

Minutes

1. Call to Order and Roll Check

Chair Dyson called the meeting to order, and a roll check confirmed that all members were present. Directors Franko, Ruby, Skuratowicz, Hatch, and Dyson were present in person.

2. Land Acknowledgment

Director Russell Hatch read the Land Acknowledgment

3. Adoption of Agenda (*At this time Board members are provided the opportunity to amend the Regular Session agenda.*)

- ❖ **Motion:** Director Hatch moved and Director Ruby seconded the adoption of the agenda. The motion carried by a unanimous vote of the five members present.

4. Consent Agenda (*All items may be adopted by a single motion unless pulled for special consideration.*)

- Director Ruby requested to pull the following two items from the consent agenda for further discussion: 4B3 JGE Expulsion Policy & 4C Enrollment Report.
- Director Skuratowicz requested to pull item 4B1 GBNAAs Suspected Sexual Conduct for further discussion.

A. Approval of Minutes

B. Board Policy Updates

Presenter: Superintendent Joseph Hattrick

1) GBNAAs/JHFF Suspected Sexual Conduct with Students and Reporting Requirements

- Discussion: Director Skuratowicz expressed concern about the implications of this policy regarding the hiring of a recent graduate, who would still be classified as a “student” under this policy and may be in a consensual relationship with an attending student. Superintendent Hattrick explained that OSBA updated this policy to align with statutory language. He will work with the legal team to draft a letter that clarifies expectations and the applicable laws for any employee in this category, and he will submit it to HR for inclusion in their hiring process.

2) EBC, EBCA, EBCB - Safety and Emergency Procedures

3) JGE Expulsion

- Discussion: Director Ruby sought clarification on the necessity to update this policy. Superintendent Hattrick reminded the board that last summer, they observed that this policy lacked clarity regarding who is responsible for approving exclusions and the appeal process. We have added further language to clarify both aspects, including that an appeal of the superintendent’s ruling goes to the board.

4) Procurement: DJC Bidding Requirements - New Version and

DJC-AR Exemptions from Competitive Bidding and Special Procurements - New

5) JHCD and JHCD-AR Medications

C. Enrollment Report for April 2025

- Discussion: Superintendent Hattrick confirmed that the numbers in the report represent the actual student count for a specific date in that month, rather than an average ADM.

D. Personnel Report for March 2025

E. AEA Newly Hired MOA

F. High School Success Agreement between Ashland SD and Pinehurst SD for 2025-26

- ❖ **Motion:** Director Skuratowicz moved, and Director Ruby seconded approval of the remainder of the consent agenda. The motion carried by a unanimous vote of the five members present.
- ❖ **Motion:** Director Hatch moved and Director Skuratowicz seconded the approval of the first reading of policy GBNA. Director Skuratowicz requested that we include the mentioned letter in our policy. The motion carried with a unanimous vote from the five members present.
- ❖ **Motion:** Director Hatch moved and Director Skuratowicz seconded the approval of the first reading of policy JGE. The motion carried with a unanimous vote from the five members present.
- ❖ **Motion:** Director Hatch moved and Director Ruby seconded to approve the enrollment report as presented. The motion carried with a unanimous vote from the five members present.

5. School Presentation: Walker Elementary School

Walker Principal J'me Strowbridge, School Counselor Brooke Johnson Thygeson, and Wolf Pack Leaders Karina, Lincoln, Siri, Mira, Josephine, Lucy, Opal, and Acacia shared highlights from Walker Elementary School.

- Wolf Pack Leaders are school helpers who exemplify what it means to be responsible.
- Students can earn blue tickets by demonstrating safety, respect, and responsibility. Blue tickets can be used for class events and parties.
- Red Carpet Day was a blue ticket redemption event where students got dressed up, took pictures with their teachers, watched a movie, and enjoyed snacks.
- Weekly Flash Dance parties occur randomly and have reduced tardiness by 10%. Students nominate their song choices to Principal Strowbridge, who reviews them and selects a song and theme as a special surprise, ensuring everyone wants to attend a Flash Dance.
- Students of the month are recognized for their safety, respect, and responsibility. The honored students get to go to the front of the lunch line, request pizza and ice cream parties, and receive a certificate.
- Walker's Got Talent was a fundraiser held in March that raised \$1,000.
- Walker Student Affinity Unions meet monthly to share and honor their cultural heritage in a school-wide assembly.
- At the Winters Makers' Market, students had the chance to create various gift items, including felted soap.
- Upcoming events include DaVinci Night, Spring Sing Music Assembly, and Fun Day.

Principal Strowbridge shared that the initiatives mentioned have incurred no cost to the district.

6. Bond Report

Executive Director of Operations Steve Mitzel started the presentation by discussing the awarded contract Amendment 2 of \$2,342,372.58 to Outlier Construction Company for the seismic rehabilitation project of the science building at Ashland High School, bringing the total amount to \$3,478,651.96. It was essential to have this approved to ensure contractors could be in place before spring break.

A. Monthly Report March 2025

HMK Project Manager Josh Whitaker reviewed the monthly bond report for activities in March. The renovation project on the Humanities building is nearing completion, and the seismic rehabilitation project on the Science building is progressing well. Crews accomplished a lot over spring break, including the demolition of concrete around the building and in the quad. They are taking extra precautions to protect the trees in the quad by fencing off each tree.

Currently, the Humanities building is unlocked during school hours and locked at night. Once the renovation is complete, the plan is to keep the gates locked during the day with key card access only. In this next phase of construction, additional entry

gates will be installed, including one between the Science building and the district office. The potholes in the parking lots will be repaired in the summer. They are still working on balancing the HVAC system in the Humanities building, and in the meantime, students are finding ways to stay comfortable.

B. Safety & Security Upgrades Expenditure Report

Executive Director of Operations, Steve Mitzel, reviewed the safety and security upgrades implemented at all sites as part of the bond project.

With a \$2.85 million budget allocated from the School Bond initiative approved by local voters, the District strategically utilized resources to implement \$26,480,369 in essential safety improvements across schools and facilities. The security measures emphasized access control, enhanced visibility, and creating a secure and welcoming environment. ADA access and new roofs are part of the safety and security upgrades.

Safety and security improvements include:

- Relocation of main offices to provide maximized visibility to parking lots
- Safety vestibules
- Building lockdown systems
- Electronic door access
- Security camera system
- Fencing
- IP speakers and clocks for emergency notification systems
- 3D scans of building interiors
- Upgraded fire suppression system
- Upgraded fire alarm system
- Playground safety enhancements
- Seismic upgrades at existing buildings
- Exterior lighting at buildings and parking lots

Mr. Mitzel emphasized that security is a long-term commitment and that more work is needed with board input and prioritization.

Amount spent on safety and security at each campus (includes ADA and roofs):

- AMS - \$3,963,153
- Trails - \$688,292
- Walker - \$7,416,658
- Helman - \$1,055,036
- AHS - \$13,037,230
- Bellview – \$190,000
- Maintenance/ Transportation/ Willow Wind - \$13,000

The District received nearly \$4 million from four grants to support these projects, and will continue to seek grants in the future.

7. Recurring Reports

A. AHS Student Report

Alternate AHS Board Representative Toby Pew delivered recent updates from the high school.

- Spring sports are in full swing
- Milli Vanilli lip-sinking rally in the gym
- Blood Drive – May 6, 2025
- Received lots of applications for the 2025-26 Leadership Team
- March Madness Rally- Students vs. Staff was a big hit. Staff won.
- AHS track team is competing at regional meets including Oregon Relays
- Brain Bowl will have a competition on April 19
- Model UN went to Eugene for a competition

B. OSEA Report

OSEA Board Member James Johnson shared a story about acquiring new sports balls for the kids at AMS. What began with a DonorsChoose account evolved into community members contributing additional funds, allowing AMS to purchase a fleet of fifteen new balls. Mr. Johnson displayed pictures of the students enjoying the new equipment.

C. AEA Report

AEA Board Representative Alan Parowski listed the latest events and activities from our schools.

- Last night, from 6-9 pm AHS hosted MORP – Backwards Prom
- AMS- Spring Splash Dance, Track Team fundraiser to purchase gear and uniforms, Pronto Print donating paper for certificates, Run With Grace summer scholarship programs fundraiser, Summer Camp opportunities
- Bellview- Penguin Rookeries, State Testing, Dignity and Belonging, Change Makers assembly, Alien rehearsals and the Hobbit project have begun
- Helman- Outdoor Field Trips, Strong Girls/Strong Women after-school program, Engineering and Design Challenge
- Walker- DaVinci Night, Spring Sing Recital
- Willow Wind- April 4th Willow Planting Ceremony, Talent show on April 25 at AMS

8. Board Reports

Chair Rebecca Dyson attended the AHS Banquet hosted by the Grizzly Parent Association. The sold-out event featured a silent auction and an energetic dessert auction. Board members took retired Board Secretary Jackie Schad out for a farewell dinner. ASD is sending three teams to the OBoB state championships. Dr. Dyson congratulated all the OBoB teams and announced that she is again running for the school board.

Director Ruby is excited about the success of the district's OBoB teams. He appreciated honoring Jackie Schad at her farewell dinner. Mr. Ruby continues to monitor State and Federal legislation. He mentioned a bill that Representative Pam Marsh is leading to increase funding for school-based health centers.

Director Skuratowicz expressed her gratitude for Jackie Schad's contributions to the district during her tenure as board secretary. Ms. Skuratowicz continues to support all candidates running for school board and encouraged everyone to attend the candidate forum at Helman School on April 14 and the AAUW candidate forum on May 4 at the high school theater. She also expressed appreciation for the community members willing to step forward and volunteer in our schools.

Director Hatch reported that the AHS banquet was fantastic and the Grizzly Parent Association surpassed their fundraising goal. The willow tree ceremony at Willow Wind was moving. Mr. Hatch is preparing for OSBA Legislative Advocacy Day on April 24 by reviewing various legislative bills. He expressed his gratitude for the tremendous community support for Ashland Schools.

Vice Chair Franko enjoyed the AHS Banquet and thanked the parents who helped make the event a success. She attended the Rotary luncheon and continues to support the Ashland Attainable Housing Project. Ms. Franko expressed her appreciation to Jackie Schad, especially for the wisdom she provided to the increasing enrollment committee.

9. Hear Public Comments (*The Ashland School District Board of Directors reserves this time for individuals to relay comments in writing to the Board regarding topics, not on the printed agenda.*)

Paul Kirby, a parent of a Willow Wind student, believes that the Youth Truth Survey does not accurately represent the ASD community and finds the cost excessive.

Erica Thompson, Director of the Ashland Schools Foundation since 2021, provided an update on ASF's activities. The ASF is responsible for funding numerous projects and programs throughout the district. The foundation is launching its annual fund drive with a financial goal of \$125,000. Erica encouraged everyone to participate in an Outreach Party. All parties are family-

friendly, held in the Ashland Food Co-op classroom, and offer free food and beverages. Tasks include making calls, writing cards, and recording pledges. Information about volunteering and donating will be emailed, and details can be found at ashlandschoolsfoundation.org. Ms. Franko expressed gratitude for ASF and all the work Erica does to promote ASD within our community.

10. Student Representative Report

Alternate AHS Board Representative Toby Pew reported that teachers have begun moving back to the Humanities building from Lincoln as the renovation project nears completion. He noted that navigating around the quad is a bit more challenging with all the fencing, but students are excited about the finished plans for the quad. Clash on the Quad will take place at 2:45 PM on April 16. Leadership will host an engagement fair for the student body to meet students running for student government positions on May 1. Applications have been collected for student board representatives for next school year, and interviews will be held soon.

11. Superintendent Report

Superintendent Hattrick began by introducing the Rotary Student of the Month, Mirabella Jones, a twelfth-grade student in our Catalyst Program at Ashland High School. Mirabella is recognized as a divergent thinker; she is self-reflective, humble, and consistently strives to make a positive impact on the world around her. She is currently painting a mural on the garden shed at Catalyst, conveying themes of interconnectedness and community. In the Catalyst Program, Mirabella focuses on fully embracing skills like metacognition and the concept of “owning your education.” She is a true example of someone who takes ownership of her learning journey and applies this self-awareness to every aspect of her life. Congratulations, Mirabella!

Per policy, IICA, Superintendent Hattrick informed the board about two upcoming out-of-state field trips:

- AHS Softball to Mt. Shasta on May 6, 2025
- AMS Band to Fairfield, CA, May 2-3, 2025

At the request of the board, Supt. Hattrick reviewed the process for public records requests.

- When the district receives a records request, it makes every effort to estimate the time and resources required to fulfill it, using formal procedures for such estimates.
- When the district receives a request, we inform the requester that we have received the request and that we have the records, have some, don’t have the records, or will have to search to determine if we have said records.
- We also estimate the time the district requires before the public records may be inspected or copies of the records will be provided, and an estimate of the fees that the requester must pay as a condition of receiving the public records.
- There are some circumstances in which we could also cite state or federal law that prohibits the release of certain records.
- It is not uncommon for the district to request additional information or clarification from the requester for the purpose of expediting the district’s response to the request. When a request is broad, we work through an iterative process with the requesting party to refine the scope of the request to deliver on their request without unnecessary resources being used.
- When a request is so broad that it could require extensive hours of research and staff time, we must recoup those costs to ensure our resources remain focused on student learning.

Dr. Hattrick reported that he presented at SOU’s Raider Education Day to aspiring educators. He continues to meet monthly with his Superintendent Advisory Council. He enjoyed attending the AHS Banquet, was invited to read to a kindergarten class at Helman School, and attended the tree planting ceremony at Willow Wind.

A. ACTION ITEM: Resolution recognizing May 5-9, 2025, as Teacher Appreciation Week.

In a Resolution, Superintendent Hattrick proclaimed May 5- 9th as Teacher Appreciation Week and encouraged the community to take part in the celebration to honor our teachers for their unwavering dedication and the lasting impact they make on our lives.

- ❖ **Motion:** Vice Chair Franko moved, and Director Skuratowicz seconded approval of the resolution as presented. The motion carried by a unanimous vote of the five members present.

B. 2025-26 Budget Restructuring Plan (Phase II)

Dr. Hattrick presented the Phase II Budget Restructuring Plan for the 2025-26 budget. These strategies were developed as a culmination of the collaborative efforts of the district's Cabinet and Lead Team. The primary issues that led us here include a general trend of overspending, a decline in enrollment, staffing increases with ESSER funds, and a lack of staff reduction following the expiration of those funds.

This year, an action plan successfully saved the district approximately \$2,229,000. The 2025-26 budget initiative, *Restructuring for Efficiency*, includes strategic FTE reductions, operational reorganization, and program optimization. Next year, we will see all schools have an average and/or minimum of 25 students/class, blended classrooms, and professional development for teachers transitioning to blended classrooms.

School site reduction proposals include:

- AHS – 3.17 FTE certified reduction with a potential reduction in Grizzly Online Academy
- AMS – 3.93 FTE certified and 2.5 FTE classified reductions and consolidating Teams
- Bellview – 1.0 FTE certified and 1.08 FTE classified reductions and eliminate one full classroom
- Helman – 2.0 FTE certified and 2.6375 FTE classified reductions with blended K/1 and 2/3 classrooms
- Walker – 1.0 FTE certified and .78 FTE classified reductions with blended 2/3 and 4/5 classrooms
- Willow Wind - .975 FTE classified reduction and increase class size to 25 per class
- TRAILS – 1.0 FTE certified and .3 FTE classified reductions and only fill openings in classes below class size target of 25
- Student Services – 5.15 FTE reductions and reallocating support across sites and programs

Administration continues to engage both labor unions to ensure transparent communication and collaborative implementation. Dr. Hattrick is committed to meeting with affected staff and providing support, including regional job placement. Throughout the 2025-26 school year, the Lead Team will continuously evaluate the restructured programs and adjust staffing and resources based on identified needs and enrollment. Strategic planning will start with an emphasis on Phase III at both the district and site levels. Marketing strategies, community collaborations, virtual/project-based online learning, and charter school options are all being explored. If enrollment continues to decline, planning for any necessary mergers or closures will be identified in early 2026. Dr. Hattrick will maintain transparent communication with families and staff throughout this transition.

Director Hatch proposed sending a message to parents regarding our preparations for teachers in blended classrooms, along with data and testimonials supporting this approach. Director Franko asked for this topic to be included in the agenda for the special session on April 24.

12. Finance Report

A. Finance Report for April 2025

Director of Business Services Sherry Ely presented the financial data for the period ending March 31, 2025. Overall, the current year's revenues align closely with the budget. There was a modest increase in local revenue collections for March, but we also observed a slight decrease in State School Funding for the same month, leading to a minimal reduction in total revenue collections through the end of March.

Director Ely was pleased to announce that the district has decreased the deficit by \$371,820 since February. This reduction in expenses has lowered the projected negative ending fund balance to \$2,266,239. If this positive trend continues from April through June, we should see an even greater positive effect on the ending fund balance.

Due to the apparent under-budgeting of expenditures, Director Ely may need to bring a resolution to the Board at their June meeting to move appropriation from general fund contingency to the general fund support services major function to align with local budget law which requires that any major function cannot end the year overspent. She reported that we did observe a reduction in March expenses in the Associated Payroll and Purchased Service categories; however, we also saw an increase in the 600 object category due to bus lease payment that had not been budgeted for. Overall, our expenditures are trending towards moderate savings.

Director Ely explained that purchased services are difficult to predict because they include substitute costs. Due to the heavy snow in February, the District did see an increase in custodial/maintenance sub costs. Also, with the new Oregon paid leave, we are observing more staff taking time off, which increases the need for substitutes. The majority of the associated payroll costs come from health insurance, which was not adequately budgeted given the increase in premium that took effect in January. Ms. Ely will conduct research to ensure our FY26 budget aligns more closely with actual costs.

Due to the budget shortfall, Director Ely believes that ASD will need to apply for at least an \$8 million loan to get us through June while maintaining a conservative 3% ending fund balance. The loan options being considered include a Tax Anticipation Note (TAN), full faith and credit, and a line of credit. We must wait a full 60 days from our legal posting before presenting a loan request to the board for consideration.

Director Ely noted that the debt service fund is projected to be overspent, if that is the case, she will present a resolution to the Board to increase the appropriation for that line item. She is also keeping a close eye on the internal service fund where the health insurance claims are paid from as the District is seeing an increase in claims costs.

As we enter budget season, Director Ely will hold a Budget 101 Orientation for all Budget Committee Members on April 16. She cannot discuss numbers for the 2025-26 budget until the first budget committee meeting in May.

Director Hatch expressed his deep gratitude for the efforts Director Ely is making to help secure our budget.

Noticing that it was 9:58 PM, Chair Dyson called for a motion to extend the meeting by 30 minutes.

❖ **Motion:** Director Skuratowicz moved and Director Hatch seconded to extend the meeting until 10:30. The motion carried by unanimous vote of the five members present.

13. Unfinished Business

A. ACTION ITEM: 2025-27 Integrated Application Plan

Grant Coordinator, Ericka Beck-Brattin, presented the district's 2025-27 Integrated Plan to the board of directors for approval and submission. The Integrated Plan aligns programs and common goals by centering supports from kindergarten readiness through college and career, particularly for focal group students. The Integrated Plan Team includes administrators, staff, and community members. The team used the Oregon Equity Lens and the Oregon Integrated Systems Framework (ORIS) to monitor the stages of implementation and their impact on students, staff, and families, with a focus on focal groups. They utilized various surveys and listening sessions to gather input and data. The District's Lead Team analyzed data and highlighted trends and themes to establish the following priorities:

- Retain mental and behavioral health supports
- Retain instructional supports
- Increase attendance district-wide
- Sustain and increase educational opportunities
- Sustain opportunities for community engagement
- Ongoing professional learning for staff

The intended outcomes of the Integrated Plan are:

- Increase proficiency in 3rd grade reading for all students and students in focal groups to 68% by 2028
- Increase graduation rates for all students and students in focal groups to 95% by 2028
- Increase the number of students prepared for postsecondary success
- Increase the rate at which students, staff, and families report experiencing a safe, welcoming, supportive, and inclusive environment

The key strategies that will help us achieve our intended outcomes are:

- Provide equitable access to social, behavioral, and mental health supports for students in grades K-12
- Increase student, family, and community awareness of educational opportunities and programs offered within ASD
- Strengthen collaboration with regional partners who represent or serve underserved populations through partnerships, trainings, and college and career exploration
- Provide high-quality, research-based professional development for staff to better understand and support all students, with particular attention to students who have currently and historically been underserved

The key investments of the Integrated Plan are:

- Retain/Implement behavioral and mental health supports- 25/26 SY: \$500,000, 26/27 SY: \$550,000
- Retain Instructional Supports 25/26 SY: \$1,800,000, 26/27 SY: \$2,100,000
- Increase Attendance District-Wide 25/26 SY: \$70,000 and 26/27 SY: \$75,000
- Sustain and Increase Educational Opportunities 25/26 SY: \$775,000 and 26/27 SY: \$825,000
- Sustain Opportunities for Community Engagement 25/26 SY: \$8,000 and 26/27 SY: \$8,000
- Ongoing Professional Learning for Staff 25/26 SY: \$30,000 and 26/27 SY: \$60,000

The team will use a variety of performance measures to monitor and evaluate each strategy with its intended outcome, which the board will be kept informed about throughout the school year.

With Board approval, Grant Coordinator, Ericka Beck-Brattin will submit the plan to ODE.

- ❖ **Motion:** Vice Chair Franko moved, and Director Hatch seconded approval of the 2025-27 Integrated Application Plan as presented by Ericka Beck-Brattin. The motion carried by unanimous vote of the five members present.

14. New Business

A. Youth Truth Survey – Tabled

- ❖ **Motion:** Director Skuratowicz moved, and Director Hatch seconded to table the agenda item 14A until we have the survey result to review. The motion carried by unanimous vote of the five members present.

15. Announcements and Appointments

- The Budget Committee will hold Budget 101 Orientation on Wednesday, April 16, 2025 at 7:00 PM in the District Office Conference Room, 885 Siskiyou Blvd., Ashland, OR.
- The Board will convene a Work Session on Thursday, April 24, 2025, at 7:00 pm via Zoom.
- The Budget Committee will hold its first meeting on Wednesday, May 7, 2025 at 7:00 PM in the District Office Conference Room, 885 Siskiyou Blvd., Ashland, OR.
- The Board will hold its next Regular Session on Thursday, May 8, 2025, at 7:00 PM in the City Council Chamber, 1175 E. Main Street, Ashland, OR.

16. Adjourn

There being no further business, Chair Dyson adjourned the meeting at 10:24 pm.

Submitted by:
Holly Rosser, Board Secretary

Date for Board Approval: May 8, 2025