

**THREE RIVERS SCHOOL DISTRICT
BOARD OF DIRECTORS
WORK SESSION
February 5, 2020**

Three Rivers School District Board of Directors met for a special session, Wednesday, December 4, 2019 at the District Administration Office, 8550 New Hope Rd., Grants Pass, Josephine County, Oregon.

PRESENT

Rich Halsted, Board Chair
Danny York, Board Member
Jennifer Johnstun, Board Vice Chair
Kate Dwyer, Board Member
Paul Kelly, Board Member

Dave Valenzuela, Superintendent
Jessica Durrant, Director
Casey Alderson, Director
Stephanie Allen-Hart, Director
Shelly Quick, Recording Secretary

Administrators: Steve Fuller/Applegate & Williams Principal, Alicia Timbs/Ft. Vannoy Elementary Principal, Kellie Lovell/Madrona Elementary Principal, Heather Yount/Fruitdale Elementary Principal, Renee Hults/Manzanita Elementary Principal, Danny Pratt/Lorna Byrne Middle School Assistant Principal.

Also Present: Casey Crowley, Daily Courier

CALL TO ORDER

Board Chair Halsted called the meeting to order in at 5:00 p.m. and led the audience in the Pledge of Allegiance.

• **Complaint Appeal**

- Superintendent Valenzuela explained the board was to hear an appeal on a complaint received by Emily Reyneke. He stated the appeal is specifically about the complaint that was made on August 19, 2019. In that complaint there are a lot of allegations that occurred outside of the workplace at First Student. He reviewed the specifics of the incident that occurred between two co-workers outside of the workplace. The incident was also reported by Ms. Reyneke to First Student. Mr. Valenzuela worked with First Student looking into this and both determined it was an outside of work issue. In his response dated September 4, 2019, he reviewed the key points and determined that while the interaction looked unpleasant, it was not a concern that lied within the purview of Three Rivers School District. He worked with First Student management and was very satisfied with the processes that they used and how they investigate complaints. The board has received many correspondences from Ms. Reyneke indicating her dissatisfaction with the superintendent's response. The request for an appeal was discussed at the November 20, 2019 meeting and upheld the superintendent's decision in the matter. However, this is being reviewed again to follow public meeting notification. He stressed the importance to remember that they are discussing only the original complaint and original response.

Board Chair Halsted explained that she has ten minutes to share her issue with the board.

Ms. Reyneke explained that the conduct of the school bus drivers, whether on duty – or off duty affects their on-duty performance. She said that the First Student driver policy within their driver handbook states to that effect. She then reviewed other interactions between her and the other employee and stated that she reported it to law enforcement. She then shared some interactions between herself and First Student as well as other First Student drivers that she felt were inappropriate. She also complained that all of her reports to First Student via text or email regarding their drivers doing unsafe actions get ignored. Ms. Reyneke then asked the board members if they had questions. Mr. Kelly asked the superintendent if it was his belief that this was not a Three Rivers issue? Mr. Valenzuela responded that was correct, for a

couple of reasons. From an employee/employer perspective he doesn't see this as being an issue that the district would address from the workplace. Also, First Student employees are not under the district's collective bargaining agreements and are no way under our jurisdiction. That is handled by First Student. He has spoken with their regional manager, Tanya Kerr, as well as their Human Resources department up north and we feel like this is not an issue and no connection to Three Rivers School District in terms of an employee/employer relationship situation. Ms. Reyneke rebutted Mr. Valenzuela's response and shared her reasons why. Ms. Dwyer then reiterated that the threat that was allegedly made was not made within the context of her doing her job at work, was investigated, and not the judgement of the Three Rivers School District to micro-manage the policy application off First Student. Ms. Reyneke then became argumentative with board members as they tried to explain their positions on the issue. Superintendent Valenzuela stepped in and commented that they are now getting off topic. Ms. Dwyer and Mr. Halsted again tried to explain their reasoning for upholding the superintendent's response. Ms. Reyneke continued to argue with the board members. Board Chair Halsted asked Ms. Reyneke to leave, and she refused and continued to speak. Mr. Halsted then asked Mr. Valenzuela to call the Sheriff as he felt Ms. Reyneke was unstable. Ms. Reyneke continued to talk at board members as she left.

Mr. Kelly made a motion to uphold the superintendent's decision regarding Ms. Reyneke's complaint. Mr. York seconded; there was some discussion and the motion passed unanimously.

Board Chair Halsted called for a two-minute recess at 5:30 p.m.

The board reconvened at 5:35 p.m.

- **Four Day Week Update**

- Superintendent Valenzuela shared that since returning from winter break, we have had parent meetings at: Williams Elementary, Ft. Vannoy Elementary, Manzanita Elementary, and Fruitdale Elementary. We have additional parent meetings coming up at Evergreen Elementary, Lorna Byrne Middle School, Madrona Elementary and a town hall at North Valley High School. The meetings have been well attended and we have received a lot of great feedback and questions. Each school community seems to have a different take. There are some solid dates set for bargaining with our employee groups.

Mr. Valenzuela then shared results of a survey take by elementary staff. Each school has different results. He will continue to gather information and report back to the board.

The things he knows at this time are very system and adult centered. Things he knows at this time:

- That there is a high likelihood that attendance rates for staff and students would go up in a four-day week.
- Sub utilization would go down. Teachers would be in front of our kids more.
- The district's ability to retain, hire and recruit would go up. We could hire better and have the ability to put quality educators in front of our kids.

Things we can't answer:

- What is the end result of taking away an instructional day? There is not enough longitudinal data out there on a four-day week to say. There are educators worried about that.
- We won't know what the impact on kids will be until after a year or two of being in it – K through 12. He has a higher degree of faith when we are talking about high school students and our ability to address the modern day needs of our students. It could set us apart and do some amazing things. He has a moderate degree of confidence that we could do the middle schools well. We are working hard to bridge that gap between middle school to high school.
- When you start thinking about first grade readers, we don't know, and we won't know.

The survey results are driven by a lot of different things. Maybe the negative results are due

to the uncertainty that is being manifested in fear. Fear for their kids, and the ability to get the job done that we've set forth for them to do. The results are just driven by a lot of different factors.

He then shared some parent survey results for elementary and secondary. He asked the board to let him know if they have any questions. There is a lot of data!

- Director Alderson shared that they met yesterday with the licensed group and it went well. Everyone in the room was solutions-oriented and trying to find a way that it works for everybody if that is the direction the district was to go. They are identifying articles in the contract that need to be looked at would need to be re-written. There is a second meeting set for next week. There is a meeting date set for our classified as well and we will do the same process. One of the questions that has come up was around partial implementation. There are definite concerns that were brought up around a partial implementation because you would then be living under two umbrellas.
- Mr. Valenzuela explained that from here we have a meeting at Illinois Valley High School on February 19th at 4:00. He strongly advised that we not have a target for a huge decision on that date. He stated that March 11th would be his drop-dead date to make a decision for next year. He will give another report on February 19th and the board will also have the opportunity at Illinois Valley HS to engage with some high school students about this topic.
- The board members and directors then shared thoughts and questions surrounding the topic of the four-day week.
- **Student Investment Account Application**
 - Superintendent Valenzuela shared that the district has been working hard to engage the community to find out what the community values. There have been a couple of parent surveys and multiple town halls.
 - The timeline we are working on right now:
 - Currently collecting feedback and creating priority lists. Those priorities are being costed out.
 - February 19th there will be a more in-depth presentation at the board meeting about where we are at in the process and what the priority lists might look like.
 - March 4th the district is hosting a community feedback meeting on a draft plan at the District Office from 4:30 to 6:30 p.m.
 - March 11th board meeting will be a draft plan presented for a vote.
 - We need to begin hiring as soon as possible so we don't miss out on hiring opportunities. The positions include:
 - Full time behavior specialist(s)
 - Dean of students – elementary
 - Elementary PE/music
 - Middle school electives
 - Instructional coaches/support

Member Dwyer stressed the importance around crafting communication messages. People are hearing we are receiving this money without understanding that, for instance, we can't fix roofs and boilers with this money. We need to ask our community to support those kinds of capital investments. There is a lot of misunderstanding about the ways this money is targeted.

Superintendent Valenzuela also stressed the importance of a strategy on how the district could communicate if we were to go out for a bond and what our platform would be. That's a concern for a lot of districts at this point in time.

Director Durrant shared that there is now a Student Success Act link on the district website. People are able to view our plan and provide feedback.

Ms. Johnstun shared that there is a lot going on and with one of our goals being really good communication, it may be an opportune time for the district to invest some funds in a

Communication Specialist for the district that could help manage all of these topics for us. One of the worst things that could happen would be misinformation that would get in the way of how people feel about the educational experiences they are having with us at Three Rivers. Mr. Valenzuela had previously shared a prepared job description with the board, so we just need to find a way to pay for it; he's ready to do it tomorrow!

FUTURE MEETING DATES

- *Board Regular Session* - Wednesday, February 19, 2020 at 4:00 p.m. – Illinois Valley High School
 - Student Panel at 2:00 p.m.
- *Board Regular Session* - Wednesday, March 11, 2020 at 6:00 p.m. – Fleming Middle School

ADJOURNMENT

Board Chair Halsted adjourned the meeting at 6:35 p.m.

Rich Halsted
Chairperson of the Board

Dave Valenzuela
Superintendent-Clerk