

**Meeting of the School Board  
David Douglas School District No. 40  
October 14, 2021**

A regular Board Meeting of the David Douglas School Board was held on Thursday, October 14, 2021 at 7:00pm in the David Douglas School District Boardroom at 1500 SE 130th Ave, Portland, OR 97233.

**School Board Members present were:** Stephanie D. Stephens, Board Chair; Donna Barber, Vice Chair; Aaron Barrow, Frieda Christopher, Andrea Valderrama, and Hoa Nguyen.

**Also present were:** Ken Richardson, Superintendent/Clerk; Candy Wallace, Assistant Superintendent; Patt Komar, Director of Administrative Services; 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; Taye Spears, Director of Diversity, Equity and Inclusion, and Laurie Brunelle, Board Secretary.

The agenda included consideration of the following:

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

**Student Body President Report –** Taj O'Malley reported on high school activities.

- This week is Home Coming Week.
  - Spirit Week was successful.
  - The Home Coming Carnival is taking place tomorrow.
- Dees Corner Café is reopening on October 25th.
- The Club Fair took place on September 29th.
- Question from students: Mr. Richardson provided answers.
  - What is the status of David Douglas staying open for students all year?
    - The Leadership of the State of Oregon has made a commitment to staying open as well as our Board and District Leadership. Based on the information we have to date, we will be open.
  - Is there a chance we will return to online learning?
    - If County Health and the Oregon Health Authority determined it's time to close down for safety purposes, we would follow that directive.
  - What are the chances of a vaccine mandate occurring in Oregon for high school students?
    - If the State came out with a mandate, we would follow it. When we receive an update, we will let Ms. Stiff, Activities Coordinator know.

**Public Comment –** No Public Comment.

**Appointment of Board Position 4 – Unexpired Term –** Four candidates were on the ballot for the School Board vacancy: John Flaherty, Chris Piekarski, Deian Salazar, and Gabriela Saldana-Lopez.

- Ms. Christopher nominated Chris Piekarski.
- Mr. Barrow nominated Gabriela Saldana-Lopez.
- Ms. Stephens nominated Deian Salazar.

Voting proceeded as follows:

<b>Board Member</b>	<b>Ballot #1</b>	<b>Ballot #2</b>
Barber	Piekarski	Piekarski
Barrow	Saldana-Lopez	Saldana-Lopez
Christopher	Piekarski	Piekarski
Nguyen	Saldana-Lopez	Saldana-Lopez
Stephens	Salazar	Saldana-Lopez
Valderrama	Saldana-Lopez	Saldana-Lopez

- Having received four votes, Gabriela Saldana-Lopez was appointed. She joined the meeting, thanked everyone, and said she is super excited about the opportunity to serve David Douglas.

- Board members and the Superintendent congratulated Ms. Saldana-Lopez, thanked her for her willingness to serve, and welcomed her to the team. A thank you was expressed to all the candidates and they were encouraged to stay engaged.

**Invited Public Input** – Ms. Stephens welcomed the guests who were invited to inform us on the engagement and celebrations that took place in our District for Hispanic/Latinx Heritage Month. Full comments are located in the David Douglas Board Meeting Archives.

- Sabrina Sommer, district staff
  - She's heard stories of struggle, pain, racism, exclusion, determination, resilience, and success.
  - Latinx students make up 25% of our population yet 8% of 300 employees at the high school are Latinx.
- Joanna Gil, district staff
  - Loves that the District is backing up the pursuit of diversifying staff and supporting the student population.
  - Hopes to collaborate together to have this celebration year round for all students of color.
- Celeste Casa, district staff
  - Latino Heritage Month celebrated at the high school should be part of student activities and should be supported and funded.
  - Part of heritage month is to share the wonderful things our culture has to offer and recognize where there needs to be some growth.
- Molly Arancibia, district staff
  - She was present for this wonderful celebration and hopes to see more support towards cultural events.
  - Everyone worked hard to put this together using hours out of their family time.
- The following two videos were shared: DDHS LatinX We Would Like you to Know and El Barrio.
- Board members shared their gratitude to the presenters and everyone who worked on the videos. A need for resource allocation for these celebrations was heard and they will commit to having this conversation.

**Proclamation - National Hispanic/Latinx Heritage Month** – Ms. Stephens read the Proclamation.

**Resolution – Indigenous Peoples' Day** – Ms. Stephens read the Resolution.

**Consent Agenda** – Ms. Christopher moved approval of the following Consent Agenda items, seconded by Mr. Barrow. The motion approved in a vote of 6-0.

- Approval of September Board Meeting Minutes
- Approval of September Board Workshop Minutes
- Personnel Recommendations
- Contract and Purchasing Approvals
- Approval of Sole Source Purchase(s)

**Division 22 Standards** - Ms. O'Neill reported on the Division 22 Assurances Report for the 2020-21 school year.

- Division 22 Oregon Administrative Rules Assurances.
  - Standards that every school in the State reports every year.
- Changes to Assurances:
  - The timeline for Districts to submit their annual Division 22 Standards shifts from February to November.
  - The following rules were waived due to CDL.
    - Assessment of Essential Skills.
    - Kindergarten Assessment.
    - Identification of Academically Talented and Intellectually Gifted Students.
  - Subsections of multiple rules have been waived and/or modified.
    - Personalized learning requirements for the diploma.
    - Vision and hearing screening requirements.
    - Weekly minimums for PE minutes.
    - Instructional time.
- New additions to the standards.
  - Ready Schools, Safe Learners Guidance. New rule for 2020-21 only.
  - Annual Report on Restraint and Seclusion.
  - Every Student Belongs.
  - Suicide Prevention Plan.

- Three steps in the assurance process.
  - Report to the School Board by November 1.
  - A copy of the report will be posted on the District website by November 1.
  - Complete ODE submission by November 15.
- 54 total Standards: 3 Standards waived, 48 Standards in compliance, and 3 Standards not in compliance.
- Corrective action: We need to make a plan and show we are in compliance by next year.
  - State assessments.
  - PE requirements.
- The School Board acknowledges receipt of the Division 22 Report for the 2020-21 school year.

**Appointment of Budget Committee Position 6 – No Appointment at this time.**

**Annual Staffing Report – Ms. Wallace, Ms. Spears, and Mr. Long gave the Annual Staffing Report for 2021-22. The report included the following information.**

- Total number of staff for 2021-22: 1,486.
- Licensed demographics: showed the comparison of race/ethnicity between staff and students.
  - The most growth is in the Hispanic and multi-racial groups.
- Teaching staff average years of experience is 12.4.
  - Currently, we have 50 teachers that are brand new.
- New Licensed staff – total of 78.
- Demographics of classified.
- Demographics of administrators/supervisors.
- David Douglas graduates: 124.
- Challenges:
  - Attrition: categorized into retirements, resignations, and leave of absence from 2018-2021.
  - Vaccination Mandate: 1,449 staff members have been vaccinated.
    - 13 resignations (12 classified, 1 licensed).
    - 18 in the vaccination process.
    - 91 medical/religious exceptions (4 have not signed the letter of additional safety strategies required by law).
    - On Monday, October 18th deadline: we are looking at the 18 who are in the vaccination process and the 4 who have not signed. Principals are planning for coverage of these employees.
  - Vacancies/Coverage:
    - Open positions: 6.5 Licensed and 67 Classified.
    - Substitute fill rate: 82% in September and 86% in October.
- What the Grow Your Own (GYO) looks like in the David Douglas School District.
  - THE GYO Program is designed to recruit, develop and retain teachers of color and also teachers who live in the community.
  - Currently, we have 23 that are in a program between PCC and Warner Pacific.
    - Of the 23, we have an additional 4 who are non BIPOC.
    - Six of our BIPOC staff are going into teaching positions next year.
  - We have 64% students of color in David Douglas.
    - 10% of our teachers and 20% of our administrators identify as non-white.
  - We have funding from ODE. We did not have to reapply as it was extended for us.
    - In addition, we received a Meyer Memorial Trust grant in the amount of \$100,000 to help offset costs for Warner Pacific and PCC participants.
  - College and University partnerships: George Fox, PCC and Warner Pacific.
  - GYO aligns with the DDSO Equity Plan Commitment IV: Workforce Policies.
  - Grow your Own Administrators.
    - On March 10, 2020 a meeting was organized with over 50 employees in attendance.
    - We developed a partnership with George Fox University and created a cohort of 28 employees who enrolled to obtain their administrative licensure. Six of these are staff of color.
    - 18 accepted positions in the last year that included elevated experiences around school leadership.
    - 25 are currently in their practicum.

**Bond Update** – Ms. Komar provided the following information.

- The administrative committee has met with our Bond Consultant twice since the last Board meeting.
- We started the process of recruiting community members for the Bond Development Committee.
- Piper Sandler will update Bond calculations.
- Deadlines.
  - OSCIM Grant application due December 15, 2021.
  - Ballot Title submission due February 25, 2022.
  - Notice of Measure Election due March 17, 2022.

**Public Hearing** - A recess was called in order for Ms. Komar to conduct a public hearing on the Supplemental Budget for 2021-22. There was no public comment as no members of the public appeared.

**Resolution Authorizing Amendment No. 2 to the 2021-22 Budget for School District No. 40, Multnomah County, Oregon** – Ms. Christopher moved approval of Amendment No. 2 to the 2021-22 Budget, seconded by Ms. Valderrama. The motion approved in a vote of 6-0.

**Board Policy** – Mr. Richardson shared the following policy with the Board which is being looked at by the Administration as an AR to Policy EEA.

- Policy EEA-AR (support services) – Student Transportation Service

Mr. Richardson reminded the Board we are still looking at Zonar for our buses. We are moving forward and have identified schools to pilot the program. In response to Board member's questions and comments about the Zonar Program, Mr. Richardson suggested he would speak with Board Leadership about planning a presentation from the Transportation Director and staff to help answer questions.

**Complaint Appeal** – Ms. Stephens brought forth a parent appeal to a complaint.

- The complaint was investigated and the District report did not uphold the findings.
- The parent appealed the District's decision.
- The appeal was brought to the Board to make a decision of upholding the original findings of the District or to uphold the appeal and direct corrective action.

Ms. Christopher made a motion to uphold the District's action in regard to the complaint, seconded by Mr. Barrow. The motion approved in a vote of 6-0.

- Board member discussion: full discussion located in David Douglas Board Meeting Archives.
  - Extra support to the student and making sure there's every opportunity for the student to succeed.
  - Intentional follow-up to find further resolution with the family, student, and teacher to make sure everything has been addressed. Would like to hear back on the follow-up.
  - Use restorative justice practice, repair the harm, and build up trust again between everyone involved.

**Committee Updates** – No committee updates.

- Mr. Richardson provide the following information.
  - We are transitioning to committees that are beginning to meet and we will receive more formal updates.
  - Equity Committee: re-engagement and re-invite.

**Additional Updates and Information**

- David Douglas Educational Foundation had a meeting around Article 12 and received guidance from legal.
- A Safe Camp will be placed on 122nd Burnside.
- A large family unit is being built on 115th Division and should be completed in January.
- Habitat has two projects in our District. They are taking applications for home ownership this month.
  - Location is two blocks from Ventura Park Elementary. Request for a presentation from the city.

**Financial Report** - Ms. Komar reported on the following.

- General Fund:
  - Projected ending fund balance is \$17.6 million.
  - We have quite a few vacancies we are trying to fill.
  - Projected enrollment is lower than projected and statewide most districts reporting are down.
- Technology Fund:
  - \$3,500 deficit: we received some funds from the e-rate city pass through.

- Nutrition Services Fund:
  - Projected \$67,000 ending fund balance.
  - Significant supply issues.
  - Serving more meals this year than they ever had.
- Grant Fund:
  - Early Childhood Grant: we can't find enough staff to hire.
  - Significant increase in funding.
  - We may get approvals to add some playgrounds.

**Superintendent's Report** – Mr. Richardson reported on the following.

- Enrollment: 2021-22 outgoing student records.
  - 128 out of state requests.
- Human Resources: handed out brochures at the Ron Russell Vaccination Clinic to work for our District.
- COVID Weekly Response Record for the week of 10/10/21.
  - Positive COVID Tests:
    - 3 adults and 1 close contact.
    - 12 students and 22 close contact.
- Currently we have 124 students who are in quarantine and 0 full classrooms.
- We were notified that the COVID vaccine could be available to ages 5-11 by November.
- HR Department sponsored a flu shot clinic: 301 vaccines distributed.
- We are moving forward with volunteers: requires background check and vaccination check.
- Current evaluation system for Licensed staff: we are currently in partnership with our DDEA President and Leadership to look at our current evaluation system.
  - This year ODE will allow flexibility through an option to amend local evaluation processes.
    - The flexibility allows for any contract individual: we don't have to do an evaluation.
    - We still have to do the entire system and process for our probationary staff.
    - We still think the evaluation and feedback is important and will go through a streamline process focusing on giving feedback in the simplest and most direct way.

**Other Business** – Ms. Valderrama moved approval of the following amendment: Approval of Amendment to State of Oregon EI/ECSE Program Services Agreement and Approval of Bus Purchases, seconded by Ms. Christopher. The motion approved in a vote of 6-0.

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Stephanie D. Stephens, Board Chair

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Ken Richardson, Superintendent / Clerk