present.

- B. Ashland School District Bond Measure. *Please see attached.*

Question: Should the Board approve the proposed resolution for a bond measure to put before the Ashland School District voters on November 6, 2018?

Directors Strong and Westrick, who served on the core team of the Bond Committee, endorsed this resolution. It represents a great amount of work. The Board expressed its appreciation to Tonya Graham and Sandra Coster, co-chairs, for the countless hours they devoted to the new bond measure. It represents a strong team effort.

The \$109 million represents both system improvements and new buildings. This is an important step for the school district and will create more opportunities for students in the future.

Director Westrick moved and Director Strong seconded the approval of the resolution to approve the proposed bond measure as presented. The motion carried unanimously with an enthusiastic vote by all members present.

C. Amendment to Superintendent's Contract.

Question: Should the Board approve the Addendum to Superintendent Kelly Raymond's Employment Contract?

Chair Zeve congratulated Superintendent Raymond on a successful first year. The proposed change is a no-cost alignment of language in order to keep the contract evergreen, rolling from year to year. This reflects the Board's previous practice with past superintendents.

Director Strong moved and Director Prud'homme seconded the approval of this contract amendment. The motion carried by unanimous vote of the members present.

D. AEA_ASD Tentative Agreement.

Superintendent Raymond thanked the District's teachers for their dedication and hard work this year and for making a difference in students' lives. She outlined the significant changes in the TA, which will be presented to the Board at its July meeting for approval:

- Martin Luther King Jr. Day will become a paid holiday, in support of EDI goals.
- Teachers will receive an extra paid professional development day, in support of board goals 1 and 3.
- We will institute a recruiting stipend for specialists in hard-to-fill positions.
- There will be changes to the mentoring of new teachers in support of student achievement goals.
- The District will have a committee on intellectual property to clarify rights and responsibilities.
- Ongoing contract maintenance will be representative of teachers, interests, etc.
- The language on the role of the Insurance Committee was tightened. All employee groups will be represented and there will be more deliberate

intention about the composition of the committee.

There are proposed compensation increases and they are budgeted within available parameters as authorized. The negotiators arrived at a generous package and forged a 3-year agreement. If economic circumstances take a negative turn, the package can be re-negotiated and addressed. The average salary increase is 3% annually.

10. Announcements and Appointments

Chair Zeve read the following announcements:

- A. The next Regular Session Board Meeting will be held on Monday, July 9, 2018, at 7:00 pm in the City Council Chamber, 1175 E. Main Street.
- B. **Please Note:** The Board will not hold Special & Work Session meetings on the 4th Monday in June, July or August of 2018.

11. Adjourn

Chair Zeve adjourned the meeting at 8:30 pm

ASHLAND BOARD OF EDUCATION GOALS FOR 2017-2018

- A. Improve student achievement
- B. Recruit and retain high quality and diverse staff
- C. Create and maintain an environment that is welcoming, supportive and inclusive of all students and staff.

Submitted by:

Jackie Schad, Board Secretary

Dated for Board Approval: July 9, 2018

Board Chair, Deneice Zeve

Superintendent Kelly Raymond