

Minutes of Regular School Board Meeting

The Board of Directors Ashland School District

A Regular Meeting of the Board of Directors of the Ashland School District was held Monday, September 9, 2019, 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**

Vice Chair Jim Westrick called the meeting to order at 7:00 pm and led those present in the Pledge of Allegiance. A roll check confirmed that Chair Zeve was absent and all other directors were present. Director Skuratowicz read the Vision and Mission statements.

2. **Welcome Visitors and Acknowledgments**

Vice Chair Westrick welcomed speakers and visitors.

3. **Student Celebration**

The Pacific Rim Bowl was held in Ashland during the summer. Head Coach Beau Lehnerz provided a report of the bi-annual festivities and football game. He highlighted the importance of the cultural exchanges for the Japanese students who travel to Ashland and the Ashland students who travel to Japan in alternating years.

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 September 9, 2019 Regular Session agenda as presented?

Director Skuratowicz moved and Director Prud'homme seconded the approval of the September 9 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 September 9, 2019 as presented?

Director Prud'homme moved and Director Skuratowicz seconded the approval of the September 9 consent agenda as presented. The motion carried by unanimous vote of the members present.

A. Approval of Minutes

Regular Session of August 12, 2019.

B. Personnel Report September 2019

The Board will review recommended personnel actions.

6. **Reports**

A. Board Reports

Board members reported on recent activities.

Director Skuratowicz attended the annual Welcome Back Breakfast. She is continuing her work with the AHS drug and alcohol committee . She reported on the National Science Foundation grant she helped secure. It will provide \$300,000 for 2 years for a team project designed to introduce computational thinking into K-5 curriculum. It involves national researchers working with local educators. The Phoenix Talent school district is a partner. The project was initiated by a teacher at Willow Wind.

Director Westrick attended the annual board retreat and the district Welcome Back Breakfast. Directors Prud'homme and Chang also attended these events..

B. AHS Student Report

Flora Snowden from the AHS Leadership Class participated in the Fresh Start Program to welcome and orient new high school 9th graders at Mt. Ashland Lodge. The program helps new students build early relationships as they enter high school and forge connections with upper class grades. It is the first experience that most AHS students have. The faculty who lead the program now went through the experience as students. Flora was the student coordinator and she believes that the program helps build compassion and equity.

The AHS open house is happening soon. Families meet teachers and the Club Fair recruits new members to a variety of student activities. Homecoming at the end of September will include a parade, football game and dance.

C. Oregon School Employees Association Report

Oregon School Employees Association president, Lisa March, provided the OSEA report. She acknowledged the Welcome Back event and appreciated that time was allotted for employee association meetings, which led to stronger participation this year. Chapter 42 of OSEA sent a \$1,000 scholarship to a U of O student from an OSEA member family. The first chapter meeting is in October. The Reclassification Committee will go live this year after a successful trial last year. Members believe that they built a strong process for objective review of reclassification requests.

D. Ashland Education Association Report

Ashland Education Association member, Alan Parowski, reported that the Association hasn't had its first meeting yet. Recent transitions in administrative staff at the high school were mentioned as a concern. The new EDI administrator is very welcome. Recent transitions have resulted in several people doing more than one job, a situation the Association will monitor. They are also interested in how district stakeholders will be involved in the Student Success Act process.

E. EDI Report

Becca Berman, the new Administrator for Equity and Inclusion, reported on developments at the beginning of the year. She has met with all principals to

review EDI plans and goals. She helped facilitate a Walker Elementary EDI training that was well attended and productive. She participated in other trainings including the SOU Equity Summit and COSA Equity Training. AHS and Helman both had EDI offerings during welcome back in-service days. She met with Bellview and John Muir Outdoor School staff about planning for Martin Luther King, Jr. Day activities. We are applying for another OCF grant to supplement the work funded by the BAASS grant.. ODE awarded 2nd year funding of \$317,000 and \$270,000 for school year 2020-21.

Director Prud'homme asked that the board members receive invitations to EDI workshops during the year.

F. Capital Bond

Bond Program Executive Steve Mitzel and HMK Principal in Charge David McKay reported that the new bond Web site is up and running, and receiving many visits. The Helman and AMS design teams are working hard on pre-design with some preliminary drawings.

With regard to the high school, there have been very preliminary conversations about ADA improvements, creative solutions to improve science classrooms, and seismic improvements. Design RFPs for AHS and Walker will go out in early October.

1) HMK Contract Recommendations

- a. The HMK recommendation to approve a contract with Adroit Construction Co. to serve as the Construction Manager| General Contractor for Helman Elementary was discussed. Work will happen in stages beginning with site planning and pre-construction, followed by a building completion package and then a demolition package.

In response to questions, Mr. McKay reported that Adroit will have ultimate responsibility for construction defects. They will both perform work themselves and sub-contract. We disclose this to the marketplace of potential bidders and Adroit will be required to submit bids in advance of public deadlines to HMK. HMK will encourage competition and review all bids to ensure that the district receives best value for its funds.

Director Prud'homme moved and Director Skuratowicz seconded the approval of the recommended contract for Adroit Construction to serve as the CM|GC for the Helman Elementary project. The motion carried by unanimous vote of the members present.

- b. CM|GC Adroit Construction Co. for Ashland Middle School

Director Prud'homme moved and Director Change seconded approval of the recommended contract for Adroit Construction to serve as the CM|GC for the Ashland Middle School project. The motion carried by unanimous vote of the members present.

c. InterVision Systems LLC for Information Security Services

HMK is recommending this contract for the district's new information security framework. This bid was obtained through the state of Oregon's Interstate Cooperative Procurement program. Mr. Mitzel reported that he has done extensive research on potential vendors with regard to both physical security and data security. This includes the district's firewall. Palo Alto Networks is one of top security firms in the world. The bid includes hardware, licensing, and support set-up for 5 years. The contract will be executed in the next 90 days and does not require building changes.

Director Skuratowicz moved and Director Chang seconded the approval of the InterVision Systems contract as presented. The motion carried by unanimous vote of the members present.

2) Summer Facilities and Maintenance Work

Operations Director Mitzel provided an update on facilities work performed over the summer. Many organizations use our facilities over the summer so cleaning and maintenance continue. Doors and locks were upgraded in many buildings as a security enhancement. The AHS track practice field was leveled and the field raised. Staff renovated the corner at Mountain and Iowa to improve the area and the parking lot was upgraded. Staff also did plumbing upgrades and repaired a leaking boiler at AHS. They worked on fire suppression systems: performed an audit and upgraded sprinklers. They also performed the routine cleaning of all floors and carpets and re-painting where needed.

G. Ashland Schools Foundation

ASF Executive Director Susan Bacon provided an update on the activities and plans of the Foundation. ASF has four new board members and the board held its first planning meeting of the year. Their new budget allocated \$120,000 for school staffing to continue support of the Tutoring Center and Science Lab Aide Program. They will be doing new classroom impact grants with two cycles. The annual Monster Dash and Monster Ball events are scheduled for October 25-26.

H. Finance Report

Finance Director Alana Valencia reported that her team is doing a transition of the Forecast Five model to the new fiscal year pending completion of the audit. Audit field work will take place the first week of October. The district's ending fund balance currently shows about a 9.5% contingency, though the number may be adjusted following the audit. She is working with HMK staff on designing a monthly financial report for the bond projects.

I. Superintendent Report

Superintendent Raymond reported the resignation of AHS assistant principal Melanie Marrone, who took a new position near Portland.

Following feedback from the AHS staff when principal Erika Bare resigned, Supt. Raymond moved to recruit a short-term interim principal for one year and

conduct a full search for a new principal who will begin the summer of 2020. Student Services Director Samuel Bogdanove accepted this interim role. He will continue to handle special education at the high school and he is the full-time principal for the 2019-2020 school year. She is bringing other support to AHS. The Administrator of Equity and Inclusion position was designed to assume some assistant principal duties and that .5 FTE of her role has been assigned to the high school. A TOSA (Teacher on Special Assignment) or Dean will be added to AHS to support staff. As she moves to recruit both a new principal and assistant principal, it will be important to design a process that includes staff feedback and time to recruit top applicants for both positions.

1) National Science Foundation grant

Supt. Raymond congratulated Director Skuratowicz and her teammates on their success in securing the new NSF grant. She also appreciated Steve Mitzel and all who participated for taking a leadership role in hosting the 31st Pacific Rim Bowl here.

2) Student Success Act

Superintendent Raymond reported on the plans to participate in the new Oregon Student Success Act. Funding distributions are still uncertain but may be in the neighborhood of \$2.3 million for the Ashland school district. Funding levels will be based on student populations and the duration of the revenue is uncertain. At this point it is scheduled for 3 years and requires a strong collaboration among stakeholders. Our timeline will vary from the model provided by the state because we have already done our strategic plan with stakeholder input. We will do more community engagement and align our efforts with the ASD strategic plan, our equity policy and Student Success Act goals. The funds will begin to flow in July 2020.

Director Chang encouraged the inclusion of student voices especially from the middle school and high school. He also reinforced the need to devote resources to mental and behavioral health needs as outlined in the Student Success Act.

Vice Chair Westrick invited public comment on this agenda item. Ms. Kate Kennedy, a resident of Ashland, submitted comments appreciating the joint effort of teachers and community to advocate greater resources for public education.

3) DACA (Deferred Action for Childhood Arrivals) students, also known as "Dreamers"

Supt. Raymond presented an updated statement in support of education of all children and the district's commitment to that principle. Director Prud'homme moved and Director Skuratowicz seconded the Board's formal strong support of the statement. The motion carried by unanimous vote of the members present. The statement will be released in English and Spanish.

4) Out-of-State Trip Requests

- a. Helman geology students are traveling to Mt. Shasta mountain for study of volcanoes
- b. The AHS Water Polo Team will travel to Dixon CA for tournaments in September and October

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.*)

Mr. Paul Huard, a resident of Ashland, and a teacher and parent, submitted comments concerning staffing changes at the high school.

Ms. Melissa Mitchell-Hooge, a resident of Ashland, submitted comments on the continued recreational use of the Lincoln School fields.

8. **Unfinished Business**

A. OSBA Policy Update: Drones

Operations Director Steve Mitzel reported that the provision regarding OSAA policy is intended as a blanket statement to cover all districts and that specific district policies can supersede it. The Board requested that the OSAA statement be deleted and a clean copy of the policy presented at the October 14 regular session for approval.

9. **New Business**

A. Renew Employee Agreements

The Board reviewed proposed new agreements for several categories of employees.

1) Confidential Employees

Question: Should the Board approve the agreement governing confidential employees for the coming year as presented?

Director Prud'homme noted that there appeared to be a typo with regard to compensation and asked that it be clarified that it should be 73 cents an hour. Director Skuratowicz moved and Director Prud'homme seconded the approval of the proposed confidential employee agreement as amended. The motion carried by unanimous vote of the members present.

2) Administrators

Question: Should the Board approve the agreement governing administrative employees for the coming year as presented?

The template presented includes standard terms. Each individual administrator will have an individual contract. Some items vary depending upon whether the individual is probationary or not. Director Prud'homme moved and Director Chang seconded the approval of the administrative agreement as presented.

The motion carried by unanimous vote of the members present.

3) Supervisory Employees

Question: Should the Board approve the proposed agreement for the coming year for supervisors as presented?

The Board reviewed the agreement and compensation schedules presented. There was a discussion about the provisions for the Operations Director who has taken on significant extra duties. Members asked for additional information. Director Skuratowicz moved and Director Prud'homme seconded a motion to table the item until the September 23 work session. The motion carried by a vote of 3-1. Directors Chang, Prud'homme, and Skuratowicz voted Yes. Director Westrick voted No.

B. Student Handbooks

Directors Chang and Prud'homme noted that the previous year's version of the John Muir Outdoor School's handbook seemed to be included in the board packet and requested the updated version. There was a discussion of fees and charges for students. Board members requested that student handbooks going forward list available alternatives for families who may not be able to afford fees and offer guidance on how to secure their options.

10. **Announcements and Appointments**

Vice Chair Westrick read the announcements of upcoming meetings.

11. **Adjourn**

Vice Chair Westrick adjourned the meeting at 9:31 pm

Submitted by:

Jackie Schad, Board Secretary

Dated for Board Approval: October 14, 2019

Board Chair, Deneice Zeve

Superintendent Kelly Raymond