

# 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, July 9, 2018, 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 7:01 pm. A roll check confirmed that all directors were present. Director Skuratowicz read the Vision and Mission Statements.

### 2. **Welcome Visitors and Acknowledgments**

Chair Zeve welcomed visitors and speakers present for the meeting.

### 3. **Organization of the Board for 2018-2019 School Year.**

A. Election of Board Chair The floor was opened for nominations for Board Chair for the 2018-2019 school year. Director Skuratowicz nominated Director Zeve and Director Prud'homme seconded the nomination. Director Zeve was elected Board Chair by a vote of 4-0, with Director Zeve abstaining. Board members expressed their appreciation to Chair Zeve for her successful first year chairing the board.

B. Election of Board Vice-Chair. The floor was opened for nominations for Board Vice-Chair for the 2018-2019 school year. Director Westrick nominated Director Skuratowicz and Director Prud'homme seconded the nomination. Director Skuratowicz was elected Vice-Chair by a vote of 4-0, with Director Skuratowicz abstaining. Board members thanked Director Skuratowicz for her service as Vice-Chair the past year and for accepting the responsibility for another year.

#### C. Representatives to the Board.

The Board may allow a high school representative, a classified employee representative and a licensed employee representative to sit with the Board at regular meetings. Such nonvoting representatives may participate in Board discussions according to procedures the chair may establish. The Board shall determine, at its organizational meeting in July, whether or not such representatives shall be seated for the ensuing year.

Members discussed the advantages of having student and employee representatives available to attend regular board meetings and the contributions that they make to discussions. The past year's representatives have done an excellent job. Director Skuratowicz moved and Director Prud'homme seconded the recommendation to continue having the designated representatives at the regular session board meetings. The motion carried by unanimous vote of the

members present.

4. **Adoption of Agenda**

**QUESTION: Should the Board adopt the July 9, 2018 Regular Session agenda as presented?**

Director Strong moved and Director Skuratowicz seconded the approval of the July 9 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 July 9, 2018 as presented?**

Director Skuratowicz moved and Director Westrick seconded the approval of the July 9 Consent Agenda as presented. The motion carried by unanimous vote of the members present.

A. Approval of Minutes

Regular Session of June 11, 2018.

B. Personnel Report July 2018

Recommended personnel actions as of July 1, 2018.

C. Establish Time and Place of Official School Board Meetings. It was recommended that Official School Board Meetings be held at 7:00 p.m. in the Ashland Council Chambers on the second Monday of each month. The Board will reserve the fourth Monday of each month for Board Special/Work Sessions as needed.

D. Appoint Clerk. It was recommended that Superintendent Kelly Raymond be appointed Clerk for the 2018-2019 fiscal year.

E. Appoint Deputy Clerk and Designated Procurement Officer. It was recommended that Chief Finance & Operations Officer Jordan Ely be appointed Deputy Clerk and Designated Procurement Officer for the 2018-2019 fiscal year.

F. Appoint Budget Officer. It was recommended that Chief Finance & Operations Officer, Jordan Ely, be appointed Budget Officer for the 2018-2019 fiscal year.

G. Fidelity bond amounts/ bonded employees. Clerk and Deputy Clerk are bonded for \$500,000. Based on OSBA recommendations, all employees of Ashland School District are covered to this level.

H. Designate Superintendent as District Representative to Submit All Federal Grant Funds. It was recommended that Superintendent Kelly Raymond be designated the District Representative to submit all federal grant applications and receive federal grant funds for the 2018-2019 fiscal year.

I. Designate Custodian of Funds. In accordance with Oregon State Law, the Superintendent/Clerk shall receive, hold in custody, and expend all funds as required by law and as directed by the Board. It was recommended that the Board designate both the Superintendent and the Chief Finance and Operations Officer as custodians of funds so, in the event one or the other of them is indisposed, business can continue on as usual.

- J. Select Official Banks. The district proposed using US Bank, Banner Bank, Rogue Federal Credit Union, First Data, and the Local Government Investment Pool as the official banks for the 2018-2019 fiscal year.
- K. District Investment Policy. Review and re-adopt district investment policy. Per Oregon law, the District will continue to use the Local Government Investment Pool as its investment fund.
- L. Designate Insurance Agent of Record The district proposed using Brown & Brown Northwest as the insurance agent of record.
- M. Designate Legal Counsel. The district proposed using Hungerford Law and Brophy Schmor Attorneys as legal counsel of record.
- N. Establish Mileage Rate for Travel. It was recommended that the district use the federal mileage reimbursement rate for any work-related travel incurred by employees.
- O. Establish tuition rate for nonresident students. It was recommended that the district impose a tuition rate that matches the Oregon State School Fund General Purpose Grant per Extended ADMw.
- P. Designate Official Newspapers of Record. It was recommended that the Ashland Daily Tidings and the Medford Mail Tribune be designated as the official newspapers for the district for the 2018-2019 fiscal year.

## 6. Reports

### A. Capital Bond

Director Westrick noted that there was nothing new to report. The capital bond measure will be proposed on the November 2018 ballot.

### B. Board Reports

Board members reported on recent activities.

Director Skuratowicz mentioned that she very much appreciated the opportunity to shake the hands of AHS graduates at this year's ceremony and hopes that we continue the tradition.

### C. Ashland High School Student Representative Report

There was no report, as school is not in session.

### D. Oregon School Employees Association Report

There was no report.

### E. Ashland Education Association Report

There was no report.

### F. Finance and Operations Reports

Chief Finance and Operations Officer Ely stated that there was no finance report for the period, as accounting staff are still closing the books for the 2017-2018 fiscal year. The district's taxing proposals have been accepted by the county.

### G. Superintendent Report

- 1) Superintendent Raymond updated the Board on progress of the African-

American and Black Student Success Grant. The hiring group selected D. L. Richardson as the coordinator for this work, to be shared with the Medford School District. He will officially begin August 1.

Superintendent Raymond commended the AHS National Merit Scholars and mentioned the coverage in the Ashland Daily Tidings.

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.*)

Louise Shawkat, a resident of Ashland, spoke about the importance of the district's equity, diversity and inclusion work related to hiring practices.

8. **Unfinished Business**

A. AEA ASD Tentative Agreement.

**Question: Should the Board approve the tentative bargaining agreement negotiated by AEA and ASD representatives?**

Board members asked several questions:

- Do the recommendations comport with parameters for the annual budget and operating reserve established by the Board? Supt. Raymond confirmed that they do.
- Are there any elements that would encumber management prerogatives? Supt. Raymond noted that there were not, and some areas were strengthened.
- Supt. Raymond noted that there were no changes made to any Fair Share language because the Supreme Court has not yet issued a ruling on the Janus case. The HR Director is looking at how best to manage communication with employees should the Supreme Court strike down fair share mandatory deductions.
- Members inquired about salary steps as a component of compensation. Mr. Ely explained that the salary system includes automatic advancement on the steps of the employee's relevant salary schedule and the annual increases average 3%. There are also longevity increases for employees who max out their steps.
- Director Skuratowicz noted that the steps have been bargained previously. Additional professional study or degrees can also augment compensation.
- Total compensation increase this year would be an average of 5% and slightly more in Years 2 and 3.
- Supt. Raymond commented on the comparison of the Ashland district to other districts. In our region, all the districts have salary steps and some have longevity. On salary alone, Medford and Grants Pass are higher in salary. Central Point and Phoenix-Talent are lower. Factoring in the PERS pick up (district pays employee's 6% contribution to PERS), Ashland is even with Medford. The Medford district is also self-insured for health care, so Ashland's overall compensation is on a par with Medford. Grants

Pass does not do a PERS pick-up and they are insured through OEGB, so Ashland is a bit higher in total compensation.

- Other attractive features of ASD are smaller class sizes and greater teacher autonomy.
- Director Strong mentioned that the Budget Committee had concerns about the pending PERS liability. This package doesn't appear to leave a cushion for absorbing additional PERS liability. Where would resources for that come from?
- Mr. Ely responded that in bargaining, there was conversation about the potential for changing circumstances and there would be an opportunity for re-opening bargaining if we face adverse circumstances. There would need to be adjustments. Cost-saving measures could include reductions in force, termination of some programs, etc.
- Director Strong stated that the Budget Committee's clear message is that that the 8% reserve should not be touched. Cost cutting should happen first. Mr. Ely affirmed that the administration has managed conservatively keeping in mind the strong message to protect the reserve.

Director Westrick moved and Director Skuratowicz seconded the approval of the new AEA bargaining agreement as presented. The motion carried by unanimous vote of the members present.

B. School Calendars for 2018-2019 and 2019-2020 school years.

**Question: Should the Board approve the proposed revisions to the school calendars for the 2018-2019 and 2019-2020 school years?**

The AEA agreement adds an additional paid day of professional development to the school calendar. In order to accommodate this, the Lead Team reviewed the calendars and made the recommendation to add this day to the existing day in October each year. The Friday before Spring Break in each year will become a student instruction day to maintain the required number of student instructional days.

There was a request for district leaders to review our approach to student conferences. Are there other ways to have regular communication with parents and should we look at more flexible scheduling to accommodate working parents?

Director Westrick moved and Director Strong seconded the approval of the revisions to the school calendars for the 2018-2019 and 2019-2020 school years. The motion carried by unanimous vote of the members present.

9. **New Business**

A. OSEA-ASD Tentative Agreement.

**Question: Should the Board approve the tentative bargaining agreement negotiated by the OSEA and ASD representatives?**

Superintendent Raymond presented an overview of key changes to the contract:

- Compensation increases target lower wage employees first.
- Language changes are focused on clearer rules and clarified process.
- Some transportation concerns were included under compensation.
- They added a buy-out option on health insurance with stipulations to ensure that an employee has continued coverage by other means.
- Both AEA and OSEA agreements were modified to clarify the composition and role of the ASD Insurance Committee. Decisions of the Insurance Committee will no longer be subject to membership votes.

Board members asked several questions:

- With regard to the health insurance opt-out, do we know how many employees might do it? Mr. Ely responded that our actuary believes that only a handful would do it and it would not be a huge impact.
- Compensation increases are a bit higher and the goal was increased equity for lower-wage employees.

Board members expressed appreciation for the compensation structure and the leadership of OSEA for collaborating on behalf of employees who struggle more economically. They also thanked Chair Zeve and Vice-Chair Skuratowicz for participating in bargaining.

Director Strong moved and Director Skuratowicz seconded the approval of the bargaining agreement with OSEA as presented. The motion carried by unanimous vote of the members present.

B. Alternative Education Program Annual Review.

**Question: Should the Board approve the District Alternative Program Review of Willow Wind Community Learning Center as presented and re-affirm its designation of Willow Wind as an approved alternative education program?**

Director Skuratowicz moved and Director Westrick seconded the approval of the District Alternative Program Review of Willow Wind Community Learning Center and re-affirmed its designation of Willow Wind as an approved alternative education program. The motion carried by unanimous vote of the members present.

10. **Announcements and Appointments**

Presenter: Board Chair, Deneice Zeve

- A. The Board will hold a retreat on Sunday, August 5 and Monday, August 6, 2018, from 8:30 am - 4:00 pm at Callahan's Mountain Lodge, 7100 Old Highway 99 South, Ashland, OR 97520
- B. The next Regular Session Board Meeting will be held on Monday, August 13, 2018, at 7:00 pm in the City Council Chamber, 1175 E. Main Street.
- C. **Please Note:** The Board will not hold a Special & Work Session meeting on the

4th Monday in July or August of 2018.

**11. Adjourn**

Chair Zeve adjourned the meeting at 7:55 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: August 13, 2018

---

Board Chair, Deneice Zeve

---

Superintendent Kelly Raymond