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| Glendale School District No. 77  Glendale School District |  | Regular Meeting  March 11, 2020 – 6:00 pm  Glendale School District Office  10598 Azalea-Glen Road |

**Board Meeting Minutes**

1. **Preliminary Business**
   1. Call Meeting to Order at 6:06 pm
   2. Pledge of Allegiance
   3. Roll Call:

**BOARD MEMBERS**

Caroline Lydon-Board Chairman

Janice Austin-Board Member

Ryan Owens-Board Member

Misty Morningstar-Board Member

Not in attendance- MacKenzie Perry-Vice Chairman, Kenny Kent-Board Member & Samantha Cline-Board Member-**ON CONFERENCE CALL**

* 1. **Agenda Review**

Add to 2.3 staff Resignations-Terry Holman who is retiring after 27 years in this district, under new business add 4.10 facilities report, under old business 5.9 and under old business 6.9.

Ryan has questions on the monthly fiscal transactions batch number #1244-it is under Susanne Fitzgerald 2019/2020 consultant?

Dave says that is grant funded, she is our coach from last year from ODE and now it is part of our Small Rural Schools Network Grant that pays for that. We received an additional $25,000 from ODE for buying coach time. She will be her this Friday to provide additional training on PLC’s.

Ryan also asks about the repairs to the bus for $7,123.00?

Rodger says it was for a bus where the turbo failed and we don’t have the diagnostic tools to do that, so we had to send it out.

Ryan motions to accept, Misty seconds-7/0

1. **Public Forum/Correspondence/handouts: The board will hear comments by anyone present who wishes to speak on any item not on the agenda, but the board will not necessarily take action at this time. There will be a 3-minute time limit for anyone speaking.**

* Scott Perkins wants to know if the district has a plan on how to keep teachers/staff in district?

Dave says that we make sure that the bargaining agreements are inviting to staff, in the past the district has made a huge effort to have one of the best health plans in the county as an enticement, also the wages are also set a little higher to get people to come here. One of the biggest issues in Glendale is lack of housing, an example of lost services is we have them come down for 2 days a week and we are on our 4th round of mental health workers and they found jobs in Roseburg. It is something that we discuss when we do bargain, which will be soon, when we have bargaining meetings with the board it is something we discuss and that we need to be competitive with salary and insurance and then we look at working conditions and things like that. We do understand that people would rather work closer to home, so it is just what can we do to keep them in Glendale.

Ryan mentions that in the last bargaining agreement it was addressed, was a scale for retention because we had some senior employees that were reaching their max, so we extended that so that they would continue to get more benefit or salary and top out.

Dave says that it was longevity and they had steps put in for the classified and that they are planning on putting that in for certified as well. The only they do not have on the contract is the National Board Certified Teachers, in most districts they get an additional column so it will take them one column over, but no longevity. If they have a BA or a MA-25 it would move them to the next column, this is something that some districts are doing, not all of them, but it is something we will be adding. Dave wants everyone to know that it is not just Glendale dealing with this it is county-wide and we have been working on this with the Superintendents and the ESD and we are trying to get the mentoring program back, these funds went away a few years ago, so it is one of the things we want back. If they make the decision that we will not get it state-wide, it will be a discussion with the Board to see if we could formalize a seasoned teacher in the district to mentor our new teachers. We want to make sure that they are comfortable here and know how things operate and if not they will know where to get answers and things like that. Also, looking at growing our own and it is a discussion we have had with the Board, but there will be a recommendation for the next school year for providing tuition assistance for Classified employees who want to further their degrees there are also opportunities and forms given to both administrators from the Ford Foundation and they provide summer funding up to $5,000, for teachers to do innovative projects, some teachers go overseas or other states to do studying, I am hoping that teachers will take advantage of these and all other opportunities. The Ford Family foundation has been extremely generous with our county schools again, so as soon as we get information at the Superintendent meeting I will get it out.

Caroline says that the Board does realize this is an issue and they do discuss this and it is part of their District goals so that they can be reminded of this issue.

* Scott Perkins wants to know when they have admin meetings during school hours it pulls admins away from their buildings and what they plan on doing to change this?

Dave says that not all meetings take place during school hours, some are after school, but at times with schedules and IEPs prevent us from doing that, we have a Special ED director that does not live in the state and she is mostly available after 4pm. We realize that is an imposition, but we try at every chance we get to do them after hours and rotate schools so that they are not away from the school’s every time.

* Scott Perkins wants to know if the district plans on forming a committee with teachers included to develop the school calendar, handbooks and other essential documents?

Dave says that as they had discussed earlier there will be a committee formed, but they were waiting on finding out whether they were going back to a 5-day school week or not because that will impact that, once that is decided tonight there will be one for the next calendar school year and will be discussed at the Board meeting in May.

Scott want to know about the faculty and student handbooks?

Dave says yes, he will make sure that they have an opportunity to meet with the administrators to go over the faculty and student handbooks because we want to make sure that what we are putting in there are things you understand and agree with so that the staff are all aware of the things they are in there.

* 1. **Student Representative Report**
* Maryjane wants to let everyone know that there is a confirmed date for prom and will be on 5/2/20. Yearbook will be ready before the seniors leave on 5/28/20, so it will be fun for them to be able to have a sign it party with all the grades before we have to leave for the last time.
  1. **Bond Update**

Caroline asks if Brian is here?

Dave says he is not and will fill the Board in on what’s going on with his report.

* 1. **Safe Routes to School**

Misty had asked if someone from the ESD wanted to come and inform everyone on their part making our school a higher priority for them considering us in the race for funding, since they have so many other schools that they deal with. Moving the Junior High to the High school is actually a good thing because the kids tend to ride their bikes to school more and they will more likely choose our school for funding.

Janelle Polcyn from the ESD passes out information about Safe Routes to School. She works directly with the ESD and it is a state wide national initiative to educate kids to make walking/biking to school safer and more fun. Unfortunately, she is maxed out, she is currently working with 12 schools and she is the only one doing this. She would love to help us out, but right now she is limited on what she can do. The handout goes over what the kids need to know about safety and making sure that the staff are aware of what they can do to help students. There are links online on the ODE website that are available for anyone to look at.

1. **Reports** 
   1. **Board**

Caroline asks Kenny if his reception is ok because there is a lot a shuffling coming through…

Kenny says he is having a hard time hearing anybody other than Caroline so he will just disconnect.

Caroline asks if MacKenzie and Sam are still there?

MacKenzie says Sam had to disconnect as well.

Caroline wants to let everyone know that CCVCA will be putting on the St. Patty’s day dinner at the HS on 3/17/20 from 5pm-7pm and The Rogue Valley Quintet will be providing the music.

* 1. **Superintendent**

Dave would like to apologize to the teachers because he and Scott Perkins had looked at adding some additional ½ days to current ½ day PD days that are already having and he had them down for this Friday and they had not and he appreciates everyone’s flexibility for be able to make it on Friday. He had stated earlier that their coach Susanne Fitzgerald will be down and doing some training on PLCs and in the morning there will be some make-up sessions for teaching staff about assessments, shortly after Spring Break there will be state testing. We had a n absenteeism meeting at the ESD yesterday and talked about different things other school districts are doing as we look at what we have done with incentives and things and is disappointed that ours hasn’t improved more than it has, but we are not alone and the rest of the county is in the same situation we are. Our 2 lowest state wide continues to be Kindergarten and Seniors, so we are looking at things we can do. We have been talking about this, not sure if we are going to be doing this or not, but we are a closed campus for lunch and one of things he has talked with Mr. Jackson about is the possibility of students who are attending at 90% or above for the days and passing all their classes that they may be considered for off campus privileges. They must be back before the bell rings and if they are tardy they might lose this privilege for a week, if they are tardy 3 times they may lose that privilege all together, if their grades go into failing they would lose that privilege until those grades are brought up and he feels that this will help get our Juniors and Seniors better attendance. We do daily incentives at K-8, we do weekly incentives, monthly incentives and quarterly incentives and it has improved some of our students, but we have a good population that haven’t really responded. One of the issues that we have, when we talked to kids about what they would work for incentive wise, at the secondary level, not the K-8, one month they may be excited about, but the next they may not want to work towards that anymore. We have continued to ask them what they would continually work for and we will continue to work to get the attendance higher because we need to…. if kids aren’t in school they are not learning and an unexcused absence is just as bad as an excused one because they are still out of school.

Misty asks if they are asking kids what they will work for to come to school?

Dave says they are asking kids what incentives they will work for.

Misty says are you kidding me!?

Dave says no he isn’t.

Misty says why not just tell them to come to school!?

Dave says unfortunately it doesn’t happen like that anymore.

Misty says why don’t we tell them they need to come to school so they can graduate?

Dave says we do have kids that come to school for that because it’s important but, we do have kids that just don’t come to school. It is not just our district that has this problem we have some families in every community that do not value education the way we feel that they should and they don’t push their kids to get out of bed, get on the bus and get to school.

Misty says she understands that this is the parents’ rights, but it is unfortunate still.

Dave says that as long as parents call and say their child is excused, even if they call and it’s an excused absence, it is still considered an absence. He does understand where Misty is coming from, but it is Grant money that we use not District money, but from what he is hearing around the state and especially in this county even the incentives have not made the the turn that they thought it would. He is not sure what they will do next to try to help with this, but included in the packet there is a percentage of attendance and below 90% is considered chronically absent.

Millie mentions that we used to have a thing called “the gold card”, the students would get a gold card for attendance or seniors that were on track to graduate and their grades were up and they could leave at lunch, but it would have to be monitored. If the students had a gold card 3 out of the 4 quarters they would have a special field trip at the end of year and the kids really worked hard to get that when they had it.

Ryan would like to know if they have an idea of the students that are considered chronically absent and maybe why they are not wanting to come to school?

Dave says that the he and the admin get it broke down by student, the board only gets the percentages, but the green is 90%, yellow is close to that and red is chronically absent. The administrators work with that student to try to get them back, teachers call home, letters are being sent home and they are trying to get parents to understand how important it is for their kids to be here every day.

Dave had had a meeting with Brian Prawitz and Dave needed to re-tape a portion of the video, when Brian had sent it out to the state, they sent back a list of 13 things that needed to be changed/corrected, all were small things like using different wording on the brochure and wording in the video. We have our 805 list submitted and the 803 form submitted, which was the follow-up after 7 days and was submitted yesterday to the courthouse, so we are all legal with things, Brian believes that we will get the pamphlets and the video out by 3/19/20.

Dave hands out an invitation from the Ford Family foundation to honor our Board members to thank them for all the work they do, it will be @ the Roseburg Country Club on 4/18/20.

Caroline says that MacKenzie and Sam said to call them back when it gets to the time there are needed for voting. Caroline would also like to thank Misty for going to the Elementary school and teaching our kids how to properly wash their hands.

1. **Old Business** 
   1. **Grant Updates**

Dave says that is that time of year that they will be collecting data and creating reports for all of our Grants between now and July. He was in a meeting on Monday with ODE, they came down to touch base on the Measure 98 grant and what we are doing and how things are going and right after that they right into a conference call with 2 other people from ODE on the EDM Grant and shared with them what we have done this year starting with our BBQ at the beginning of the year and working though all of the other things that we have been doing. He had also shared the success of the BBQ at the Superintendents meeting he had and they were all really impressed on how well we did and he is hoping to be able to do another one at the end of next month.

* 1. **Board Goals**

Dave would like to let the Board know that they will be bargaining with licensed union, their contract is up and talking about what the structure of that might look like at our work session. The last time we bargained we did so without official representation, it was he and Bob Sconce from the union and hopefully Racheal will be there so she can give us numbers as they are needed.

* 1. **Board Timeline Review**

Board goes over timeline, next will be bargaining with licensed staff.

* 1. **Surplus Vehicles Sold!**

Rodger says they had 3 busses that were put on the surplus and they all sold for a total of $5,500.

1. **New Business**

**Caroline calls MacKenzie back**

* 1. **Staff Recommendations-**

**Renewal of Probationary Teacher Contracts**

* 1. **First Year Probationary to Second Year**

Jason Haggard, Korina Worden, Melissa Madsen and Laura Reber

**Ryan motions to accept, Caroline seconds-4/0**

* 1. **Second Year Probationary to Third Year**

Robin Miller

**Ryan motions to accept, Caroline seconds-4/0**

* 1. **Contract Teachers**

**Two-Year Extensions 2019-20, 2020-21**

Carolynne Bohannon, Luke Gregg, Stephanie Cudahy, Brandon Sheppard, Julie Booth, Graziella Schere-Mathiesen, Angela Deere, John Stott, Mary Huls and Scott Perkins

**Ryan motions to accept, Caroline seconds-4/0**

**Renewal of Probationary Administrator Contracts**

* 1. **First to Second Year**

Daniel Endicott and Jesse Jackson

**Ryan motions to accept, Caroline seconds-4/0**

* 1. **Moving Grades 7 & 8 to High School Campus**

Dave says that we had moved them over to the Elementary school about 7 or 8 years ago we would like to bring them back to the High school. He states that a lot of smaller schools do K-6 and then 7-12 because you get into schedule changes with 7 & 8 and it is his recommendation that we do move them back to the High school campus. We will have a committee with teachers/staff to talk about the transition and what it looks like.

Ryan says that it should relive some our PE requirement also, correct?

Dave says yes, it will, it will balance things out better than what we are doing currently. **Ryan motions to accept, Misty seconds-4/0**

* 1. **Consideration of Moving Back to a 5 Day Week**

Some of the information that was previously shared with the Board now has been revised with new numbers because if we move to a 5-day week our 4 day will be shortened. There will be another committee created with licensed and classified staff on the impact of that, it will allow us to better meet the needs of our kids and allow for more math, reading and writing instruction and he is excited for this proposal. The estimate initially and currently is about $170,000 and he is looking at the calendar now and we have about 6 or 7 days, full and ½ days combined of PD during the year, most districts have gone to either 4 ½ day week to do PD every Friday afternoon or any other day they choose. Dave will come back to the Board in May with a proposal that will possibly be looking at a 5-day schedule with an early release on Wednesdays for PD, so students would get out at around 1pm and then from 1:30pm to 3:30pm or 4pm we could do PD every week. However, that doesn’t meet all of our PD needs, so he is recommending that we keep some ½ days and full days in there for like a once a month PD day. There are a lot of things we can do in a 2-hour block, but there is a lot of things we can’t do also, so we do need a 4 or 8-hour block for staff development with some of our new pieces, we are looking at a new Language Arts Curriculum because the last time the curriculum was up for adoption the district did not do that and that was 6 or so years ago, the teachers have been using this curriculum for 10 years now and he is not sure why they chose not to do it. We have our teachers using old curriculum and we need to update it with the changes to be able to meet out state goals and objectives better.

Caroline asks if the Board needs to take action this meeting or in May?

Dave states that they can take action now, they will be using the SSA Grant money to pay for that, so out of our $318,000, so the $170,000 or so would come from that grant, so it is not taking ending fund balance from district dollars. We want to be able to utilize that as long as possible, as we mentioned earlier, that grant is going to be in place for at least 3 years, but if they don’t see results the state does have the option of pulling that grant money and putting it in other areas in the state funding. If that happens, we would be looking at taking that out of ending fund balance which would eventually break the bank or make cuts staffing wise and that is something we prefer not to do.

Misty asks if the $170,000 is annually?

Racheal says it is slightly more because the $170,000 is based on wages now and when we were looking at it with wage increases over the years it could be around $175,000 or so additionally annually.

Misty wants to thank Racheal for all this extra work she has been doing for us.

Racheal says we will have 172 days of school.

Dave says we currently have 151 days, so this an additional 21 days added. The days will be shorter, we will be looking at start time and end time, his recommendation is looking at a1/2 later start time, like 8:30am because we have a lot of kids that come in later or tardy and records show that secondary students should start later than the Elementary. Small districts can’t usually do this due to busses and we do transport all of students at once so moving it to 8:30am would be moving it 22-23 min later start time, but we will be talking to teachers and staff to see what that looks like and will bring that to the meeting in May.

Misty asks if they need to vote on that stuff now or in May?

Dave says it is up to them.

Ryan and Caroline would like to have more info before they vote.

Dave wanted to address one of the Board members that contacted him, Janice, one of her concerns is can we sustain it? The other concern, with the bond coming up, if we’ve got the money to go to a 5-day week why do we need the bond and why aren’t we using those dollars for improvement?

* 1. **Bus Replacement**

Dave lets them know they have a bid and we do not need to have 3 bids because we are part of ORPN.

Racheal says that last month she was not aware that we part of that and that’s why she thought we needed the 3 bids. ORPN does all the bidding for us and Western Bus is a part of that consortium so the Board should feel free to move forward with this process of ordering a new bus.

Dave says in past years we have purchased a small bus and a big bus, in 2025 change is going into effect, there are new emission regulations and 2 big busses and 1 small bus need to be retrofitted. This proposal is about if they want to make a purchase this year or next year.

Dave asks Rodger to let the Board know what busses we currently use.

Rodger says we use the new bus #18, #16, #1, #2 and #12 and we rotate them through for field trips and other stuff.

Dave asks if #16 in the short bus?

Rodger says yes and we have the 2 vans.

The Board goes over the bus information from Racheal.

Caroline, Misty and MacKenzie think that they should pay for it in full.

**Misty motions to purchase a bus outright, Ryan seconds-4/0**

* 1. **Coronavirus Update**

Dave says that several weeks ago he asked our custodians to do a deep cleaning on our schools and if they needed additional time to do that to make sure that happened. In addition, during cold and flu season they always do a deep cleaning, but during this outbreak he has asked them to keep it going so we can keep as many germs oust of our schools as possible. Yesterday at the county superintendent meeting Dr. Dannenhoffer was there for about an hour and a half answering questions districts had about closing the schools, until when, trips and all of that. Topics were:

**School closures**- he said he doesn’t foresee it because it really doesn’t affect school aged kids, it is mostly older folks, unless we know that someone has had contact with someone that has it.

**Trips**-several districts are planning some, Roseburg High’s Band is supposed to go to Disneyland, Glide school has a few non-school sanctioned events, going to Panama over Spring Break and Riddle has anon-school sanctioned event with cheerleaders going to Florida over Spring Break.

He did highly recommend that these groups seriously reconsider, especially the Panama and Florida trip because of where outbreaks are, especially in Florida.

Dave says the 50% of people that have it are a-symptomatic and just recommended avoiding large gathering at all, if you can help it. Students that are sick, we are told to call their parents and have them pick up their student.

Caroline says the CDC says they will inform the schools if there is a confirmed case.

1. **Adjournment @ 7:48pm**

**Caroline motions to adjourn, Ryan seconds-4/0**