

Minutes in Brief

**SOUTHERN OREGON EDUCATION SERVICE DISTRICT BOARD OF DIRECTORS
REGULAR MEETING, WEDNESDAY, OCTOBER 16, 2019**

Call to Order

A regular meeting of the Southern Oregon Education Service District Board of Directors was held on Wednesday, October 16, 2019, in the downstairs conference room of the ESD's Medford office located at 101 North Grape Street, Medford, Oregon. At 6:11 PM, Vice-Chair Middleton called the meeting to order at which time she led attendees in the Pledge of Allegiance.

Attendance

Board members in attendance:

Rosie Converse
Austin Fohnagy
Ana Mannenbach
Mary Middleton
Bob Moore
Maud Powell
Justin Wright

Board members absent:

Christine Norton-Cotts
Annie Valtierra-Sanchez

SOESD Staff members in attendance:

Mark Angle-Hobson
Jessica Bach
Scott Beveridge
Susan Peck
Daniel Weaver

Staff and guests attending for portions of the meeting:

Ben Betterly, Caitlin Biedscheid, Melia Biedscheid, Jennifer Crumley, Ashley Dibble, Steven Essig, Anne Goff, Barbara Griffin, Amelia Jacobson, Kim Hosford, Michael and Kathy Keyes, Nancy Lawson, Stephanie Love, Julie Moffett, Kim Moore, Lindsey Parrinello, Karen Rice, Tessa Stewart, Pam Wurzell

Employee Recognition

Superintendent Beveridge presented employee performance awards to:

- Anne Goff, Lead Speech-Language Pathologist
- Barbara Griffin, Autism Spectrum Disorders Consultant
- Kim Moore, Administrative Assistant III

Statements from the Audience

Kim Hosford made a statement regarding issues with employee paychecks.

Requests to Address Agenda Items

There were no requests to address agenda items.

**Comments from
Representatives of the
Associations**

Melia Biedscheid, President of the SOESD Education Association, commented on the mediation meeting scheduled on December 3, 2019 to settle the licensed contract, unfilled classified positions and staffing issues in Early Childhood Services, and lack of communication regarding OEA dues deducted in error from the paychecks of licensed employees.

There were no representatives from the classified association in attendance.

Consent Agenda

The consent agenda consisted of:

- A. Approval of Agenda
- B. Approval of Minutes, September 18, 2019
- C. Personnel Report
- D. Financial Report

IT WAS MOVED BY MEMBER CONVERSE, SECONDED BY MEMBER FOLNAGY TO:

Approve the consent agenda as presented.

MOTION CARRIED: 7-0

Education Topic

Special Education Overview

Susan Peck, Director of Special Education Services, distributed a written summary report and provided an overview of the SOESD's special education programs.

Special Education Resolution Services

Director Peck explained the menu of services offered to SOESD's thirteen component school districts through Choice & Equity worksheets.

Regional Services for Low-Incidence Disabilities

Students who have one or more low-incidence disability in the area of Deaf/Hard of Hearing Impairment, Vision Impairment, Deaf/Blindness, Orthopedic Impairment, Traumatic Brain Injury, and Autism Spectrum Disorder are served through Regional Programs. Superintendent Beveridge noted that he will be attending the state's Regional Management Team (RMT) meeting with ODE representation on October 2, 2019. At that meeting, inadequacies in federal funding for Regional Services, the impact of reduced funding on services to students, and potential changes to the Regional Program model will be discussed.

Early Childhood/Early Childhood Special Education Services (EI/ECSE)

Ms. Peck described EI/ECSE program services provided to children with disabilities from birth to kindergarten-age in Josephine County. She explained that EI Teaching Associates and EI Teaching Assistants staff the classrooms. Director Peck noted that she would soon be presenting those positions to the Classified Code Review Committee for review of the assigned rate of pay. Superintendent Beveridge noted that the process for reviewing classified job descriptions and salary codes is defined by the Collective Bargaining Agreement with OSEA Chapter 104,

and administration has the information prepared for the committee to review as part of that process.

Board members will be invited to join Superintendent Beveridge as he visits special education classrooms operated by SOESD in the months ahead.

Communications

SOESD Superintendent's Schedule of Meetings

Superintendent Beveridge reviewed his schedule of meetings for the months of October, November, and December 2019. Mr. Beveridge noted that his calendar included:

- State and regional meetings with superintendents regarding the Student Success Acts (SSA).
- Planning focused on improving systems of support for educators through the work of the Educator Advancement Council's Regional Educator Network (REN).
- Strategic planning meetings with the Administrative Team and John Bowling, of Sustainable Leadership Consultants, to develop the 2020-2022 strategic plan for SOESD. Mr. Bowling will also be working with the Board to inform the plan.

Administration

A. Regional Advisory Council (RAC) Appointment

Administration requested the Board appoint Lisa Beteta to serve as the parent representative from Josephine County on the Regional Advisory Council (RAC). The vacant seat was previously held by Kirby Erickson.

IT WAS MOVED BY MEMBER CONVERSE, SECONDED BY MEMBER MANNENBACH TO:

Appoint Lisa Beteta to the Regional Advisory Council.

MOTION CARRIED: 7-0

B. 2020-2021 Local Service Plan

Superintendent Beveridge provided an overview of the timeline and process for approving the 2020-2021 Local Service Plan (LSP). He provided a brief historical review of the work that began in 2015 resulting in a shift in various services provided to districts, a redesign of the LSP business model to a menu of services, and all thirteen of the region's districts participating as members of SOESD.

Superintendent Beveridge will present a draft of the LSP to the region's superintendents for their initial approval by December 2019. The LSP, as approved by the superintendents, will be presented for SOESD Board approval by January 2020 prior to being sent to the school boards of SOESD's component districts. By statute, the LSP must be approved on or before March 1 by at least two-thirds of the component school districts with a majority of the student enrollment.

C. Student Success Act (SSA)

Superintendent Beveridge and Mark Angle-Hobson, Education Services Coordinator, explained the SOESD's role and responsibilities in implementation of Oregon's Student Success Act (SSA). The SSA is an equity initiative to reduce academic disparity for specific student groups throughout Oregon. Legislation defines the role of ESDs to provide technical support and coaching to component districts. ESDs do not receive State Investment Account funds as a result of the Student Success Act for the provision of direct services to students. SOESD is assessing how its current structure can be enhanced and strengthened to provide the technical support districts will need.

School districts must follow a required process to develop Student Investment Account plans that include community engagement and review of data. School districts' plans are approved by ODE. SOESD will develop an SSA plan designed to support the initiatives of the local districts. The SOESD's plan must be approved by its component districts in the fall of 2020 as an amendment to the LSP.

Superintendent Beveridge explained that in the first year funds are to be spent to provide technical assistance to the school districts as they develop their plans. SOESD will receive funds in the second year to provide coaching support to help districts implement their plans.

D. Strategic Planning Update

Superintendent Beveridge provided an update on execution of the 2018-2020 strategic plan and the process for developing the 2020-2022 strategic plan. He distributed the 2018-2020 Strategic Roadmap and reviewed the initiatives that had been completed in 2018-19 and the work remaining to be done in 2019-20 in the form of strategic plan goals. Future initiatives in the year ahead include work to identify specific data metrics for services offered by SOESD, identifying a tool to track professional development that can be aligned with program and agency goals, and implementing Frontline Central to streamline communication between employees and supervisors.

E. Superintendent's Goals for 2019-2020

Superintendent Beveridge presented his proposed goals for the 2019-2020 fiscal year, which he noted were aligned with the agency's strategic plan. Board members discussed their role in evaluating the superintendent and the pros and cons of conducting a 360-degree evaluation by members of the community, component districts, and staff. It was suggested that the draft be revised to include a goal for the superintendent to "identify and implement an organizational inventory" which could potentially be coordinated with SOESD's Diversity, Equity, and Inclusion work. The results of the organizational inventory would not be used as part of the superintendent's evaluation.

IT WAS MOVED BY MEMBER FOLNAGY, SECONDED BY MEMBER CONVERSE TO:

Approve Superintendent Beveridge's 2019-2020 goals as revised.

MOTION CARRIED: 7-0

F. Board Work Session

Board members reviewed their availability to attend a special work session of the board on Thursday, October 24, 2019 from 5:00 – 8:00 PM at the SOESD's Medford office. John Bowling, of Sustainable Leadership Consultants, will be asked to facilitate the work session.

Business Affairs

2020-2021 SOESD Budget Year Calendar

Business Manager Weaver presented the proposed 2020-2021 budget year calendar and provided an overview of the timeline. Mr. Weaver stressed the importance of having all SOESD board members in attendance for the Budget Committee Meeting on May 13, 2020.

IT WAS MOVED BY MEMBER MANNENBACH, SECONDED BY MEMBER POWELL TO:

Approve the SOESD Budget Calendar for Budget Year 2020-2021.

MOTION CARRIED: 7-0

Miscellaneous

A. Overpayment of Union Dues

IT WAS MOVED BY MEMBER CONVERSE, SECONDED BY MEMBER FOLNAGY TO:

Amend the agenda to add a discussion about the union dues taken from licensed paychecks.

MOTION CARRIED: 7-0

Superintendent Beveridge explained that paychecks of licensed employees had twelve (12) monthly deductions for association dues occurring instead of ten (10). Communication with OEA has resulted in agreement that OEA will return overpayment to SOESD, and SOESD will reimburse licensed employees. An email message has been planned that will be sent to the employees explaining the repayment plan.

B. Future Meetings and Conferences

- OSBA Fall Regional Meeting: October 30, 2019, 6:00 PM, Inn at the Commons, Medford
Members Folnagy, Middleton, Moore, Norton-Cotts, Wright, and Valtierra-Sanchez plan to attend along with Superintendent Beveridge.
- OAESD Superintendents and Board Fall Summit, November 14, 2019, 7:30 AM – 4:30 PM, Portland Marriott Downtown Waterfront Hotel
Members Mannenbach, Norton-Cotts, Valtierra-Sanchez, Wright, and Superintendent Beveridge plan to attend.
- 2019 OSBA Annual Convention: November 14-17, 2019, Portland Marriott Downtown Waterfront

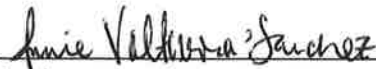
Members Folnagy, Mannenbach, Moore, Norton-Cotts, Powell, Valtierra-Sanchez, Wright, and Superintendent Beveridge plan to attend.

- Next Regular Meeting: November 20, 2019, 6:00 PM, SOESD's Medford Office
- AESA 2019 Annual Conference: December 4-7, 2019, JW Marriott Phoenix Desert Ridge Resort, Phoenix, Arizona
- NSBA 2020 Annual Conference and Exposition: April 4-6, 2020, Chicago, Illinois

Member Folnagy plans to attend. Board members are asked to let Jessica Bach know of their interest in attending so that registration, lodging, and travel arrangements can be made.

Adjournment

There being no further business, Vice-Chair Middleton adjourned the meeting of the Southern Oregon ESD Board of Directors at 8:38 PM.



Annie Valtierra-Sanchez, Chair
Southern Oregon ESD Board of Directors

Scott Beveridge, Superintendent/Clerk