

**THREE RIVERS SCHOOL DISTRICT  
BOARD OF DIRECTORS  
REGULAR MEETING  
June 16, 2021**

Three Rivers School District Board of Directors met virtually via Zoom for the regular board meeting on Wednesday, June 16, 2021.

**PRESENT**

Jennifer Johnstun, Board Chair  
Paul Kelly, Board Vice Chair  
Jenn Searle, Board Member  
Danny York, Board Member

Dave Valenzuela, Superintendent  
Casey Alderson, Director  
Stephanie Allen-Hart, Director  
Jessica Durrant, Director

**ABSENT**

Rich Halsted, Board Member

**CALL TO ORDER**

Board Chair Johnstun called the meeting to order at 6:00 p.m. and led the Pledge of Allegiance.

**BUDGET HEARING**

Mr. York made a motion to approve the minutes from the May 26, 2021 Budget Committee meeting. Mr. Kelly seconded the motion; the motion passed unanimously (4-0, Member Halsted absent).

There were no community comments in regard to the budget.

Mr. Kelly made a motion to approve resolution (#07) to Adopt Budget, Appropriate Funds and Declare Tax Levy. Ms. Searle seconded the motion.

District Accountant Lisa Cross mentioned three recommended changes in the resolution:

- Fund 300 – Remove the proposed bond measure revenue and expenditures totaling \$4,609,770; allocate beginning fund balance of \$194,838 to contingency until a decision is made if a future bond issue will be proposed.
- Fund 402 - Remove bond measure revenues and expenditures totaling \$82,270,000.
- Fund 605 – Add Southern Oregon Success Academy; totaling \$1,062,000. SOSA is a separate organization that will be included in the District's financial statements, as a component unit, because it was determined their operational and financial relationship with the District was significant.

Board Chair Johnstun called for a vote, there was no further discussion and the motion passed unanimously.

**AGENDA APPROVAL**

Ms. Searle made a motion to approve the agenda as presented. Mr. York seconded the motion; the motion passed unanimously.

**SAY SOMETHING POSITIVE**

Mr. Kelly congratulated the Hidden Valley girls' basketball team for four years undefeated in conference play. He then thanked everybody, at every level of our staff, and parents and families, anyone, who helped get our kids across the graduation stage this year. In light of this year, and having a senior himself, it took a lot of people to get them across that stage. Mr. York echoed Mr. Kelly's comments – he also has a senior.

It was a lot harder push than the other three! Very grateful to everybody that participated, and the ceremonies were awesome! Ms. Searle congratulated every person within our district on making it through this entire past year – not just graduates, but everybody involved. It hasn't been easy this last year, but through everybody's perseverance we have made it to the other side of an epically unique year. Thank you to everybody! Ms. Johnstun also commented that it was a fantastic set of graduations this year. She enjoyed the whole experience of it and being able to be a little more normal, see the students faces, and see the excitement. Director Alderson gave kudos to our staff, the licensed, classified, confidential and administrators for the amount of work that went in to getting through this year. He also gave kudos to his HR staff. He has three great assistants, Dawn Werner, Levi Clark and Amber Mersino, who have processed 105 new hires since January 1. They have also transferred into a new insurance broker and they are in the middle of transitioning to a new insurance carrier. They have flourished and made this district better. Director Durrant gave a huge shoutout to all of the schools. It is no small feat for what all of our staff across the district – everyone from food service to First Student, to the custodians – to provide this summer school opportunity to our kids. Director Allen-Hart shared that graduations were unique for her this year as it was the first time she wasn't there in person. The live stream was really fantastic and a great opportunity for people to see that generally aren't able to make it and hopes that is something we can continue to do. Today was also a full day professional development with all of our administrators for the very first time this year. It was wonderful content as well as to have everybody together in the room. Director Saunders recognized the summer feeding program that will be taking place. We will be offering seven-day meal packs each week. Hats off to the Food Service Manager, Cathy Cusack, and all of the food service staff that are opting to work more during the summer. Superintendent Valenzuela thanked Rob Saunders, Addison Pate and Daniel Beachy, for the way that they livestreamed the graduations. He received a ton of feedback from people that talked about for the first time they have been able to see the graduation from far away, or to attend all three. The sound was amazing, and the close-ups were great. It was well done! He also recognized our maintenance crew who did the set up and tear down for the graduations for three consecutive days. He appreciates that they realized the importance and gravity of it and stepping up and keeping it flawless. He then shared that we have not had our administrators together in a significant way since the closure on March 15<sup>th</sup>. The Equity, Diversity and Inclusion team, specifically Addison Pate and Dawn Werner, really worked hard to make today's meeting meaningful. It was a powerful day and a great way for us all to come back together in person and work together.

## **SUPERINTENDENT'S REPORT**

- *RSSL, COVID & All of it* – The version of Ready Schools, Safe Learners (RSSL) that's on the internet is version 7.5.2. The directors continually reviewed it and were on top of every change that took place. The school board should be proud of our team of directors for everything that occurred as TRSD was the first to open well and wide. They made opportunities in our district that other kids didn't get. He then shared some of the district numbers/statistics of COVID (Staff, students). The next update to the RSSL guide is expected July 19<sup>th</sup>. We should be able to work on what things will look like for us in the fall at the board retreat on the 28<sup>th</sup>. We will continue to push the boundaries to create learning opportunities for our kids.
- *Student Progress and Extra Opportunities* – Reviewed current student data. It was noted that we have 311 elementary, 155 middle school and 248 high school students participating in summer school.
- *TRSD Deputy Superintendent Role* – A concept that has been talked about for over a year. The rationale is around having a second person to assume the duties of superintendent should something happen to him. There should be a designated number two. The role is to serve as a backup person and it falls under the Human Resources Department, because at HR, in bargaining with both groups there has to be some kind of limited executive authority to tentatively agree on contract issues. The Deputy Superintendent would probably come to more agenda setting meetings and find out what the will of the board would be as we set agendas and future topics. He has received nothing but positive responses from the board, so we are moving forward with Casey Alderson assuming this role of Deputy Superintendent.
- *Equity, Diversity, and Inclusion (EDI) Committee 2020-2021* – Provided a recap of what occurred since the passing of the *All Students Belong* policy in December 2020, which included the formation of the EDI team, an outline of the trainings completed by various team members, and EDI Team meetings. This culminated with an EDI Training held this week on Implicit and Systemic Bias: How

to support BIPOC students (BIPOC: Black, Indigenous, and other people of color), which was presented by local leaders on this topic. Provided a brief overview of some additional milestones: Meyer Memorial Trust, Grow Your Own Grant and the draft equity policy then spoke about why EDI matters in our district. He presented some district statistics outlining the percentage of students that identify as BIPOC and those that identify as transgender, non-binary, or gender nonconforming. He then reviewed Federal and State requirements, ODE guidance and directives, Title IX (Federal law), House Bill 2697 (*Every Student Belongs*) and Senate Bill 732. He provided statistics on student bullying, violence and abuse and mental health and suicide. His ultimate goal as superintendent is to have all TRSD students feel welcomed and accepted in our schools.

## **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 – June 2021
- Athletic Coaches – June 2021
- Out of State Travel Requests (2)
- Board Policies – Second Reading
  - ACBA – *Every Student Policy*
  - AC – *Nondiscrimination*
  - JB – *Equal Educational Opportunity*
  - JHF – *Student Safety*
  - ING – *Animals in District Facilities*
  - KGB – *Public Conduct on District Property*
  - GCPB – *Resignation of Staff*
- Draft Minutes of Previous Meetings
  - April 21, 2021 – Board Regular Session
- Mr. Kelly made a motion to approve the Consent Agenda. Ms. Searle seconded the motion.
- Mr. York asked that board policy ACBA, *Every Student Policy*, be moved out of the consent agenda for discussion and have a second read. He feels the policy deserves more discussion and review by the public.
- Mr. Kelly modified his motion to remove policy ACBA from the consent agenda. Ms. Searle seconded the revised motion. Board Chair Johnstun called for a vote and the motion passed unanimously.
- Board Chair Johnstun opened discussion on board policy ACBA – *Every Student Policy*. Superintendent Valenzuela reviewed the reasoning and content of the policy. He explained that the EDI team, as well as the district, would like to have this policy in place prior to the start of the next school year for clarity. Mr. York requested that it be moved to the July board retreat for further discussion. He wants to ensure clear communication on this topic. Board Chair Johnstun requested that all board members submit their comments and questions to Superintendent Valenzuela in advance of the July meetings to ensure everyone is prepared.
- Mr. York made a motion that policy ACB, *Every Student Policy*, be moved to a third reading in July. Ms. Searle seconded the motion; there was no further discussion and the motion passed unanimously.

## **COMMUNITY COMMENTS**

- There were none.

## **ACTION ITEMS**

- **Resolution (#05) to Transfer Funds from General Fund to Carryover Fund**
  - District Accountant Lisa Cross explained that this is the annual transfer to the carryover fund. The amount (not to exceed \$716,500) is a bit higher than usual as the schools didn't have to spend so much on supplies in the classroom. She also noted that the money appropriated for the Fruitdale property has also been moved to the carryover fund for when that decision comes

- through from the state.
- Mr. Kelly made a motion to approve resolution (#05) to transfer funds from the general fund to the carryover fund. Mr. York seconded the motion; there was no discussion and the motion passed unanimously.
  - **Resolution (#06) to Appropriate Internal Service Fund Payments**
    - District Accountant Lisa Cross explained that this resolution will allow us to include Southern Oregon Success Academy (SOSA) in this year's audit document.
    - Mr. Kelly made a motion to approve resolution (#06) to appropriate internal service fund payments. Ms. Searle seconded the motion; there was no discussion and the motion passed unanimously.
  - **Food Service Management Company Contract**
    - Rob Saunders shared that we are just finishing up with our first year with Chartwell's as our food service management company. In the best of circumstances transitioning to a new company can be challenging. Our district has been serving food in the most challenging of circumstances, in the middle of a pandemic, and regardless of these changes Chartwell's has been an excellent partner. We are looking forward to a continued partnership with them. We are also looking forward to growing our program as our district is now 100% free with the community eligibility program (CEP). We have received a great deal of positive feedback from the community, staff and students regarding the menu and positive changes as we have transitioned to Chartwell's. Several of our food service staff will continue to work through the summer as we expand our summer feeding program. Cathy Cusack and Lindsey Levine have taken it upon themselves to put in the extra effort to really take on this heavy lift and really make a difference in our community. Seven-day meal packs are being sent out to provide meals to any students aged one to eighteen. Straight line bus routes have been developed to make the meals more accessible. He expressed his confidence in Chartwell's and recommended the board approve the contract.
    - Mr. York made a motion to approve the food service management contract with Chartwell's. Mr. Kelly seconded the motion.
    - Board questions and comments included: what has made the district 100% free now? It was explained that the percentage went up enough and was approved by the state.
    - Board Chair Johnstun called for a vote and the motion passed unanimously.
  - **Planned Course Statements – High School**
    - Director Alderson summarized that all of these planned course statements are additions that we will be able to add over the next year to our new programs of study. We are really excited to be able to offer these. They are classes that kids are excited about. The three Ag teachers have really been working hard this spring collaborating and planning for next year. We are also working on getting three new greenhouses – one for each of the schools.
      - Landscape Horticulture
      - Plant Science
      - Animal Science
      - Introduction to Agriculture
      - Advanced Horticulture
      - Agriculture Leadership
      - Veterinary Medicine
      - Advanced Agriculture
      - Agriculture Business
      - Floriculture
      - Principles of Animal Foods Technology
      - Small Animal Care & Management
      - Latinex American Studies
    - Mr. Kelly made a motion to approve the proposed high school planned course statements. Ms. Searle seconded the motion.
    - Board questions and comments included: This is really cool to be able to offer these kinds of things to our kids; We have cut a lot of things out over the years, so to be able to start

expanding what we can offer the kids is an awesome thing; all of the teachers are really excited; one board member talked to their high school students at home at the are excited about the possibilities and it makes them feel good that we are expanding the number of offerings that are available to them; these courses, in particular, fit our district well in terms of our culture, our location, and what our students might be interested in learning more about for their future.

- Board Chair Johnstun called for a vote and the motion passed unanimously.

- **Planned Course Statements – Middle School**

- Director Durrant explained that back in April that these new courses came about as part of the Student Investment Account plan based on stakeholder feedback. The planned course statements are a little bit different at each of the middle schools. She presents these exciting planned course statements for approval to not have middle school be the gap, but to be the peak, and be really exciting for kids!
  - Brain Power
  - Computer Programming
  - Environmental Explorations
  - Great Decisions
  - Intro to Manufacturing
  - Manufacturing Woods & Metals
  - Read, Encourage, Adapt, Define
  - Skills for Success
  - STEAM (Science, Technology, Engineering, Art, Math)
- Mr. York made a motion to approve the proposed middle school planned course statements. Mr. Kelly seconded the motion; Board members expressed their excitement for these new offerings. Board Chair Johnstun called for a vote and the motion passed unanimously.

- **Administrative (ATRA) Contracts (2021-2024)**

- Director Alderson explained that there are two contracts for ATRA – one for the directors and one for the building administrators due to some differences such as days worked, vacation, etc. The goals around them are to get our administrators regionally comparable, compensation-wise and benefit-wise. One of the things we have worked on with the administrators and for the confidential too, is in looking how to attract people to these positions. One of the things changed in the admin contract was an increase in the amount put into the professional development fund which will increase in three years, over the life of the contract, from \$400 to \$1,000. They also adjusted the second and third year of the contract for the adjustment factor for the salary scale. We have seen some real growth in regional contracts around salary, so we are trying to stay competitive in that so we can attract and retain high quality leaders in our buildings.
- Mr. York made a motion to approve the 2021-2024 administrative (ATRA) contracts. Ms. Searle seconded the motion; there was no discussion and the motion passed unanimously.

- **Confidential Employee Contract (2021-2022)**

- Superintendent Valenzuela explained that similarly to the administrative contract, the confidential contract is based on the highest building level classified wage. Due to the fact that right now the classified increase is based on a specific amount and not a percentage. Until that is changed or modified the confidential group would like to go to a straight 2% increase. The other change reflected in the new contract is around attracting and retaining new hires. The proposed vacation acceleration scale is different this year – and he reviewed the changes. He explained that people are applying for jobs for quality of life. The board's concept of the four-day week attracts people. This idea that you can accumulate more vacation time, and not have to wait eleven years for it, is attractive to people. The other changes are legal: jury duty pay and domestic and same sex partner for bereavement leave.
- Mr. Kelly made a motion to approve the 2021-2022 confidential employee contract. Mr. York seconded the motion; there was no discussion and the motion passed unanimously.

Suggested Future Agenda Items:

- Mr. Kelly requested that when we have our board retreat, they get an update on where we stand with the different outstanding real estate items? Also, he would like to get an idea of where the district stands with filling positions that are open.

### **FUTURE MEETING DATES**

- Board Retreat (Special Session) - Wednesday, July 28, 2021, 8:00 a.m. – 2:00 p.m. – Weasku Inn (*not confirmed*)
- Board Regular Session (Organizational Meeting), Wednesday, July 28, 2021 – 2:00 p.m. – Weasku Inn (*not confirmed*)

### **ADJOURNMENT**

Board Chair Johnstun adjourned the meeting at 7:35 p.m.

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Jennifer Johnstun  
Chairperson of the Board

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Dave Valenzuela  
Superintendent-Clerk