Meeting of the School Board
David Douglas School District No. 40
September 11, 2025

A regular meeting of the David Douglas School Board was held on Thursday, September 11, 2025 at 7:00pm in the David Douglas School District Boardroom, 1500 SE 130th Ave, Portland, OR 97233.

School Board members present were: Heather Franklin, Board Chair; José Gamero-Georgeson, Board Vice Chair, Althea Ender, Sara Epstein, Stephanie D. Stephens, and Thomas Stephenson.

Also present were: Ken Richardson, Superintendent/Clerk; Andy Long, Assistant Superintendent of Human Resources; Taye Spears, Assistant Superintendent of Diversity, Equity & Inclusion; Patt Komar, Director of Administrative Services; Brooke O'Neill, Director of Curriculum & Instruction; Florence Protopapas, Director of Student Services; Aide Juarez Valerio, Director of Communications, Family Engagement & Strategic Partnerships, and Laurie Brunelle, Board Secretary.

The agenda included consideration of the following:

Call to Order / Native American Land Acknowledgement

Student Body President Report – Jacob Hall reported on high school activities.
- Student Council ran the first Freshman Orientation with multiple stations.
- September 2: DDHS Open House.
- Senior Sunrise took place on the first day of school: 184 students attended.
- September 12: Freshman tailgate, first football game, and the Welcome Back assembly.
- September 23: Club Fair.

Public Comment - Full comments are located in the David Douglas Board meeting archives.
Valerie O'Brien, district parent shared concerns about the football team and coaches.
- Kids are being left behind by the bus and her husband was verbally assaulted by an assistant coach.
- Made reports to the Athletic Director: felt dismissed and have yet to be followed up with.

Maurice Fain, district parent shared concerns about the football coaches and his son being hit by a student at a game.
- His son got into it with the coaches at a football game who cussed at him so his son cussed back.
- His son was also hit in the mouth by another student: he felt like no one cared about his son.

Magda Flores, district staff thanked Board and District for the passage of the Safe and Welcoming Students Resolution.
- The constant fear of deportation is felt by families and students.
- Her and her husband are both educators and are a source of support for their students and families.

Jordan Oliveira, district parent shared concerns about the football coaches.
- An assistant coach accosted him in front of his children.
- At a football game, an athlete was assaulted and another one was left behind at the field.

Barbara McDermott, district staff shared recent observations in working with immigrant students.
- The message her students wanted to bring to the Board is to share their pride in their national origin
- Thanked the Board for their support of our immigrant students, their education, and their communities.

Alex Sierra, district staff thanked the Board for passing the Resolution and administration for putting policy in the schools.
- He urges us to join together to resist and stop hate, policies, and actions of the current administration.
- We must join with our allies to help protect our immigrant students and families.

Tish Hayes, district parent shared that her student got left behind at the football game.
- She doesn't feel like her child is safe playing football.
- There is cussing and yelling from coaches to the kids: kids are afraid to talk to their coaches for fear of retaliation.

Patty Lyons, district parent reported someone said her son contacted a Board rep about shooting up the school.
- Requested to know who sent the text and put her son's name on it.

Sabrina Sommer, district staff reported she is an immigrant and it's close to her heart.
- Worked with Spanish speaking elementary kids who were able to freely speak Spanish.
    - The kids felt safe in that space and were able to totally be like themselves which built confidence.
- Encourages us to create safe places for our kids and to continue to find ways to keep kids safe.

DDEA Comment - Full comments are located in the David Douglas Board meeting archives.
Alice Eberharter, President reported it feels like we are starting off the school year strong.
- On-going issues: heat, class sizes, support in classrooms, and working to improve MECP systems.
- Supporting immigrant communities is front of mind: Appreciates the work the Board is doing and ready to partner.
    - Priority: focusing on building bridges and bringing people together.

OSEA Chapter 40 Comment - Full comments are located in the David Douglas Board meeting archives.
Darla Black, President reported she met with new hires and bus drivers, and talked with administrators and classified staff.

- The school year is starting out busy and buildings are feeling the impact of fewer staff.
- Our classified staff has a larger diverse population than our licensed staff.
- Thanked the Board and District for their work in making the students, families, and employees feel safe.

Board Candidate Presentations - Each applicant had a three-minute presentation followed by a question/answer session with the Board. The full presentations are located in the David Douglas School District Board Meeting Archives.

Grisela Foster: is a Multicultural Student Success Coordinator at Mt. Hood Community College: 22 years in education.

- Current role: designs and leads initiatives focused on student leadership, mentorship, and college success.
  - Promotes student-led initiatives that support the success of students from marginalized communities.
  - Works to build systems that create safe, inclusive, and affirming environments.
- Serves as a liaison between the college and students, maintaining strong partnerships.
- Provides guidance to childcare, transportation, clothing assistance, crisis support, and academic services.
- Helps students engage in student organizations, leadership conferences, scholarships, and career pathways.
- Eager to listen, learn, and lead in partnerships with students, families and community members to create more just and joyful educational outcomes.

Kerri Fry: Soccer mom, jigsaw puzzle enthusiast, loves live music, and cuddling with her cats.

- Moved to Portland from Central Oregon in 2018 and intentionally chose to be in the David Douglas District.
- Comes from a background of diversity and wanted her son to grow up in diversity.
- Passionate about the intentionality of educators, coaches, and community that pour into caring for the kids.
- Her three why's for applying:
  - Everyone has a roadblock in their lives to overcome: important to find the resources to overcome them.
  - Mental wellness access: loves that we have those resources available.
  - With increasing budget constraints and pressures from outside government: passionate about not losing sight of diversity, equity, and inclusion in our District.

Gwen Hull: Brings a unique perspective as a Construction Project Coordinator, Registered Nurse and an MBA candidate.

- Coordinates large construction projects: focus on safety, accountability, compliance, project timelines and budget.
- Nursing background gives her a strong foundation in care and community health.
- MBA studies strengthen her leadership and strategic planning skills.
- Served as a youth basketball coach, volunteered with Rebuild Together, Meals on Wheels, Children's Miracle Network, and ALS awareness walks.
- Has deep respect for the challenges and dedication teachers bring to the classroom.
- Her construction work supports clean, safe, and functional learning spaces.
- Her healthcare background emphasizes equity and well-being and her leadership training equips her to advocate for programs and prepare students for their future.
- Committed to listening, collaborating, and carrying out the District's Mission and Vision.

Mindy Johnston: is a Director of a community-based victim services and restorative justice program.

- Leads a team that supports survivors and facilitates restorative practices for youth and adults impacted by harm.
- Worked to identify gaps in systems and build solutions: especially for immigrant and refugee communities**.**
- Developed programs, managed budgets, made staffing decisions, and expanded services for survivors, youth, and culturally specific populations.
- Worked in education as an AmeriCorps VISTA and an alternative school supporting youth in residential treatment.
  - Requires collaboration, empathy, communication, commitment to equity, growth mindset, and humility.
- A solo parent to two incredible biracial twin boys.
- Being part of something where she can put her skills and values to work for the inclusion and success of all students feels like the right next step.

Muriel Jordan: lives in the Lents neighborhood and has been in Portland for over ten years.

- Is a first and second generation American: comes from Visayan Filipinas, Fijian Chinese, and Germanic peoples.
- Her household is multilingual, multiracial, multigenerational, and queer.
- College helped align her career with her values.
- She manages constant change often under pressure requiring immediate adaptability.

- Employed with Planned Parenthood for 15 years: works on-site in a highly politicized health center.
    - As a manager, she has experience in budgets, operational & project management, cross departmental collaboration, SWAT analysis, SMARTY goals, equity forums, and task force.
- Is an iterative thinker, likes to ask challenging questions, listens to understand, and balances her mental health.
- Passionate about arts and has a video game background.

Clinton Kindle: comes from Georgia and moved to Oregon in late 2014 with his family.

- Is an SEIU Local 49 shop steward at his place of employment which is a healthcare organization.
    - Main job is an Improvement Advisor supporting labor management partnerships.
    - Skills: focusing on process improvement towards patients which can be translated to students.
- Has two children that attend David Douglas High School.
    - The knowledge he's picked up having two teenagers gives him great insight towards District topics.
- Has a passion for helping others specifically finding ways to help others improve themselves.
- Oregon Labor Candidate School: educated him on running for office and keeping in touch with the community.
- New attacks on Marginalized groups: we need leadership that refuses to throw any one group to the wolves.

Brian Peters: is an Inspector of Federal agencies such as ICE, DEA, Customs, and Border Patrol: investigates fatalities and injuries.

- Tries his best to listen and get people involved and heard.
- An optimist and details analyst: when inspecting government agencies, he lets them know exactly what to expect.
- Loves seeing our community stand up for our kids.
- We need to look forward to solve problems before they happen: look at AI, social media, and personal politics.

Appointment of Board Position 4 – Unexpired Term - The following candidates were on the ballot for the School Board Vacancy: Grisela Foster, Kerri Fry, Gwen Hull, Mindy Johnston, Muriel Jordan, Clinton Kindle, and Brian Peters.

- Ms. Ender nominated Grisela Foster, Mr. Gamero-Georgeson nominated Kerri Fry, Ms. Stephens nominated Mindy Johnston, and Mr. Stephenson nominated Muriel Jordan.

Voting proceeded as follows:

Board Member	Ballot #1	Ballot #2
Ender	Foster	Jordan
Epstein	Jordan	Jordan
Franklin	Jordan	Jordan
Gamero-Georgeson	Fry	Fry
Stephens	Johnston	Fry
Stephenson	Jordan	Jordan

- With a majority of four votes in ballot #2, Muriel Jordan was appointed for Position 4.

Swearing in of Newly Appointed Board Member – Position 4 - Patt Komar, Deputy Clerk, administered the Board member Oath of Office to our newly appointed Board member: Muriel Jordan.

Hispanic Heritage – Ms. Juarez Valerio and Andreina Velasco, GYO Pathway Navigator facilitated this agenda item. Full comments are located in the David Douglas Board meeting archives.

- Ms. Juarez Valerio thanked the Board for approving the Resolution on Safe and Welcoming Schools for all Students, Regardless of National Origin, Immigration Status, or Documentation Status.
- Hispanic staff members shared the importance of prioritizing safety in education for our immigrant students.
- Nelly Muniz: hopes our District stands firm in its commitment to protect and uplift every member of our community.
    - Anti-immigrant rhetoric is growing more hostile and the need to protect our community is urgent.
    - Every decision we make, every policy we uphold, and every public stance we take sends a clear message.
- Oscar Campos: last year he joined the Board meeting to explain what Hispanic Heritage month means to him.
    - Feels confused on what to say this year: will saying he's a proud Latino been taken as anti-patriotic?
    - Feels he needs to sensor himself and keep his frustrations inside about attacks on the Latino community.
    - His request is to help give our Latino community of David Douglas hope.
- Paloma Rendon's written comment read by Ms. Velasco: is proud to part of the Latinx community and even prouder to be someone students and families can trust to create safe and welcoming schools.
    - Separation from your family leaves scars and turns your world upside down.
    - The School Board and District cannot control federal immigration policies, but can control how we respond.
    - It's not enough to say we welcome immigrant families; we must protect them.

- A recording was shared of a mom of preschool student who is currently detained in Washington.
- When the Resolution was passed, the Board included a mandate to implement training for staff.
    - How to notify families about requests or attempted access to David Douglas property by Federal entities.
    - Required to equip staff with guidance on how to support our families who may be displaced or affected.
    - Key steps taken: District wide communication, developed protocols, hosted office hours, community engagement, workshops, and a family resource webpage.

GYO Summer Intern Report – Ms. Spears and Andreina Velasco, GYO Pathway Navigator provided the following information.

- Over the past 3 years we've had a total of almost 34 GYO graduates with a high percentage hired in our District.
- Graphs were shared: 2023-24 student population and teaching population.
    - We want to ensure our teacher population aligns with our student population: we need more diversity.
- Program Overview: funding is limited and we have not received our current allocation.
- Preparing our Future: we won't be able to do as much recruitment but will move forward with students we already have in the program.
- A graph was shared of summer internship numbers which have been growing since 2021: hired 18 last year.
- 2025 Cooperating Teacher and Summer Intern feedback was shared.
- Instructional Assistants, Princess Moreno and Nelly Cortes shared how the GYO program prepared them for their current positions and gave their thoughts on increasing the number of staff of color in the District.

Bond Update - Bond Oversight Committee - Adam Cormack, Principal Partner for R&C Management and Lisa Stormler, Chair provided the following information.

- Program/General Bond Items:
    - Continue quarterly Board updates: next one in December.
    - Continue Bond Oversight meetings.
    - Completed all the moving back into the schools.
- Budget: overall budget is in a good spot and working on project savings from 2024.
- Schedules: project on schedule.
- Bond Advisory Committee: project tour was held in August.
- Overview of DDHS Projects.
    - DDHS CTE: on a good roadmap to be completed in December 2025.
    - DDHS Repair/Renovations: substantially complete and working on punch list items.
        - The Early Childhood Development area is scheduled to be done in early October.
- Overview of Summer 2025 Projects.
    - Fir Ridge Campus: substantially complete with no major challenges.
    - Mill Park: water damage challenges.
    - West Powellhurst/ Floyd Light/South Powellhurst: able to move staff back in.
        - Ran into a lot of unforeseen conditions at West Powellhurst: gym mechanical equipment.
    - Intercoms: completed projects with six more slated for next summer.
- Overview of Summer 2026 Projects.
    - Mill Park/Lincoln Park/Earl Boyles/Gilbert Park: working hard to get all the equipment procured.
    - Menlo Park/Ventura Park/Ron Russell: in similar phases and going out to bid in January.
- Mr. Richardson announced that we are looking at possibly hosting a fundraiser in the CTE Center.

Integrated Plan Annual Report and Public Input - Elise Hall, Assistant Director of Title Programs and Valoree Hill, Assistant Principal of David Douglas High School provided the following information.

- In April the Board approved the Integrated Plan for the 2025-27 School Years.
- Sharing an annual report:
    - A reflection on the progress we made last year and the outcomes we're seeing across our schools.
- Review: Oregon's Integrated Plan brings together nine State and Federal programs.
- The Integrated Plan is the framework that organizes multiple grants and initiatives into a more cohesive system.
- Summary of program purposes – the nine programs that make up Oregon's Integrated Plan.
- Timeline for annual report: each Fall we present the annual report to the Board and invite public comment.
- Summary of integrated plan performance measures: each of the nine programs includes performance measures that connect to the four goals.
    - To track growth, we set long-term performance growth targets: developed in collaboration with ODE and align with specific grant requirements.

- Integrated Plan annual report requirements: school districts are required to submit an annual report to ODE, present to the Board, post the annual report on the district website, and report on long-term growth targets.
- Each district develops specific outcomes based on its needs assessment and the overarching goals of the Plan.
    - The districts four priority outcomes were shared along with the progress towards these goals.
- Ms. Franklin opened the meeting for public comment: no members of the public appeared.
- Mr. Richardson recognized Valoree Hill for being awarded as an Honoree for the DJC Oregon Women of Vision.

Data Reports - Discipline Actions and Restorative Practices Update – Ms. Spears and John May, Senior Data Analyst provided the following information.

- End of the Year 2024-25 Disproportionate Data Report: secondary level data.
- Our current data may not be at the desired level, but similarly, behavior also requires improvement.
- Objective: prepare quarterly reports for the Board following guidelines of the Racial Equity Policy.
    - Outlining advancements made and reducing disproportionality between Black/African American and White students.
- Data points we look at: percentage of student with exclusions, number of exclusions per students, average number of days excluded, and violation type.
- A chart was shared of exclusionary records for the secondary level as of 6/30/25: looking at disparities.
    - Drug possession, fighting, insubordination/non-compliance, truancy, and weapons – possession only.
- Charts were provided for Black/African American discipline disparities from 2021—2025: celebrations noted.
- Graphs were shared: percentage of Black students with no exclusions from 2014-2025.
- Updates on the Behavior Incident Response Form (BIRF):
    - Fighting and physical aggression will be separated.
    - Disruptive behavior replaces" insubordination."
    - Cutting class/leaving without permission replaces truancy."
    - Assault will no longer include the term "violence.
    - Threat/intimidations will replace "violence towards individuals."
- Student Services and DEI collaboration: addressing how to improve our disparities around bias and behavior.
- Teacher strategies for supporting student behavior was shared.

Complaint Tracking – Ms. Spears provided the following information.

- Goals: Clearly understand the David Douglas formal complaint protocol, confidently apply this knowledge when needed, and effectively follow and access our district's protocol.
- Per Oregon law and School Board Policy, the District provides a specific process to resolve complaints.
    - The complaint process is clearly laid out on our District website.
    - The District is committed to resolving all complaints in a fair, transparent and timely manner.
- Formal complaint protocol: a family flow chart that offers families a visual guide for the them to know how to connect with staff when they have questions, concerns or need support.
- Formal complaint process: 5 steps.
    - Complaint received, track info, resolution requested, investigation, and resolved.

Consent Agenda – Ms. Stephens moved approval of the following Consent Agenda items, seconded by Ms. Ender. The motion approved in a vote of 6-1. (approved: Ms. Stephens, Ms. Ender, Ms. Franklin, Ms. Epstein, Mr. Gamero-Georgeson, Mr. Stephenson) (abstain: Ms. Jordan due to not being familiar with the documents.)

- Approval of August Board Meeting Minutes
- Approval of August Board Workshop Minutes
- Contract and Purchasing Approvals
- Approval of Sole Source Procurement(s)

Appointment of Budget Committee Member – Position 3

- Ms. Epstein appointed Chris Piekarski to serve another three-year term for Position 3.

OSBA Elections – Mr. Gamero-Georgeson moved that the David Douglas School Board nominate Althea Ender for the OSBA Board of Director LPC Position #18, seconded by Ms. Stephens. The motion approved in a vote of 7-0.

Superintendent's Report – Mr. Richardson provided the following information.

- Effective July 2nd: the Governor signed Executive Order 2509 requiring all K-12 schools to prohibit personal electronic devices from the start of the school day until dismissal.
    - We rolled out communication and overall, it's been very smooth: working on an exception process.

- Enrollment is tracking down at 156 students total in K-12: our revenue could be down due to projections.
    - Request to add a budget workshop in late November or early December: will have better projections.
- On August 27th, the revenue forecast for the State of Oregon was down $888 million: impact to schools.
    - H.R. 1 hits the state of Oregon at $15 billion statewide over the next six years.
    - The State has healthy reserves for school: we may be activated to advocate.
- Celebrations: the beginning of school was launched.
    - Expressed gratitude to our students, families, and the community for their patience and flexibility.
    - Expressed gratitude to our employees for all their work in the launch and the smooth start.
- Fun facts:
    - Transportation: around 5,500 students are transported a day with 617 different stops.
        - Buses travel 762 miles a day.
    - District facilities: over 180 acres for grounds staff to take care of.
        - Over 1.3 million square feet of facilities being taken care of by classified staff.
    - We have over 1351 IEP's, over 500 504's that we've been working on and transitioning with families
    - Served over 9,243 breakfasts and over 25,000 lunches.
    - We have 22 GYO student participants, over 17 parents who have signed up to learn more about joining our building equity teams, and held three staff immigration trainings.
    - Instructional materials processed: over 6,500 new items, over 5,800 curriculum resources, over 722 new library books, 53 unique drawers of hands-on lab materials, 16 teachers to launch the new Lab-Aids curriculum, and 52 pallets of Twig science materials.
    - We've hired 449 new educators and 7,398 students have been rostered to GoGuardian.

Board Policy – Second Read – Ms. Stephens moved approval of the following policies, seconded by Ms. Epstein. The motion approved in a vote of 7-0.

- Policy AC (board governance) – Non-discrimination
- Policy JB (students) – Equal Educational Opportunity
- Policy JFCEB (students) – Personal Communication Devices and Social Media

Board Policy – First Read – This was a first read for the Board. Ms. Spears provided some key changes by ODE and a committee timeline.

- Policy CEA (administration) – Educational Equity Advisory Committee

Reflections on Public Comment - Board members had a chance to give comments/feedback on what they heard during public comment. Full comments/feedback are located in the David Douglas Board meeting archives

- Extended gratitude to everyone who gave public comment: a lot of high emotion that was heard and respected.
- Referenced the family flowchart: not at the Board level at this time but warrants attention from the administration.
- Appreciated the staff who shared what the families are going through regarding their immigration status.

Board Liaison and Committee Reports - Full comments are located in the David Douglas Board meeting archives.
Ms. Franklin reported on Board Committee assignments and liaisons: adding new Board member and new role.
Ms. Ender reported she attended Lincoln Park's Back to School BBQ kick off.

- Met with the staff directly involved in the Dual Language Immersion program.
- Attended Gilbert Height's parent group meeting.

Mr. Gamero-Georgeson reported he attended all of his liaison school's Back to School events.

Heather Franklin

Heather Franklin, Board Chair

Ken Richardson, Superintendent / Clerk