

**Meeting of the School Board  
David Douglas School District No. 40  
December 10, 2020**

A virtual meeting of the David Douglas School Board was held on Thursday, December 10, 2020 at 7:00pm.

**School Board Members present via virtual meeting:** Andrea Valderrama, Board Chair; Sahar Muranovic, Vice Chair, Donna Barber, Aaron Barrow, Frieda Christopher, Christine Larsen, and Stephanie D. Stephens.

**Also present via virtual meeting:** Ken Richardson, Superintendent/Clerk; Candy Wallace, Assistant Superintendent; Patt Komar, Director of Administrative Services; Derek Edens, Director of Assessment & Technology; Brooke O'Neill, Director of Curriculum & Instruction; Kelly Devlin, Director of ESL & Equity; Mary Pearson, Director of Student Services, Andy Long, Director of PK-12 Education, and Laurie Brunelle, Board Secretary.

The agenda included consideration of the following:

**Call to Order / Native American Land Acknowledgement**

**Student Body President Report** – Christina Bouwman gave her report on high school activities.

- Student Council finished their 4th virtual assembly, which announced the following information.
  - Cookie decorating contest, winter spirit week, and student spotlight.
- The high school has finished up with their 4th quarter and it felt like it ran smooth.
- The return of sports.
  - There are strong feelings about the return of sports being done in a safe manner.
  - It would help students with physical and emotional health, and keep them motivated to do well in school.

**Public Comment**

- Michael Sonnleitner, OSBA Candidate running for Position 17
  - Will bring conflict resolution skills to the OSBA Board.
  - Hopes to improve cooperation between the Oregon Community College Association and OSBA.
- Jennifer Brooks, district staff
  - Request to offer activities outdoors such as: limited band, choir, cross-country, non-stunting cheer, and other activities that require no contact and mitigations.
  - She provided an aerosol study and links to COVID articles.
- Laura Chapman, district staff on behalf of the Cadre of Distinguished Educators (CODE)
  - CODE endorses the Staff of Color's Freedom Dreams and shares the vision they have for the David Douglas community.

**Written Testimony** - The documents are considered public record and kept on file at the David Douglas School District.

- Sabrina Sommer, district staff
  - In support of the Staff of Color's Freedom Dreams and urges the School Board and Superintendent to actively support these dreams.
- Chris Cavanaugh, district staff
  - Request to approve a plan for our student-athletes to begin safe, in person, athletic training in January to be ready for the OSAA season beginning in February.

**Staff of Color Presentation** – Sody Fearn, Annemarie Reyes, Francesca Aultman, Taye Spears, Muhammad Rahman, Andreina Velasco, and Luan Nguyen, district staff provided a presentation on the Staff of Color's three Freedom Dreams.

- The Freedom Dreams were developed in a collaborative effort to determine the systemic barriers for our students. The top three findings became the Freedom Dreams.
- **Freedom Dream #1:** We want the district to adopt a culturally responsive curriculum that affirms the identity of Black and Brown students.
- **Freedom Dream #2:** We want the district to rethink, reimagine, and reconstruct our professional development system to provide high quality training on equity and culturally responsive practices for all licensed and classified staff.
- **Freedom Dream #3:** We want to build a district culture that is unapologetic about hiring staff of color to increase representation of our student population.
- Some of the demands/actionable steps for the Freedom Dreams are as follows.
  - Use current and relevant, asset based curricula that represent the students we teach.
  - Use curriculum that highlights BIPOC as assets and combats the erasure of history.

- Provide fully operational and evaluated Equity teams in every building.
- Provide compensation for staff of color who develop and facilitate professional development on equity and culturally responsive practice.
- Provide a “Grow our Own” program for students of color to become employees in the district.
- Use an equity lens in the hiring process to address implicit and explicit bias.
- The how and why along with updates/connections were provided.
- Partnerships with DDEA: Equity MOU
  - Launched a Listening Campaign around culturally responsive professional development, mentorship, curriculum, and other equity issues.
  - Received OEA Empowerment Grant and created a DDEA Equity Team.
  - Discussions with district leadership around retention of staff.

**Regional School Board Equity Team Presentation** – Sharif Liwaru, MESD Equity Director provided the Board a presentation on the process and development of the Team’s Equity Plan.

- Three key areas that fit into Institutional Racism: Policies, Practices, and Protocols.
- The design and process: spanning over the last two years.
  - Included input from Center of Equity and Inclusion, and Board members and Superintendents from a variety of districts.
  - Conversation of aligning the vision.
    - Determine the driving core disparities to address through a collective effort.
    - Strategies and outcomes were developed.
    - Individuals are now sharing this information and doing individual work with Boards and Superintendents.
- The Regional School Board Equity Team’s working Equity Plan for 20-21 was shared.
  - The plan aims to establish timelines, accountability, and performance measures for each action area.
  - Vision and goals of the Regional Equity Team.
  - Two core disparities were identified along with equity and inclusion goals and strategies.

**Consent Agenda** – Ms. Stephens moved approval of the following Consent Agenda Items, seconded by Ms. Larsen. The motion approved in a vote of 7-0.

- Approval of November Board Meeting Minutes
- Personnel Recommendations
- Contract and Purchasing Approvals
- Approval of Sole Source Contracts with Studer Education & RA McWilliam, LLC
- Administrator Agreement
- Manager/Supervisor Agreement

**Draft Strategic Plan Update** – Mr. Richardson and Steering Committee members Malik White, Michael Contreras, Holly Schauer, Andreina Velasco, and Cecy Hernandez provided the Board an update on the Strategic Plan process.

- The process
  - Frame: reviewed project goals, objectives, timelines, and commitments.
  - Communicate: identified and planned stakeholder groups, shared the process with the DDSD community, and developed an online survey.
  - Discovery: conducted focus groups and interviews, deployed an online survey, and convened a Steering Committee.
  - Design and Plan: developed a draft plan with focus areas, goals, indicators, and implementation.
- Engagement in the process: conducted a survey, two community forums, eight focus groups, and individual interviews.
- Through the engagement process the following four focus areas were developed.
- **Focus 1:** Diversity, Equity, and Inclusion.
- **Focus 2:** Communication and Family/Community Engagement.
- **Focus 3:** Health and Well-being.
- **Focus 4:** Highly Effective Instruction.
- Each focus area includes: description, equity means statement, goals, guiding principles, Key performance indicators, action steps, due dates, leaders, and evidence.
- Ms. Hernandez, Steering Committee member and district parent provided her perspective by sharing her personal family experiences. Her hope is that equity becomes a practice in the classrooms not just written on paper.

- Next steps
  - Present the final plan for Board consideration within the next two months.

**Auditor's Report** – Michael Aloï, Senior Manager and Leann Hertell, Associate Auditor of Pauly, Rogers and Co. reported on the District's audit for the year ended June 30, 2020.

- Audit opinion letter: a clean opinion was given with no reservations.
- State minimum standards: no exceptions or issues requiring comment.
- No issues of non-compliance and no questioned costs.
- No separate management letter was given.

Ms. Stephens moved approval of the Pauly, Rogers and Co. Auditor's Report, seconded by Ms. Christopher. The motion approved in a vote of 7-0.

**Board Policy – Second Reading** – The two proposed Sexual Harassment policies GBN/JBA and JBA/GBN were pulled to add language around posting signs in specific places such as locker rooms, lunch rooms and staff lounges. New language will be added and brought back to the January meeting to be voted on. Ms. Christopher moved approval of the remaining policies, seconded by Ms. Stephens. The motion approved in a vote of 7-0.

#### **Current Policy**

- Policy GBEB (personnel) – Communicable Diseases - Staff
- Policy GBL (personnel) – Personnel Records
- Policy GBN/JBA (personnel) – Sexual Harassment – **recommend delete**
- Policy GCAB (personnel) - Personal Electronic Devices and Social Media – Staff
- Policy JBA/GBN (students) – Sexual Harassment – **recommend delete**
- Policy JEA (students) – Compulsory Attendance
- Policy JECA (students) – Admission of Resident Students
- Policy JHCC (students) – Communicable Diseases - Students

#### **New Policy**

- Policy ACB (Board Governance) – All Students Belong
- Policy GBEDA-AR (personnel) - Drug and Alcohol Testing and Record Query - Transportation Personnel
- Policy GBLA (personnel) – Disclosure of Information
- Policy GBN/JBA (personnel) – Sexual Harassment
- Policy JBAGBN (students) – Sexual Harassment

#### **OSBA Elections**

##### **Candidate Position 17 - Nominees Katrina Doughty and Michael Sonnleitner**

- Ms. Doughty was nominated for Candidate Position 17 in a vote of 6-1 (In favor of Ms. Doughty: Ms. Valderrama, Ms. Muranovic, Ms. Stephens, Ms. Barber, Ms. Larsen, and Mr. Barrow) (In favor of Mr. Sonnleitner: Ms. Christopher).

##### **Candidate Position 19 Nominee Sonja Mckenzie**

- Ms. Mckenzie was nominated for Candidate Position 19 in a vote of 6-1 (In favor: Ms. Valderrama, Ms. Barber, Ms. Muranovic, Ms. Stephens, Ms. Larsen, and Ms. Christopher) (Abstain: Mr. Barrow due to Ms. Mckenzie not reaching out the School Board).

##### **Resolution to adopt the OSBA 2021-2022 Legislative Priorities and Principles as recommended by the Legislative Policy Committee.**

- Ms. Christopher moved approval of the Resolution, seconded by Ms. Muranovic. The motion approved in a vote of 5-2 (In favor: Ms. Christopher, Ms. Muranovic, Ms. Valderrama, Ms. Larsen, Ms. Stephens) (opposed: Mr. Barrow and Ms. Barber).
- The Board would like to send a comment to OSBA stating the need to include more explicit advocacy, policy, and resources around Diversity, Equity, and Inclusion work.

**Financial Report** – Ms. Komar provided her report on the following items.

- The State forecast still predicts reductions in revenues for future biennia.
- The Governor's Budget was released last week, which is at \$9.1 billion.
- General Fund
  - The ending fund balance is still projected at \$16.6 million and is expected to go up.
  - Due to the pandemic, we aren't spending as much.
- Nutrition Services Fund
  - The dinner program began in November and we are not seeing as much participation as anticipated.

- Providing breakfast, lunch, and dinner requires more labor.
- Projecting a deficit of about \$360,000 for this year.
- Mr. Richardson reported our food service being in the red is reflective on the situation on COVID. We are drafting a letter to Senator Wyden and Senator Merkley's office to ask for Support.

**Superintendent's Report** – Mr. Richardson provided his report on the following items.

- We are scheduled to be in CDL until January 28th.
- ODE presentation: Look Back & Look ahead.
  - Daily Case Counts for October and November.
  - October 30th – Updated metrics released.
  - December 3rd – Oregon projections.
  - The Governor's goal is to have in-person options for students beginning February 1st.
  - Upcoming guidance.
    - Continuing confirmation that school sites with protocols in place are low transmission sites.
    - Impact of a testing strategy, and impact and timing of educator vaccinations.
    - Adjusting the school calendar and summer school options.
    - The process and use of different grants.
- We are in the process of planning for Hybrid and developing our Ready Schools Safe Learners (RSSL) Committees.
- Sports and Activities.
  - Based on the Oregon Health Authority, we are allowed to have outdoor activities such as sports conditioning.
  - Includes strict restrictions and requirements such as always wearing masks and a limit of 50 participants.
  - We are starting to look at the process and have a draft plan in place. The hope is to have our kids back on site outdoors by January 11th.
  - Red flag: we do not have comprehensive insurance coverage related to COVID.
  - The Sports and Activities plan will be brought to the Board in January for consideration.
- Possible Legislative Priorities.
  - Budget
    - State School Fund: we are looking at advocating for \$9.5 billion.
    - Student Success Act Investments: asking for full funding in SIA.
  - Advancing Equity
    - Equity focused investments in SIA.
    - Protecting educator diversity with looming budget cuts.
    - Elevating student leadership and student voice.
    - Mandating School Board member and Superintendent training.
    - Linguistic inclusion.
  - COVID and Wildfire Recovery/Support.
    - COVID 19 liability for school districts.
    - Ensuring districts and student impacted by wildfires have the resources they need.
    - Technology needs.
  - Policy Changes.
    - Banning open carry firearms.
    - Mandate/rule relief such as PE instructional minutes.
    - OEBC improvements.