

# Minutes of Regular School Board Meeting

## The Board of Directors Ashland School District

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A Regular Meeting of the Board of Directors of the Ashland School District was held Wednesday, November 14, 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 p.m. In a roll check Chair Zeve noted that Director Westrick was absent. Director Prud'homme read the vision and mission statements.

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

Chair Zeve welcomed visitors and viewers.

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

#### **QUESTION: Should the Board adopt the November 14, 2018 Regular Session agenda as presented?**

Director Prud'homme moved and Director Skuratowicz seconded the adoption of the November 14, 2018 agenda as presented. The motion carried by unanimous vote of the members present.

### 4. **Walker Elementary School Presentation**

Principal Tiffany Burns updated the board on current plans and activities at Walker Elementary. She presented data on student demographics and reviewed assessment results for the most recent school year in English Language Arts, Mathematics, and Science. She described the Site Council focus on Equity, Diversity and Inclusion, as well as the professional training the teaching staff have had in implicit bias and cultural agility. Walker is focusing its professional development on standards-based instruction setting learning targets that are actionable and measurable.

Ms. Burns also noted that Walker has many community partnerships. She featured Walker's strong partnership with Rogue Valley Farm to School by having its staff Sheila Carder, Elizabeth Tobey, and Melina Barker make a brief presentation on the "Digging Deeper Program" that Walker helped pilot. This has been aimed at teaching children to grow, cook with and eat healthy food. Jennifer Parks and Dylana Garfas, 4<sup>th</sup> grade teachers, contributed to this presentation.

Director Strong suggested sharing this successful partnership with other school boards at an OSBA conference in the future.

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

Director Strong moved and Director Skuratowicz seconded the approval of the Consent Agenda for November 14, 2018 as presented. The motion carried by unanimous vote of the members present.

A. Approval of Minutes

Regular Session of October 8, 2018 and Work Session of October 22, 2018.

B. Personnel Report November 2018

Recommended personnel actions.

C. Enrollment Report November 2018

Preliminary enrollment data as of November 1, 2018.

**6. Reports**

A. Board Reports

Board members reported on recent activities.

Chair Zeve stated that the school bond passed and she thanked all in the community for their support. Three directors attended the annual Oregon School Board Association conference and attended many excellent sessions. Examples were sessions on Equity and Inclusion for Student Achievement, Interrupting Unconscious Bias, and Moderating Social Media. The superintendent of the year presented a talk on EDI: The Heart of our School Districts that was excellent. These gatherings are an opportunity for school board members across the state to interact, gather new ideas and have conversations about their shared challenges.

Director Skuratowicz attended the AHS play Shooting Stars and it was great. She visited schools to connect with parents and staff about the bond measure. She is also working on an NSF grant for computational thinking with partners from SOU and Phoenix-Talent School District.

Director Prud'homme expressed her thanks to the community for being so generous with their votes in passing the school bond by an overwhelming margin. She gave thanks to ASD staff, parents and students for their hard work. Board members were involved in quite a lot of activity in preparation for the vote on the bond measure. She also attended an implicit bias training with board members.

Director Strong thanked the community for passing the bond measure. He also did school visits and knocked on doors with Director Westrick to encourage residents to vote. He attended the OSBA conference and mentioned a seminar "Welcome to my World" about children with disabilities being included in schools. He noted that Lake Oswego has a good model and hopes to bring some of these approaches to Ashland.

Directors Prud'homme and Skuratowicz are working to draft school board policy on EDI. They have been conferring with ODE staff about the statewide Oregon Equity Lens as a guide.

B. AHS Student Report

Allie Poole gave the AHS report. She mentioned the fall successes of AHS athletes like E.J. Holland and noted that the Speech and Debate Team is doing great in competitions. Ms. Poole was in the cast of Shooting Stars, a play set in 1962 when women were not able to fully participate in the sports industry. She highlighted other accomplishments of the AHS theatre program. They held the annual children's drama workshop and have started auditions for the spring musical, Little Mermaid. They hope to include elementary and middle school kids. Ms. Poole serves as the social chair of the Drama Club. They are doing outreach to other schools and theatre groups. Students will attend the regional and state acting competitions in the spring. This is also the 25<sup>th</sup> anniversary of the AHS theatre partnership with OSF. A special event is planned for December to commemorate this.

C. Equity, Diversity and Inclusion

Director of Human Resources and Communication Laurie Rooper provided an update on district EDI activities. She commended the work that Walker is doing on EDI. Each school has identified EDI plans that are posted on school and district web sites.

Throughout the district, staff are doing training on these topics:

- Cultural Agility
- Restorative Justice
- Speak Up
- Race Conversation Toolkit through Racial Equity Coalition
- Recruiting, Hiring and Retaining diverse professionals

Ongoing community engagement is happening with monthly Black/African American Family meetings. The district works with the Racial Equity Coalition, is building family engagement in the schools and is building connections with other institutions in the community, e.g. SOU and OSF.

D. SBAC (Smarter Balanced Assessment Consortium)

Information Technology Director Steve Mitzel reviewed the state report card for the district for 2017-2018 outlining student achievement in key subjects based on the Smarter Balanced student assessment and other data of interest to parents and communities. He explained the history of the development of the report card and showed the district profile.

Student Services Director Samuel Bogdanove presented recent attendance data. Attendance greater than 90% is termed regular attendance and students below that are considered chronically absent. Director Prud'homme asked about attendance numbers for students with disabilities and those who are economically disadvantaged. She requested a closer look at this to understand whether there is a question of access for students? She also asked to see whether this varies by grade level?

Mr. Bogdanove said that when attendance problems are observed, there are various forms of follow-up. The first is a letter that goes out to the family and can include a personal contact by a counselor or principal. A second letter goes to the family citing truancy law if there is no improvement. We can follow up by sending an attendance officer to consult with the family and attempt to problem solve issues.

Director Prud'homme suggested providing race and ethnicity breakdowns by grade cluster. We might also take a look at high school seniors.

E. Ashland Schools Foundation

ASF Director Susan Bacon was unable to attend and Chair Zeve, as the school board representative to ASF, reported that the Monster Dash and Monster Ball were great successes, netting about \$23,000 to support students in classrooms.

F. Oregon School Employees Association Report

Oregon School Employees Association presented no report this month.

G. Ashland Education Association Report

Ashland Education Association member Ryan Jackson reported the association's focus on the bond measure in the past month. Members are happy that it passed. The Association also looked at class size and composition forms in ongoing conversation with the district administration.

Chair Zeve called a 5-minute recess.

H. Finance and Operations Reports

The meeting re-convened to receive a report on the current financial condition of the district.

1) Financial report

Chief Finance and Operations Officer Jordan Ely gave a financial report for the period ending September 30, 2018. State revenues are coming in as projected and local property tax revenues are still lagging. We will know more after November ends. Expenditures are also coming in low overall.

2) School meal pricing changes.

Mr. Ely reported that the district was required to make slight increases to our meal prices based upon the sizable deficit the program ran last year. The average cost per meal is \$2.92. We adjusted the pricing to \$2.65 at the elementary schools and \$2.85 at the Middle School. The price is \$3.50 at AHS because teenagers consume larger quantities and are more expensive to feed. Adults may purchase meals for \$4.00. These prices took effect October 1. Director Prud'homme asked that we take a look a few months down the road at the impact of pricing increases on participation with particular attention to economically disadvantaged students.

3) Fields at Lincoln School property.

Mr. Ely is still in conversation with Director Michael Black at Parks & Recreation concerning possible leasing of some of the property at Lincoln.

Mr. Ely also noted that the bond planning process has begun with first steps to recruit a program manager. An RFP is out and we expect to complete the selection process by the end of January.

#### I. Superintendent Report

- 1) Superintendent Raymond added her thanks to the community and the school board members and volunteers for the passage of the bond. We will be developing a web site to update the community on planning and construction progress.
- 2) School Improvement Plans and School Equity, Diversity and Inclusion Plans have been drafted and posted on our web site under the “About the District” tab. The plans are focused on academic standards with increased student supports for those who need assistance to reach their learning goals.

#### 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.*)

Sarah DeLong, a resident of Ashland, submitted remarks on the District’s work on equity, diversity and inclusion.

Melissa Mitchell Hooge, a resident of Ashland, spoke on the continued use of the Lincoln School property as a neighborhood park.

#### 8. **Unfinished Business**

##### A. Sexual harassment policies - third reading.

**Question 1: Should the Board approve policy GBN\_JBA Sexual Harassment-Personnel as proposed?** Director Skuratowicz moved and Director Prud’homme seconded approval of the policy as amended. The motion carried by the unanimous vote of the members present. **Question 2: Should the Board approve policy JBA\_GBN Sexual Harassment-Students as proposed?** Director Prud’homme moved and Director Skuratowicz seconded approval as amended. The motion carried by unanimous vote of the members present.

#### 9. **New Business**

##### A. Election of Budget Committee Member

**Question: Should the Board elect Mark Decker to the ASD Budget Committee for a term of November 2018-June 30, 2021?**

Director Prud’homme moved and Director Strong seconded the motion to elect Mark Decker to the Budget Committee for a term ending June 30, 2021. The motion carried by unanimous vote of the members present.

##### B. AEA Bargaining Agreement items

The Board reviewed two additional Memoranda of Agreement with the Ashland Education Association pertaining to the Bargaining Agreement for 2018-2021. These are amendments to Article 26-Fair Share Agreement and Appendix D-Class Size and Composition Help Form. **Question 1: Should the Board approve the proposed amendment to Article 26-Fair Share Agreement as presented?**

Directors Strong and Prud'homme commented on the importance of protecting employee privacy while balancing with state public information requirements. The MOU is dated October 18. Chair Zeve noted that the MOU will become effective as of the date that it is fully executed. Director Prud'homme moved and Director Strong seconded the approval of the MOU. The motion carried by unanimous vote of the members present.

**Question 2: Should the Board approve the proposed amendment to Appendix D-Class Size and Composition Help Form as presented?**

The form was a subject of recent bargaining sessions and specific language changes were referred to contract maintenance discussions. There were some modifications made to the existing form. The first change was to change the focus to strength based rather than deficit based. In Section 3 listing remediation options, the Association preferred to change the word "may" to "must" and the district added an "Other" to the list of potential options for the teacher and the administrator to discuss.

Director Prud'homme inquired about the extent to which we pay attention to class composition to ensure fair balance across classes. Director Strong raised concerns about the mandate implied in the word "must" relative to budgets and available revenue. After further discussion, Director Prud'homme moved to table the question for additional study. Director Skuratowicz seconded and the question was tabled.

**C. OSBA Policy ING-Animals in District Facilities**

The Board reviewed an update of policy ING and the associated administrative regulations. Mr. Bogdanove reviewed a proposed language change in the policy for service or assistance animals. The Administrative Regulation governing service animals for students had no changes. A second Administrative Regulation was developed to permit animals in classrooms other than service animals for curriculum-related purposes.

Director Prud'homme asked about procedures for removing animals that have not been approved to be present. Mr. Bogdanove commented that the building administrator would ask to have the animal removed or, if necessary, call Animal Control. We currently have only one student with a service animal in a classroom and no staff members.

The policy was referred for a second reading.

**D. OSBA (Oregon School Board Association) Proposed Resolution. Please see attached.**

**Question: Should the Board approve Resolution #1 outlining the OSBA legislative priorities for 2019-2020.**

Director Prud'homme requested that the superintendent and administrators review the proposals to identify anything that board members should pay particular attention to during the upcoming legislative session. Director Skuratowicz moved

and Director Prud'homme seconded the approval of the OSBA legislative priorities for 2019-2020. The motion carried by unanimous vote of the members present.

10. **Announcements and Appointments**

Chair Zeve read the announcements:

- A. The Board will hold a Special and Work Session on Monday, November 26, 2018 at 7:00 pm in the District Office, 885 Siskiyou Blvd., Ashland.
- B. The next Regular Session Board Meeting will be held on Monday, December 10, 2018, at 7:00 pm in the City Council Chamber, 1175 E. Main Street.
- C. **The Board will not hold a Special and Work Session in December. Winter Break is December 24, 2018 through January 4, 2019.**

11. **Adjourn**

There being no further business, Chair Zeve adjourned the meeting at 9:45 pm.

ASHLAND BOARD OF EDUCATION GOALS FOR 2018-2023

- 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: December 10, 2018

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Board Chair, Deneice Zeve

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Superintendent Kelly Raymond