

**THREE RIVERS SCHOOL DISTRICT  
BOARD OF DIRECTORS  
REGULAR SPECIAL/REGULAR SESSION  
JULY 15, 2020**

Three Rivers School District Board of Directors met virtually via Google Meet for the board special and regular sessions on Wednesday, July 15, 2020.

**PRESENT**

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

Dave Valenzuela, Superintendent  
Shelly Quick, Recording Secretary

**CALL TO ORDER**

Board Chair Halsted called the board retreat to order at 1:00 p.m. and led the Pledge of Allegiance. A roll call vote was taken, and all board members were present.

**BOARD RETREAT**

The following items were reviewed and discussed in a workshop setting:

- District Identity – Maxims concept
  - Inflexion work
  - Value statements
- Board Goal Development
  - It was determined that the three board goals don't need to change and to stay the course. They are strong goals that continue to apply, especially during this difficult time.
  - The board expressed a strong emphasis on communication and culture of care.
- Ready Schools, Safe Learners
  - Reviewed the ODE guideline
  - Canvas learning management system
  - TRSD Blueprint
  - Definitive plan to be presented at August 12<sup>th</sup> special session

*Recess at 2:05 p.m.*

**REGULAR SESSION**

Board Chair Halsted reconvened to regular session at 2:05 p.m.

**AGENDA APPROVAL**

Mr. York made a motion to approve the agenda as presented. Mr. Kelly seconded the motion. A roll call vote was taken and the motion passed unanimously.

**CONSENT AGENDA**

Items in the consent agenda will be approved by a single motion unless a member of the Board or the Superintendent requests that an item or items be removed and voted upon separately.

- Routine Personnel Items – July 2020
  - Athletic Coaches – July 2020

- Out of State Travel Requests (3)
- Mr. Kelly made a motion to approve the Consent Agenda. Mr. York seconded the motion. A roll call vote was taken, and the motion passed unanimously.

### **SUPERINTENDENT'S REPORT**

- TRSD Stance in equity, inclusion and anti-racism – The district has received a lot of communication on the topic, so he reviewed what we have done and where we are going to go.
  - Updated board policy JFCA and JFCA-AR were reviewed December 2019 and the policy was adopted January 2020. He reviewed the Confederate flag incident that spurred the updates. As a district, we took heat for the change, but we felt it was the right thing to do for every single student in Three Rivers School District.
  - Between January 2020 and June 2020 there was a lot happening – the decision to move to a four-day week, and then the pandemic.
  - On June 17, 2020 he publicly stated his stance, as a representative of TRSD on anti-racism, equity and inclusion for all students and staff of Three Rivers School District.
  - All Three Rivers schools and administrative teams have been tasked with the development of a comprehensive plan to eradicate racism and ensure equity and inclusion practices for all TRSD students. This includes the designation of a staff member and some students from their building to serve on a district-wide committee that will evaluate those plans, the development of actionable strategies for those plans, and reviewing curriculum to make sure it is accurate and inclusive of all perspectives.
  - We have many staff that have raised their hand to be included on the committee and we have recently hired a staff member, that was their anti-racism, equity and inclusion coordinator, to facilitate the process.

### **COMMUNITY COMMENTS**

- There were 17 public comment emails submitted for today's meeting. Every board member has received copies of them all. These public comments will be included in the minutes.
- Board members thanked the community for their input and taking the time to express their concerns and shared some additional comments.

### **ANNUAL BOARD ORGANIZATION**

#### Election of Board Chair

- Mr. Kelly nominated Jennifer Johnstun. Ms. Dwyer seconded. All voted in favor of Jennifer Johnstun as Board Chair.

*Board Chair Halsted turned the meeting over to the newly elected Board Chair Johnstun.*

#### Election of Board Vice-Chair

- Ms. Dwyer nominated Paul Kelly. Mr. Halsted seconded. All voted in favor of Paul Kelly as Board Vice Chair.

#### Designation of meeting dates, times and places

- A draft meeting schedule was provided to the board designating the regular board meetings to be held the third Wednesday of the month at 6:00 p.m. Work sessions will be held on the first Wednesday of the month at 5:00 p.m. if needed. All board meetings are scheduled to be at the District Office at this time because of COVID. If and when things change, we could revise to add meeting places out in the schools.
- Mr. York made a motion to approve the recommended calendar. Mr. Kelly seconded the motion. A roll call vote was taken, and the motion passed unanimously.

Annual Board Organization Resolutions for 2020-2021:

- a. **Designate Executive Officer:** *Superintendent David Valenzuela is the Board's Executive Officer.* Oregon statute specifies that the Board shall designate the chief administrative officer of the district as district clerk. Our policy states that the Superintendent shall act as executive officer of the Board. These designations authorize the superintendent to employ personnel, to sign checks and make salary payments, and to act as custodian of funds.
- b. **Designate Budget Officer and Deputy Clerk:** *Superintendent David Valenzuela is the designated Budget Officer and Deputy Clerk.*
- c. **Designate Board's Official Agent:** *Superintendent David Valenzuela will be the official agent for all matters dealing with federal, state and local government agencies and other education agencies. Policy and practice designates this authority to the superintendent.*
- d. **Designate Depositories for School Funds:** Wells Fargo, Local Government Investment Pool, Washington Federal, Umpqua Bank, Evergreen Federal, Josephine County Treasurer, and Jackson County Treasurer and all other local financial institutions, which meet Oregon collateral requirements, are the designated depositories. These are the existing depositories and have been carried over to the new fiscal year.
- e. **Authorization to Invest Surplus Funds:** Superintendent David Valenzuela will be authorized to invest surplus funds according to school district policy and state law at any of the above-mentioned authorized depositories.
- f. **Authorize Facsimile Signature of Custodian of Funds:** Superintendent David Valenzuela facsimile signature be authorized.
- g. **Determine Amounts of Fidelity Bonds of Persons Who Shall Be Bonded:** Superintendent/Business Manager David Valenzuela will be bonded for \$100,000 under current District *Property and Casualty Coverage Criminal Policy.*
- h. **Designate Auditors:** *Kosmatka, Donnelly, and Piels CPA, LLP* is designated as our financial auditors for the 2020-2021 school year.
- i. **Designate Legal Counsel:** *Hungerford Law Firm, LLP* is designated as our legal counsel for the 2020-2021 school year.
- j. **Review status of Local Public Contract Review Board and Rules:** The Three Rivers Board of Directors will act as our review board for the 2020-2021 school year.
- Mr. Kelly made a motion to approve the Annual Board Organization Resolutions for 2020-2021. Ms. Dwyer seconded the motion. A roll call vote was taken, and the motion passed unanimously.

**REPORTS – NO ACTION**

- **Board Policies – First Reading**
  - JHCC – *Communicable Diseases-Student*
  - JHCC-AR – *Communicable Diseases-Student*
  - GBEB – *Communicable Diseases-Staff*
  - GBEB-AR-*Communicable Diseases-Staff*
  
  - GCBDAAG/GBBDAA - *COVID-19 Related Leave*
  - GCBDAAG/GBBDAA-AR(1) - *COVID-19 Related Leave*
  - GCBDAAG/GBBDAA-AR(2) - *COVID-19 Related Leave*

Superintendent Valenzuela reported that the policies are for a first reading. We will probably want

to add them to the August special session agenda as they are very pertinent and timely.

### **ACTION ITEMS**

- **Revised 2020-2021 Student Calendar**
  - Superintendent Valenzuela explained that in light of the sheer volume of requirements set forth in the ODE guidance and upcoming challenges he requested that the board approve a new calendar that moves the start date of school for students to September 8<sup>th</sup>. It was previously August 31<sup>st</sup>. This would give the district August 31<sup>st</sup> through September 3<sup>rd</sup> for training and preparation to reopen in the safest way possible. The classified staff, who are an integral part of making sure that our students are safe, do not report to work until the 31<sup>st</sup>. The previous schedule only had two days with teachers to focus on instruction.
  - Ms. Dwyer made a motion to approve the revised 2020-2021 Student Calendar. Mr. York seconded the motion.
  - There was some discussion by board members.
  - A roll call vote was taken, and the motion passed 4-0 (No response from Ms. Dwyer due to connectivity issues).
  
- **Confidential Group Contract**
  - Superintendent Valenzuela stated this Confidential group contract is for our smallest employee group and there are a few updates and a small change around longevity.
  - Mr. Kelly made a motion to approve the Confidential group contract. Mr. Halsted seconded the motion. A roll call vote was taken, and the motion passed unanimously.

### **Suggested Future Agenda Items**

- Superintendent Valenzuela spoke about the massive septic failure at Lincoln Savage Middle School. It has been engineered and the bid goes out on Friday. There is a pre-bid meeting on July 22<sup>nd</sup> at 10:00. Timing is of the essence for this project. If we are going to open up school, we have to have working bathrooms and water flow going. The timeline is going to be ridiculously tight as this is not a small project. We will want to approve and award the project the first week in August. This will require a meeting and board approval. He believes the cleanest way for this to work is for the board to grant the superintendent authority today to approve that contract in advance, and then the board could formally approve the contract at the August 12<sup>th</sup> meeting.

Danny York made a motion to give Superintendent Valenzuela the authority to approve the Lincoln Savage Middle School septic contract award up to \$285,000. Mr. Kelly seconded the motion.

Board members and the superintendent thanked Mr. Halsted for the great job that he did as Board Chair.

### **FUTURE MEETING DATES**

- Board Special Session, Wednesday, August 12, 2020 - VIRTUAL

### **ADJOURNMENT**

Board Chair Halsted adjourned the meeting at 3:10 p.m.

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Jennifer Johnstun  
Chairperson of the Board

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Dave Valenzuela  
Superintendent-Clerk



## 6.0 - PUBLIC COMMENT

Shelly Quick <shelly.quick@threerivers.k12.or.us>

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### RE: July School Board Meeting/Work Session - Three Rivers School District

1 message

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**John Chambers** [REDACTED]  
To: Shelly Quick <shelly.quick@threerivers.k12.or.us>

Thu, Jul 9, 2020 at 5:53 PM

Hi Shelley ... please relay this public comment to the board.

#### **PUBLIC COMMENT**

Hi folks, thank you for the opportunity.

I have been peppering you with emails about Racism and how a real discussion is needed. I intended to deliver the story attached "Prevention and Racism" to show that hysteria can make the matter worse. You can read it as a cautionary tale later.

Lately, I've been hearing a lot of palaver about the safety of the children and whether schools should be opened. Everyone seems to forget that it has been thoroughly demonstrated that the COVID risk to kids returning to school is near-zero, and that kids are not a vector in its transmission. Anyone who tells you differently, ask them to produce the facts to back up their argument.

They have no facts.

Which leads me back to prevention and racism. The espoused Black Lives Matter purpose is to end police brutality of blacks, particularly young males. The facts show that the brutality occurs as isolated incidents, 10 to 20 last year depending on who is doing the counting, and our country is so *un-racist* that we are horrified when it does occur.

Yes, there is systemic racism, but not the distraction that Black Lives forwards. We do need to address that, have an adult conversation about that, but the school board is not going to solve it. The best way I can see that they (you) could contribute to the discussion, is to let the kids see an adult conversation rather than some canned 'curriculum' from a political party or activist group.

Both school opening and racism can get emotional. I only ask that you stand by the facts. I'll leave you with one scenario to ponder. I know you will hope you will do the right thing but no one knows what they will do until they are in the battle.

What will you do when some screaming group demands you to change the name of Lincoln-Savage school because Lincoln was a racist?



Shelly Quick <shelly.quick@threerivers.k12.or.us>

**Addendum to public comment today ...**

1 message

**John Chambers** [REDACTED] >

Wed, Jul 15, 2020 at 10:46 AM

To: Shelly Quick <shelly.quick@threerivers.k12.or.us>

As part of a "racism" curriculum, I recommend *Negroes with Guns*, a short book by Robert F. Williams from 1962.

John Chambers

Certified Prevention Specialist



Building Immunity

<https://youtu.be/znYqceHXBaQ> (20 min)

541-226-2531 voice message

541-592-9660 text



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**Comment for Meeting 7/15/20**

1 message

*6.0 - PUBLIC COMMENT***Jamie Menzel** [REDACTED]

Tue, Jul 14, 2020 at 1:07 PM

To: "shelly.quick@threerivers.k12.or.us" &lt;shelly.quick@threerivers.k12.or.us&gt;

To Whom It May Concern,

I think it is incredibly important for the Three Rivers School District to make a formal commitment to affirming Black Lives Matter and pursuing on-going anti-bias and anti-racist training. I would like to see the school district go beyond the superficial optics of one-time staff trainings. I would like to see a top-down demonstration of organizational buy-in, whereby there are several required trainings per year with experts brought in to create real growth and change. I think this time in history is an opportunity for our rural communities to demonstrate that we are allies to marginalized members of our society; I ask that our school district actively promote the values of equality, diversity, and inclusion that are necessary for all of our children to thrive.

Thank you for your consideration.

**Jamie Menzel**



Shelly Quick <shelly.quick@threerivers.k12.or.us>

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**Agenda**

1 message

*6.0. PUBLIC COMMENT*

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Tue, Jul 14, 2020 at 11:30 AM

**[REDACTED]**  
To: Shelly Quick <shelly.quick@threerivers.k12.or.us>

Hi Shelly,

I am a resident in rural Josephine county and am concerned about the lack of Anti-Bias and Anti-Racism curriculum and training in the Three Rivers School District. Because our district is predominantly white, it is especially important for us to acknowledge that Black Lives Matter and that we will not tolerate racism in our community. We must make our community a safer place.

Thank you,  
Christine Evans  
Williams, OR





Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**anti-racism curricula for our schools -- YES!**

1 message

*6.0 - PUBLIC COMMENT***MB Webster** [REDACTED]  
To: shelly.quick@threerivers.k12.or.us

Tue, Jul 14, 2020 at 1:55 PM

I am a life-long educator. I started teaching elementary school at Murphy School in 1950, became a school counselor in 1969, and ultimately did a post doctoral Masters in Art Therapy and practised for 20 years. I feel strongly that Oregon and, thus, the nation would benefit from conscious efforts to eliminate once and for all the racism so embedded in our history.

Oregon was meant to be "the White Utopia" and the sun-down laws were in effect at least until 1998! This is appalling.

This moment in time, when black and brown people have lifted their heads, raised their voices, and invited us all to join them in FINALLY insisting on liberty and respect for all, is ripe for positive action. Our Constitution requires it. Our consciences are ready.

I hope that our community will rise to the challenge. I hope that your better angels help you to begin this process of change for the benefit of all of us.

Sincerely,

Dr. Marybeth Webster, PhD



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**Comment re: Anti-racism Curricula in Three Rivers Schools**

1 message

*6.0. PUBLIC COMMENT***Georgia Moulton** [REDACTED]

Tue, Jul 14, 2020 at 2:16 PM

To: shelly.quick@threerivers.k12.or.us

Dear Superintendent Valenzuela and Board Members,

As a long time community member and tax payer in the Three Rivers District, I wish to encourage you to develop and implement a strong curriculum designed to eliminate any vestige of white privilege in the hearts and minds of our children. These young people are growing up in a very different world than we faced, and in order to compete effectively they will need to feel comfortable working with all of their future neighbors (regardless of skin color) with compassion, understanding and equality.

This means that the district should embrace the Black Lives Matter movement with thoughtful curricula on topics such as: Black & Hispanic History, Black & Hispanic Literature, Science, Civics and, of course, Anti-bullying. As responsible citizens, we do our society a huge disservice if we turn our backs on this issue now and allow another generation of young people to enter the workforce with the same bigotted ideas that our forefathers left us with.

Your students will appreciate your thoughtful attention to this issue, as they grow and mature into their new world.

Sincerely,  
Georgia Moulton  
Concerned Citizen

975 Bull Creek Road  
Grants Pass, OR 97527



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

## Community comment for TRSD meeting

1 message

6.0 PUBLIC COMMENT

Taylor Hammers

Tue, Jul 14, 2020 at 6:42 PM

To: shelly.quick@threerivers.k12.or.us

Thank you for reaching out! I am willing to share experiences, thoughts and comments on the innate racism within the Three Rivers district. I hope this is okay!!

To whom it may concern,

It is undeniable that the state of Oregon is one that is infected with racism. Exclusion laws, contradictions of rights, and the presence of the Ku Klux Klan are just a few things that taint the history of this state. I have lived in Oregon all of my life and I was never made aware of its history until I went to college and found out for myself. This needs to change.

We cannot run *from* our intolerant past, but we can run *towards* a superior future.

I believe the first step in bettering the state of Oregon is by making the next generation more empathetic, understanding and racially knowledgeable. Being a mostly-white county is exactly *why* we need anti-bias and anti-racist curriculum. Saying that we do not need these courses because of our population percentage confirms that Oregon, and TRSD is refusing to acknowledge the inequality within our system.

While attending school under the TRSD supervision, microaggressions run rampant through the halls and even in the classrooms. I remember students saying the "N" word (with and without the hard "r") and not being reprimanded for using the bigoted and outdated word. (This happened most often in english literature class). When I tried to explain to those students about the impact of their words, they could not recognize their own xenophobia simply because they did not know it existed.

When minority children attend our schools, they often have to assume the role of teacher as well as student, because their true history is not taught during school hours. It is demeaning that these students are asked ignorant questions that *should* be answered by an educated adult.

With the inclusion of anti-racist and anti-biased topics, many racist agressions and micro-agressions can be extinguished before they become a flame.

I wish to finish with this, students come to school to learn and as time passes, people change, education changes, knowledge changes, and the world changes; With that in mind, I ask why should not our curriculum change as well? The only downside to this addition is recognizing your own inert bias.

It starts here. **Please** make the TRSD a more inclusive environment by adding these requirements to your curriculum.

-I wish to remain anonymous

OK to share name - SJ



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

## Antiracism Plea to Three Rivers School District

1 message

6.0 - PUBLIC COMMENT

**Black-Lazo, Jayashree Paz** [REDACTED]  
 To: shelly.quick@threerivers.k12.or.us

Tue, Jul 14, 2020 at 9:36 PM

To Whom it May Concern,

As an introduction my name is Jayashree Black-Lazo, I am senior at Oregon State University. I was contacted concerning the issues within Three Rivers School District and racism in our schools. I attended both middle and high school in the Three Rivers District. I graduated from Hidden Valley High School and I'm here (virtually) to say that racism, colorism, and prejudice has definitely been a problem in this district.

I identify as a multi-ethnic person of color. Specifically I am Latinx (which is Latino/a). While in middle and high school I endured a lot of prejudice especially because I spoke Spanish in my home. For those in the Latinx community I've seen many of us be treated differently than white students. Students like myself who spoke Spanish were treated as if we were not as smart as our peers. To talk about my experience more specifically, there are more times than I can count that I had a teacher ask me about my race. A student's race is really never a teacher's business. Teachers don't need to know a student's ethnic background in order to teach them. Furthermore, it was creepy to have male teachers in middle school make comments about my appearance, saying I looked 'exotic'. I remember this as an adult and I've had to spend emotional labor on realizing that that was not okay! Students of color are statistically more likely to be assaulted or experience sexual violence while at school! These are things I think we need to be aware of as we move forward! I also experienced a lot of bullying throughout my years at school, much of this consisted of comments on my scholastic ability and being "different" or "weird". In high school I noticed many of my white classmates would make comments about my body, my skin, questions on my race and etc. Along with this I was always bullied because of my name which is a non-white sounding name. Teachers should get trained on how to say students' names when they are from other parts of the world or languages. Teachers should ask privately how to pronounce the names correctly! This is something that students learn from their parents or teachers, which means elders need to lead the way. Students of color need to feel that their bodies are not commodities and that their bodies are not "weird". This starts with education in the classroom about structural racism and US historical mistreatment of non-white people. Hire more teachers of color! Hire non-white principals and superintendents! If there are no people of color in a room think about why that is! People of color experience many barriers to entry in professional jobs whether that be because of immigration status, lack of support, poverty, or discrimination. Other solutions include providing scholarships to uplift students of color so that they can attend universities! This breaks the cycle of children being left behind. If a student is asked to explain why they don't look white, that is a problem. Many of my friends and my brother who also attended Three Rivers School District notice that there are mostly white students. That doesn't mean that racism isn't a problem. In fact that makes it harder for students of color. Imagine how isolating it feels to be the only person who looks like you in a room or a school! You may feel you don't belong. This problem is made worse when your classmates are telling you "you're different"! It's unhealthy for these young people of color. Think about them.

Thank you,  
 Jayashree

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**Jayashree Black-Lazo**

(They/them/theirs & She/her/hers)

blacklaj@oregonstate.edu

*"Oregon State University in Corvallis, OR is located within the traditional homelands of the Mary's River or Ampinefu Band of Kalapuya. Following the Willamette Valley Treaty of 1855 (Kalapuya etc. Treaty), Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are a part of the Confederated Tribes of Grand Ronde Community of Oregon (<https://www.grandronde.org>) and the Confederated Tribes of the Siletz Indians (<https://ctsi.nsn.us>)."*



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

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**Equity Conversation for the Meeting - Please Read to the Board**

1 message

*L.O PUBLIC COMMENT***Neil Campau** [REDACTED]

Tue, Jul 14, 2020 at 10:45 PM

To: shelly.quick@threerivers.k12.or.us

Three River School District Board of Directors,

I was thrilled to see an email from Dave Valenzuela, on June 18, announcing "preparations already taking place to implement purposeful, consistent cultural diversity initiatives." I'm curious where y'all are at on that, as I don't see anything on the agenda for this meeting. I feel like this is a big deal and am saddened that you don't have any conversation planned.

I would hope you all realize that the state of Oregon has a horrendous history of racism, possibly worse than any other state, but at arguably the most successful state at pushing people of color out. There's a reason why our county seems so "white" and why we are home to a multitude of outwardly racist organizations. This state is a mecca for white supremacists. It's a result of years and years of red-lining, sundown towns, and worse. If we truly want to address ideas around "diversity" or "end racism," as Dave also mentioned, we have a ton of work to do. It's systemic and we need to reflect deeply.

When I saw Dave's email, I didn't feel overly optimistic but I thought, "Wow, maybe we can finally at least deal with the two cartoonish white 'pioneer' children that are celebrated on the front of my child's elementary school. The same little white children who hung out on that cartoon wagon while their parents either massacred or stole things from the native folks who previously lived here." I thought, "Or maybe the teachers will at least make an attempt to talk about our racist history and how we can all work toward moving away from the idea of 'color blindness' and actually dealing with the realities of historical and systemic atrocities." I thought, "Could that actually happen?" Then the pessimist in me came out and I thought, "No, it probably won't." And now I don't see any mention of a conversation around racism (or anything even slightly related) on your agenda and I'm not surprised.

But, believe me, I'm still very saddened. Please try harder.

Neil Campau

Parent of a former Kindergartner and future 1st Grader



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

## Comment for board meeting

1 message

6.0 PUBLIC COMMENT

Erica Mooney [REDACTED]  
 To: Shelly Quick <shelly.quick@threerivers.k12.or.us>

Wed, Jul 15, 2020 at 12:31 AM

Hello,

I'm writing as a resident of the Illinois Valley, Cave Junction, and Three Rivers School District. Through my work and as an engaged member of the community, I've been blessed to be connected to a number of staff and students at the public schools in CJ. I'm even more blessed to live with and befriend some current students and alumni. Without any of these caring and inspiring relationships even existing - I would still be as adamant as possible in supporting any and all anti-racism focused training and curriculum development that dismantles supremacy culture - for any and all schools. We must listen and learn, paying attention with respect and dignity to the voices and contributions of ALL the people who have, by choice and by force, made this school system (let alone this nation) what it is. This is imperative in building a future beyond the politically divisive and economically carceral state we are embedded in.

What I mean is, please take responsibility for disarming hateful and dangerous norms, such as the racial slurs that are not uncommonly flung thru local school halls with ignorance if not fear, let it not be with hatred or anger... The usual and selective lens taught thru most often erases the diverse and violent stories of how genocide and slavery made it possible for settler-colonialism and white supremacy to build over the culture and sustainability that came before. Yet there are lots of people within the district that have lived experience, feedback, ideas and expertise on how to improve and implement positive changes!

Can you all see that as a gift and an opportunity, to connect with honesty towards a shared goal of strengthening the safety and shaping success for our schools?

Imagine what it would be like to transcend prejudice. Not just bypass it, but to look with clear eyes, a new lens, informed not by each of our own perception, but by the clarity that emerged from sharing and truly integrating all perspectives. I capitalized the ALLs I wrote because in case of y'all hearing this and thinking something like, All Lives Matter or not all white people.... All lives cannot matter until Black Lives Matter

Active anti-racism is about more than a statement and more than Black Liberation - it is the necessary work of healing and educating ourselves and our systems by building transformative ways to care and provide for our communities. The space to build thriving equitable renewed futures cannot exist without also dismantling and examining the myriad ways that harmful norms have pervaded the design of the institutions that structure our lives.

Anti-racism is also about seeing the connections between the plethora of ills plaguing all people, since the same inequality that stratifies based on race also oppresses based on class - the root of racism is that race was socially constructed to reinforce classist power structure. Here at Three Rivers (truly everywhere tho less 'avoidable' here) we can see how all students would benefit from an applied experience that will help us all to navigate the economic and social ripples of system change.

in solidarity, erica mooney



Shelly Quick <shelly.quick@threerivers.k12.or.us>

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**TODAY'S AGENDA**

1 message

*6.0 PUBLIC COMMENT*

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**Patty** [REDACTED]

Wed, Jul 15, 2020 at 7:21 AM

Reply-To: Patty [REDACTED]

To: "shelly.quick@threerivers.k12.or.us" <shelly.quick@threerivers.k12.or.us>

Please pass this on to the Three Rivers School District Board.

PLEASE initiate support within the curriculum for Black Lives Matter and anti-bias and anti-racist themes. Our county is so white BECAUSE THE STATE WOULD NOT ALLOW PEOPLE OF COLOR to live here for many years. Prejudice, malice and racism EXIST HERE. Ask those who are experiencing it NOW.

PLEASE put this on todays agenda!

Patty Downing



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

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**Statement for school board meeting**

1 message

*6.0 PUBLIC COMMENT***Eliot Feenstra** <[REDACTED]>

Wed, Jul 15, 2020 at 8:41 AM

To: shelly.quick@threerivers.k12.or.us

Hi there,

I am a resident of the Illinois Valley and former arts educator in the school district. I would like to urge the School Board to adopt anti-racist and anti-bias training and to publicly affirm that Black Lives Matter. As a teacher in the Cave Junction schools, I witnessed frequent racism towards non-white students, or students who were perceived as 'different' in any way. I also heard teachers and parents bemoaning that black students reinforced racist stereotypes, without any deeper level of analysis about why that might be. Our students reported hearing the 'n-word' daily in classes and teachers not able to do anything.

I believe that our teachers are well-intentioned but without significant, deep training to address bias and racism in the curriculum and school culture, this will not change. **I urge the school board to affirm that Black Lives Matter and take action to make sure all students have the opportunities to thrive by ensuring that Black students receive the support; curriculum that reflects and values Black history, cultural achievements, and contributions to Oregon's history; and that the use of racist, hateful language such as the "n-word" is not tolerated.**

Thank you,  
Eliot Feenstra

[REDACTED]





Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**Anti-racism statement request for action - for July 15 board meeting**

1 message

6-0 PUBLIC COMMENT

ellen avis

Wed, Jul 15, 2020 at 9:50 AM

To: shelly.quick@threerivers.k12.or.us

Dear Three Rivers School District:

As a parent of a student at Williams Elementary, I was encouraged and heartened by the email sent by Superintendent Dave Valenzuela on June 18 regarding the district's stance on equity, inclusion, and anti-racism. I understand he presented a statement to the board on this topic at the last meeting on June 17, but I was surprised to see that there was no action or discussion by the board at that meeting or on the agenda for this July 15 meeting. This is an incredibly important topic that has been brought into the spotlight recently by the social unrest we are seeing across the country, but it is one that has needed attention for a long time.

I won't use this time to give a history lesson, as there are many resources available for that, but I hope you all can at least acknowledge that the prosperity of this country, this state, and this region was founded on the enslavement and expropriation of black and indigenous people by people who call themselves white. And that further harms have been done throughout our history, until the present day, through exclusion and over-policing of black and brown communities. This is systemic racism. It is essential that we start to address these issues by acknowledging them at the institutional level, by teaching our children about them, and by making an effort to learn about them ourselves.

Although I don't doubt the good intentions of school staff, I have been disturbed by things I have seen at Williams Elementary since joining that community. For example, the annual Christmas pageant in 2018 included children playing offensive stereotypes of Native Americans in a fictionalized colonization story. The recently added "Pioneers" sign, depicting two cartoonish white children in a wagon is also disappointing. Is this how we want to represent our school? Is this still what we think of as pioneering? Merriam-Webster also defines "pioneer" as "a person or group that originates or helps open up a new line of thought or activity...." Isn't this definition of pioneer more empowering for our students than the image of native genocide represented by the other definition?

I am writing, not to criticize, because I acknowledge that we have all been complicit in perpetuating racism in large and small ways. I just ask that the board take this opportunity to make a *commitment* to taking strong action to support anti-racism efforts, including adopting anti-racist curricula, providing staff training at all levels, and listening to the voices of Black, Indigenous, and People of Color (BIPOC) in the community. This is a learning opportunity. Let's rise to the challenge.

Thank you for taking the time to consider this statement. Please include it with the minutes for the July 15 Three Rivers School District board meeting.

Best,

Ellie Avis



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**Agenda item: Racism**

1 message

*6.0 PUBLIC COMMENT***David Sligar** [REDACTED]  
To: shelly.quick@threerivers.k12.or.us

Wed, Jul 15, 2020 at 10:00 AM

Dear Ms Quick,

I understand you are getting some messages from the community to the effect we don't have any racial issues here -- because our population is overwhelmingly white.

Even if we had no one of color in our districts (not so) the issue of racial injustice affects every one of us, black, white, or other.

I participated in the second march to Selma in 1965, and it seemed in those days that we had reached a watershed moment. But that was not so. Subsequent history shows we still have a deeply embedded component of racism in this society.

I implore the Superintendent and the Board to take this fundamental issue seriously and to make an appropriately considered effort to address it in our schools. Recent events have opened a window. Please let the air in.

Respectfully,  
David Sligar  
[REDACTED]

Dear Superintendent Valenzuela and Members of the Three Rivers School Board,

Thank you for initiating a conversation about a commitment to anti-bias and anti-racism work with administrators, students and staff. I applaud your first steps.

I understand that you likely have heard from community members that this is unnecessary, we don't have an issue because we are a predominantly white district and 'all lives matter' or, we are 'color blind'. I am reminded of the letter that Dr. Martin Luther King wrote on scraps of paper while incarcerated in the Birmingham Jail in 1963. In his always prescient way he warned us about the danger of moderation and complacency:

"First, I must confess that over the past few years I have been gravely disappointed with the white moderate. I have almost reached the regrettable conclusion that the Negro's great stumbling block in his stride toward freedom is not the White Citizen's Council-er or the Ku Klux Klanner, but the white moderate, who is more devoted to "order" than to justice; who prefers a negative peace which is the absence of tension to a positive peace which is the presence of justice; who constantly says: "I agree with you in the goal you seek, but I cannot agree with your methods of direct action"; who paternalistically believes he can set the timetable for another man's freedom; who lives by a mythical concept of time and who constantly advises the Negro to wait for a "more convenient season." Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will. Lukewarm acceptance is much more bewildering than outright rejection."

I have two concerns right now. The first is that this undertaking is too big for principals to tackle, they have huge responsibilities already. We need district-wide, comprehensive anti bias anti racism work in every building led by an experienced facilitator. My second concern is in response to a statement that I heard during your last board meeting regarding consequences for blatant acts of racism. I am a Restorative Justice facilitator working with youth who are in the criminal justice system. I know that to suspend a student or take away their privilege of playing sports is not restorative and does nothing toward healing harm. That probably creates more resentment and hate.

I have stories of bigotry and racism in our schools and have chosen not to voice them here. It's ugly, dirty laundry that would only serve to embarrass and bewilder the perpetrators. I hope that you don't need them to prove that we have a problem.

I love Three Rivers, I respect and admire all of you and would like to be a productive part in nurturing a truly trauma informed, anti-racist school system.

Thank you.

Constance Palaia



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**Reopening for fall**

1 message

6.0 PUBLIC COMMENT

**Dawn Roeske**

Wed, Jul 15, 2020 at 11:04 AM

To: kate.dwyer@threerivers.k12.or.us, jennifer.johnstun@threerivers.k12.or.us, danny.york@threerivers.k12.or.us, rich.halstead@threerivers.k12.or.us, Shelly Quick <shelly.quick@threerivers.k12.or.us>, paul.kelly@threerivers.k12.or.us

I am unable to attend the meeting today at 2pm, but I was hoping this could be shared at today's meeting.

As a dedicated employee to Three Rivers School District I beg you to please put into account what teachers have to say about reopening this fall. I received the Monday update, but nowhere in that email were staff included in surveys, only students and families. If the district has sent out a staff survey, I urge you to send another one as the end of the year was a whirlwind for most of us. Numbers are rising all over our county, double digits for the first time yesterday. We NEED to safeguard our students, their families, our school community, and our families. Yes, we all want to be in our classes with our students, but at what risk? Our school community and the community in which we resides health is more important than what our heart desires for normalcy.

As I talked with a friend last night about what school will look like in their district this came to me. This virus is like an active shooter and can take our schools down quickly with no one knowing. It's not something we can see, so we can't safeguard our children. The problem doesn't end there it goes to our families at home and our student's families. How do we protect them from an invisible active shooter? We know it's there, just waiting...

Just in my household alone there are 4 different schools involved. If one of us gets sick that starts the domino effect of closing cohorts. Where will all of the substitutes come from when educators get sick? If you have watched the trend of when people die from Covid it's about 6 to 8 weeks after testing positive. Do we have 6 to 8 weeks to put a class or classes on hold because their teachers are sick and there are no subs to be found? Let's tread very lightly for now and safeguard what most important to us, our people.

Thank you for taking the time out of your busy day to read my thoughts and fears.

Dawn M. Roeske  
1st Grade Teacher  
Fort Vannoy Elementary



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

*L.O - PUBLIC COMMENT***Fw: Community comment regarding Anti Bias and Anti Racist Curriculum**

1 message

Andrea Igl [REDACTED]

Wed, Jul 15, 2020 at 12:08 PM

To: "shelly.quick@threerivers.k12.or.us" &lt;shelly.quick@threerivers.k12.or.us&gt;

Correction to my comment:

In the first line, it should read:

"It is my fervent wish that you incorporate Anti-Bias and Anti-Racism curriculum and training in the Three Rivers School District Schools."

In my comment, I wrote Anti-Bias twice, and so am hoping that this can be corrected.

Thank you,

Andrea M. Igl  
Grants Pass

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**From:** Andrea Igl**Sent:** Wednesday, July 15, 2020 12:01 PM**To:** shelly.quick@threerivers.k12.or.us <shelly.quick@threerivers.k12.or.us>**Subject:** Community comment regarding Anti Bias and Anti Racist Curriculum

Dear Three Rivers School District School Board,

It is my fervent wish that you incorporate Anti-Bias and Anti-Bias curriculum and training in the Three Rivers School District Schools.

I wish that I (and later my son), had been exposed to the kind of curriculum that fully addressed the history of oppression, bias, and racism in our wonderful country.

I would have graduated elementary, middle school, and high school, with an accurate depiction of the foundations of our country, and a better understanding of who "matters" in our country.

I would have looked for guidance about how to address this systemic bias of oppressed people in our state and country, as I would have wanted to know how all American citizens and immigrants have contributed to the incredible success and wealth of our country and state.

If I had been educated properly in this matter, I would have been better able to avail myself of my critical thinking function, when I looked all around me and saw only white faces. It would have occurred to me to ask: **Why?**

This whiteness is Oregon is not a bug, it is a feature, from the very beginning.

Now I must ask you, why are you not addressing systemic, institutionalized racism in Oregon and the United States? We had Ku Klux Klan marching in our own Grants Pass Parades, less than 100 years ago.

Please consider adding this essential information to your curriculum and training.



Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

**Comment to be read at today's Board meeting**

1 message

6.0 PUBLIC COMMENT

**Gail Pearlman**

Wed, Jul 15, 2020 at 11:55 AM

To: Shelly Quick &lt;shelly.quick@threerivers.k12.or.us&gt;

I am a retired educator, a Josephine County homeowner, and an active community volunteer. I wrote to you last month to express my concern about racism in our schools and our community, and I am writing again now because your response, to date, has been totally inadequate.

Racism is endemic in our culture; it warps White students as well as victimizing Black students, and it's imperative that all of our children are actively taught to be anti-racist. I implore you to take *real* steps to deal with this issue. What is needed, as I said last month, is action on all levels: First, a strong written statement from you against racism in our schools. This letter must be sent home to parents. Teachers should read and explain the statement to their classes and answer questions from students. Teachers must respond swiftly to any observed instances of racism. All school staff must work to create an atmosphere in which students who may be victims of racism feel safe reporting incidents, and disciplinary measures must be put in place to effectively deal with any racist instances. I also ask that you work with and support teachers in developing and implementing age-appropriate curricula to follow up on this initial statement, curricula and activities that will deepen children's understanding of racism and its terribly harmful consequences. ALL of these measures are necessary to give teeth to an anti-racism policy.

Thank you.

Gail Pearlman



## Three Rivers School District

Quality Education Runs Deep

### ANNUAL ORGANIZATION MEETING

July 15, 2020

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#### A. SCHOOL BOARD ORGANIZATION FOR 2020-21

1. Nominations for Chairperson of the Board of Education for the fiscal year commencing July 1, 2020 (ORS 332.040):

Jennifer Johnstun was nominated by Paul Kelly for Board Chair.  
Kate Dwyer seconded the motion.

Jennifer Johnstun was elected Chairperson of Three Rivers School District's Board of Education for the fiscal year commencing July 1, 2020 by a vote of 5-0.

#### **THE ELECTED CHAIRPERSON WILL TAKE OVER THE CHAIRING OF THE MEETING AT THIS TIME.**

2. Nominations for Vice-Chairperson of the Board of Education for the fiscal year commencing July 1, 2020 (ORS 332.040)

Paul Kelly was nominated by Kate Dwyer for Vice-Chair.  
Rich Halsted seconded the motion.

Paul Kelly was elected Vice-Chair of Three Rivers School District's Board of Education for the fiscal year commencing July 1, 2020 by a vote of 5-0.

3. Moved By: Danny York Seconded By: Paul Kelly  
 that the third Wednesday of the month at 6:00 p.m. be designated as the regular monthly meeting unless otherwise notified.

Motion: Passed 5-0 Failed \_\_\_\_\_



## **Three Rivers School District**

*Quality Education Runs Deep*

### **ANNUAL ORGANIZATION MEETING**

**July 15, 2020**

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#### **B. ANNUAL ORGANIZATIONAL RESOLUTIONS FOR 2020-2021 (ACTION):**

- a. **Designate Executive Officer:** *Superintendent David Valenzuela is the Board's Executive Officer. Oregon statute specifies that the Board shall designate the chief administrative officer of the district as district clerk. Our policy states that the Superintendent shall act as executive officer of the Board. These designations authorize the superintendent to employ personnel, to sign checks and make salary payments, and to act as custodian of funds.*
- b. **Designate Budget Officer and Deputy Clerk:** *Superintendent David Valenzuela is the designated Budget Officer and Deputy Clerk.*
- c. **Designate Board's Official Agent:** *Superintendent David Valenzuela will be the official agent for all matters dealing with federal, state and local government agencies and other education agencies. Policy and practice designates this authority to the superintendent.*
- d. **Designate Depositories for School Funds:** *Wells Fargo, Local Government Investment Pool, Washington Federal, Umpqua Bank, Evergreen Federal, Josephine County Treasurer, and Jackson County Treasurer and all other local financial institutions, which meet Oregon collateral requirements, are the designated depositories. These are the existing depositories and have been carried over to the new fiscal year.*
- e. **Authorization to Invest Surplus Funds:** *Superintendent David Valenzuela will be authorized to invest surplus funds according to school district policy and state law at any of the above-mentioned authorized depositories.*
- f. **Authorize Facsimile Signature of Custodian of Funds:** *Superintendent David Valenzuela facsimile signature be authorized.*
- g. **Determine Amounts of Fidelity Bonds of Persons Who Shall Be Bonded:** *Superintendent/Business Manager David Valenzuela will be bonded for \$100,000 under current District Property and Casualty Coverage Criminal Policy.*



- h. **Designate Auditors:** *Kosmatka, Donnelly, and Piels CPA, LLP* is designated as our financial auditors for the 2020-2021 school year.
- i. **Designate Legal Counsel:** *Hungerford Law Firm, LLP* is designated as our legal counsel for the 2020-2021 school year.
- j. **Review status of Local Public Contract Review Board and Rules:** The Three Rivers Board of Directors will act as our review board for the 2020-2021 school year.

Moved: Paul Kelly    Seconded by: Kate Dwyer

Motion: passed 5-0    failed \_\_\_\_\_

  
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Chairperson of the Board  
THREE RIVERS SCHOOL DISTRICT

  
\_\_\_\_\_  
Dave Valenzuela, Superintendent-Clerk  
THREE RIVERS SCHOOL DISTRICT