

Minutes in Brief SOUTHERN OREGON EDUCATION SERVICE DISTRICT
BOARD OF DIRECTORS REGULAR MEETING
WEDNESDAY, JANUARY 19, 2022

Call to Order A regular meeting of the Southern Oregon Education Service District Board of Directors was held by video/audio conference on Wednesday, January 19, 2022. Chair Converse called the meeting to order at 6:05 PM and led those in attendance in the Pledge of Allegiance.

Attendance Board members in attendance: Board members absent:
Rosie Converse Jessie Hecocta
Ana Mannenbach Corbin Morell
Mary Middleton Annie Valtierra-Sanchez
Robert Moore
Maud Powell
Justin Wright

SOESD staff members and guests in attendance:

Mark Angle-Hobson	Coree Kelly	Meghann Ryan
Jessica Bach	Paul Kitzman	Katheryn Schopp
Brittany Ballance	Cheryl Kobernik	Karli Steuk
Scott Beveridge	Brooke Laughlin	Claire Swagler
Kyle Buck	April Love	Amy Szeliga
Celine Buczek	Darci Mason	Kristy Thorson
Gabe Gilham	Amy Maukonen	Jennifer Vrana
Barbara Griffin	Chris McKay	Lauren Wade
Donna Hernandez	Patty Michiels	Dan Weaver
Kim Hosford	Susan Peck	Carlie Wiley-Wolter
Erin Jolliffe	Trish Orr	Jesse Wise

Comments from Representatives of the Associations Amy Szeliga, president of the licensed association, recognized January as School Board Recognition Month and thanked board members for their work supporting the community. Ms. Szeliga commented on the essential role everyone plays in supporting students, and the impact of COVID and staff resignations.

Gabe Gilham, president of the classified association, thanked the board members for their service and commented on finalizing negotiations to arrive at agreement regarding COVID vaccination requirements and COVID-related leave.

Statements from the Audience and Requests to Address Agenda Items There were no statements from the audience or requests to address an agenda item.

SOESD Board Recognition

In honor of School Board Recognition Month, Superintendent Beveridge expressed his appreciation to the board members for their dedication and recognized them for being “Super-Heroes for Schools.”

Consent Agenda

The consent agenda consisted of the following items:

- A. Approval of Agenda
- B. Approval of Minutes: November 17, 2021 Regular Meeting
- C. Personnel Report
- D. Financial Report

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

Approve the consent agenda as presented.

MOTION CARRIED: 6-0

Communications

SOESD Superintendent’s Schedule of Meetings for January, February, and March 2022

Superintendent Beveridge reviewed his schedule of meetings for the three-month period, noting the following:

- On January 3, 2022, Superintendent Beveridge and superintendents across the state met with ODE Director Colt Gill and the Oregon Health Authority to discuss guidance on Ready Schools, Safe Learners and the changes to CDC guidelines related to COVID-19. Superintendent Beveridge continues to facilitate meetings with the region’s superintendents dealing with challenges related to COVID-19.
- Meetings are ongoing with the School Improvement Services management team and the Special Education Management team to work on specific issues for each department. The Superintendent’s Cabinet meetings have increased from bi-monthly to weekly.
- Superintendent Beveridge is participating in a number of meetings regarding the Phoenix Campus Reconstruction. Meetings have been scheduled for all staff to attend and provide input on the building design. Employees have provided valuable feedback and will continue to be invited to follow-up meetings in an iterative process. Preliminary design approval is anticipated by January 25, 2022. Design meetings will continue to occur throughout the spring, with 100% architectural design documents delivered by the end of the school year.
- Superintendent Beveridge noted his schedule also includes meetings with OSBA’s specialist for working on the Board’s policy rewrite project.

Administration

- A. Regional Advisory Council Appointment – Parent Member Representative Susan Peck, Special Education Director, provided an overview of Regional Inclusive Services (RIS) and the composition of the Regional Advisory Council (RAC). Stacy Fields was nominated by Joni Parsons, Eagle Point School District Special Education Director, to serve as the parent representative on the RAC. Director Peck reported that Ms. Fields is the parent of a school-age student receiving regional special education services and has expressed enthusiastic interest in joining the Regional Advisory Council to support Regional Inclusive Services in Oregon’s Region 3.

IT WAS MOVED BY MEMBER WRIGHT, SECONDED BY MEMBER MANNENBACH TO

Appoint Stacy Fields to serve as a parent representative on the Regional Advisory Council.

MOTION CARRIED 5-0

Member Powell was absent at the time of the vote due to network connectivity issues and was unable to rejoin the meeting for the remainder of the evening.

B. Employee Appreciation Weeks

Superintendent Beveridge explained that the employee appreciation weeks are a formal opportunity to recognize the staff of SOESD.

- 2021-2022 SOESD Resolution #6
Classified Appreciation Week, March 7-11, 2022
- 2021-2022 SOESD Resolution #7
Licensed Appreciation Week, May 2-6, 2022

IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER WRIGHT TO:

Approve 2021-2022 SOESD Resolutions #6 and 7.

MOTION CARRIED: 5-0

C. Memorandum of Agreement with OSEA Chapter #104

Tentative agreement has been reached with the classified association regarding OAR 333-019-1030, COVID vaccination requirements for teachers and school staff. Administration requested the board approve the Memorandum of Agreement.

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

Approve the MOA with OSEA Chapter #104.

MOTION CARRIED: 5-0

D. SOESD Non-Probationary Educator Evaluations for 2021-22

Recognizing the intense levels of stress and anxiety experienced this school year by licensed staff due to the impact of COVID-19, the Oregon Department of Education has allowed for districts to be flexible with non-probationary licensed staff evaluations for the 2021-22 school year.

Patty Michiels, Chief HR Officer, reviewed administration's recommendations as outlined below to implement flexibility pertaining to requirements to conduct summative evaluations for contract teachers and administrators for the 2021-22 school year. Consultation with the board is required before implementation of this flexibility.

1. Empathy for all licensed staff

- In the evaluation process, administrators will recognize that we know COVID has brought much stress and anxiety to this school year. They will acknowledge the physical and mental health impacts of this past year.
- As always, the emphasis is on growth in the evaluation process.
- We will collaboratively approach the evaluation events: listen and solicit input.
- In observations, our focus will be on engagement.

2. Prioritize standards used in the evaluation system for contracted license staff

While all standards are still recognized as best practice, SOESD has reduced the number of standards non-probationary licensed staff collects as evidence of their professional practice. Approximately one-third of each specialized standard was reduced. Those standards for which evidence is being collected are focused on the direct service to students and the core elements of the individualized specialist’s practice.

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

Allow flexibility pertaining to requirements to conduct summative evaluations for contract teachers and administrators for the 2021-22 school year.

MOTION CARRIED: 5-0

E. Board Representatives for Labor Negotiations

The two-year Collective Bargaining Agreement (CBA) with the classified association and the three-year CBA with the licensed association each expire after June 30, 2022. Superintendent Beveridge reported that Director Angle-Hobson and Director Peck will serve as members of the district’s negotiation team. Mr. Beveridge also noted that OSBA no longer provides bargaining representation services, and that the Board’s attorney would join them in the executive session that evening to discuss labor negotiations.

F. First Reading of Proposed SOESD Board Policies

The policies listed below were reviewed by the board during the January 19, 2022 work session and presented as a first reading.

- AC..... Nondiscrimination
- AC-AR Discrimination Complaint Procedure
- ACB..... All Students Belong
- ACB-AR..... Bias Incident Complaint Procedure
- BBA Board Powers and Duties
- BBAA Individual Board Member’s Authority and Responsibilities
- BBB..... Board Elections
- BBD Board Member Removal from Office
- BBE..... Vacancies on the Board

Regarding policy ACB, Every Student Belongs, a request was made to maintain the original version’s broader definition of a hate symbol, expanded to specify nooses, symbols of neo-Nazi ideology, and the battle flag of the Confederacy as symbols of hate. Superintendent Beveridge will confer with OSBA’s legal and policy specialists for their guidance and recommendations about making that change.

G. Phoenix Campus Update

CFO Weaver introduced Chris McKay, of HMK Company, who presented the End-of-Year (EOY) Report and Project implementation Plan (PIP) for the Phoenix Campus rebuilding project. The EOY and PIP were emailed to the board in advance of the meeting for review. Mr. McKay reported on plans to build back efficiently, within the constraints of insurance receipts, while designing with the future in mind. A \$3.9 million wildfire relief grant will

provide additional funding for the project. Mr. McKay shared the preliminary design and presented the proposed goals for the school year. He explained that the PIP is the road map for the project and identifies the goals, mission, key individuals, and responsibilities. Local contractors will be encouraged to bid on the project and the community will be kept informed of the process. CFO Weaver reported on common themes gathered from staff feedback.

H. SOESD Local Service Plan, 2022-2023

Superintendent Beveridge presented the 2022-2023 Local Service Plan for the board's approval. Of note is the first substantial shift to the LSP since 2018. Superintendent Beveridge explained there is still a need to secure a permanent location and increased space for the STEPS classrooms. Funds from the insurance settlement for rebuilding the Phoenix Campus would not be enough to add the needed classroom spaces to the site. Superintendent Beveridge explained several options that were explored regarding rebuilding vs. relocating and funding to increase the square footage of the SOESD's Phoenix Campus. The region's superintendents unanimously gave their support to increase the essential core in the LSP from 4% to 5% to provide the funds needed for rebuilding the Phoenix Campus to include the additional classroom space. This provision is documented on page 7 of the 2022-2023 SOESD Local Service Plan.

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

Approve the 2022-2023 SOESD Local Service Plan.

MOTION CARRIED: 5-0

I. Superintendent's Goals

Superintendent Beveridge presented his goals for the 2021-2022 school year mirroring the goals of the Phoenix Campus Rebuilding Plan. In addition to those presented, the Board asked the superintendent expand his goals to include a focus on the entire organization, gathering baseline data as a temperature check of staff well-being.

Business Services

A. Construction Manager | General Contractor Selection Process for Phoenix Reconstruction Project

Chris McKay, of HMK Company, reviewed the proposed findings, pursuant to ORS 279C.335 and OAR 137-049-0610 by the Southern Oregon Education Service District Board of Directors for the Phoenix reconstruction project. Mr. McKay explained the benefits of selecting a contractor during the design phase.

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

Approve the findings of fact and adopt the other resolutions included in the Proposed Findings of Fact and Resolution.

MOTION CARRIED: 5-0

B. 2021-2022 SOESD Resolution #8 -- Adopt and Appropriate

This resolution adopts and appropriates special revenue funds for the 2021-2022 fiscal year.

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

Approve 2021-2022 SOESD Resolution #8.

MOTION CARRIED: 5-0

- Executive Session** At 8:07 PM, Chair Converse announced the Board would meet in executive session pursuant to:
- ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations, and
 - ORS 192.660(2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.
- Open Session** At 8:58 PM, Chair Converse adjourned the executive session and reconvened the Board into open session.
- Miscellaneous**
- A. Work Session: February 16, 2022, 5:00 PM, by video conference
 - B. Next Regular Meeting: February 16, 2022, 6:00 PM, by video conference
- Adjournment** Chair Converse adjourned the meeting of the Southern Oregon ESD Board of Directors at 8:59 PM.