

**THREE RIVERS SCHOOL DISTRICT
BOARD OF DIRECTORS
REGULAR MEETING
January 15, 2020**

Three Rivers School District Board of Directors met for a regular session, Wednesday, December 18, 2019 at the District Administration Office, 8550 New Hope Road, Grants Pass, Josephine County, Oregon. A full recording of the meeting is available on the District web page.

PRESENT

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

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

Administrators: Mark Higgins/Lincoln Savage Middle School Principal, Renee Hults/Manzanita Elementary Principal, Lori Higgins/Fleming Middle School Principal, Rob Saunders/Administrator of Technology and Support Services, Heather Yount/Fruitdale Elementary Principal, Kellie Lovell/Madrona Elementary Principal, Jody Hoffman/Sunny Wolf Charter School Administrator, Rachel Damiano/Hidden Valley High School Assistant Principal, Tanner Smith/Illinois Valley High School Principal, David Regal/Evergreen Elementary Principal, Damian Crowson/Hidden Valley High School Principal, Steve Fuller/Applegate and Williams Principal, Danny Pratt/Lorna Byrne Middle School Assistant Principal, Erik Lathen/North Valley High School Principal and Alicia Timbs/Ft. Vannoy Elementary Principal.

CALL TO ORDER

Board Chair Halsted called the meeting to order at 6:05 p.m. and led the audience in the Pledge of Allegiance.

AGENDA APPROVAL

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

The North Valley High School Choir sang a song for the board in honor of Board Recognition Month.

SAY SOMETHING POSITIVE

Ms. Dwyer thanked Hidden Valley High School teacher Keith Haley and his students who served the board members dinner prior to the board meeting in recognition of Board Appreciation Month. The dinner was wonderful, and she especially enjoyed talking to the students about their culinary program. Mr. Kelly thanked everyone who is in attendance at the board meeting. He appreciates everyone attending to talk about these topics. Mr. Halsted recognized his fellow members of the School Board. He could never ask to be on a better board. In addition, he thanked Board Secretary Shelly Quick for keeping them on track and in compliance with the law. Ms. Johnstun shared that there was a really great feedback session earlier today that was well attended at Ft. Vannoy. It was wonderful to get such honest and great feedback and questions. She also recognized the great job that Bret Eason has been doing building a music program at North Valley High School. Mr. York also commended on the great dinner and thanked all those in the audience for attending. Before the board has to make big decisions it's really nice to hear from the people they represent and navigate this stuff together and do the very best they can. Superintendent Valenzuela recognized the Board. He has worked with a number of different board members in different capacities and can say that this school board has a very intense focus on teaching and learning that happens in this district

without too much extraneous noise. Their consistent goals have paid off in a number of ways. Director Alderson recognized the TREA and OSEA bargaining groups. Working together, they have accomplished a lot this year. They have a real in it together-type mentality. It has been real refreshing and for the betterment of our kids at the same time. Director Allen-Hart acknowledged the staff in attendance. They put in long days and are making sacrifices to be here. Director Durrant recognized the ELL team leader and teacher Regina Jordan in the audience. They are currently serving 72 kids across 14 different buildings. She also shared that every fifth-grade teacher in the district and every middle school math teacher, along with the administrators, are consumed with learning about the PLC process and focused on math.

SUPERINTENDENT'S REPORT

- *Four Day School Week* –
 - Provided some history and an update on where we are at. A video was put out with him and Rich Halsted talking about the four-day week concept and what they are working on. He talked about different concepts of schedules and instructional minutes. With the instructional models being looked at are closer to adding 80 minutes at the elementary level (7:40-3:15); middle school would be an extra 75 minutes (7:45-3:30); and high school looks like 7:35-3:45 adding 55 minutes. He then shared various ideas on the potential fifth day concept: professional development opportunities and enrichment opportunities for kids – based on need.

SCHOOL BOARD RECOGNITION

- Superintendent Valenzuela read the *Proclamation from the Governor*, recognizing the school board and proclaiming January 2020 to be School Board Recognition Month.

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 – January 2020
- Athletic Coaches – January 2020
- Out of State Travel Request (1)
- Draft Minutes of Previous Meetings
 - October 2, 2019 – Board Work Session
 - October 16, 2019 – Board Regular Session
 - November 6, 2019 – Board Work Session
 - November 20, 2019 – Board Regular Session
 - December 4, 2019 – Board Work Session
 - December 18, 2019 – Board Regular Session
- Board Policy – Second reading
 - JFCF – Student Dress and Grooming
- Mr. Kelly made a motion to approve the Consent Agenda. Ms. Johnstun seconded the motion; the motion passed unanimously.

COMMUNITY COMMENTS

- Gene Merrill, director for the Youth Pathways program - shared his thoughts on the four-day week and how it could have a very positive impact on the internship program and the other potential human costs.
- Hailey Eells, Madrona parent - read a letter that she prepared to address various concerns of hers regarding the four-day week.
- Vicki DiStefano, teacher - urged the board to consider leaving the five-day week due to her concerns around our fragile kids which include those in poverty, SPED, ELL and struggling readers and their need for consistency.
- Susan Greely, OSEA - stated that we are all in this together. She values the relationship with the

school district and depend on each other. How will the fifth day affect the classified staff? There are a lot of unknowns and she urged the board to reconsider or postpone the decision to work through how it will look.

- Julia Richardson, TREA President – Shared reflections from members. They are committed to working with the District Office to do what's best for students and teachers. There are a lot of questions.
- Kim DeForest, teacher – Addressed the issue of planning. The relationships with students are very important; are they going to have a safe and secure place on the fifth day? They have a lot of questions and a lot of structures need to be looked at before a decision is made.
- Sara Evans, OSEA President – She thanked Mr. Valenzuela and Mr. Alderson for inviting the classified staff to the discussion on the four-day week really early in the process and assuring them that the livelihood of the classified staff is a priority to the district. She guaranteed the board that their 374 classified employees will do an excellent job four days a week or five!
- Emily Reyneke, Mountainside Transport – Encouraged the board to look at either a four-day school week or to keeping it a five-day week. There could be behavior issues due to a longer day. Also extending the hours of service for bus drivers.

REPORTS – NO ACTION

• **First Student**

- Laura Hansen and Tanya Kerr provided an update of their transportation services to Three Rivers and offered a proposal for their consideration to extend their existing contract. They addressed the following topics in their presentation:
 - Process
 - Daily Dispatch Report
 - Performance/Regional Assurance Teams
 - Operational KPI's that measure:
 - On-Time Performance
 - Pre-Trip Compliance
 - GPS Health
 - Technology
 - FirstView app – the rollout is in process. This app allows the school district and parents to track their child's bus ride to and from school.
 - FirstACTS (Active Conduct Tracking System)
 - FirstFeedback – online feedback management system.
 - New Product/Service
 - Type 10 Vans - allows the ability to transport a smaller number of students (up to 10 people) to eliminate the need for a bus, which will reduce costs. Van drivers meet the same requirements as bus drivers without the need for a CDL license.
 - Driver Staffing/Wages
 - Due to the shortage of CDL drivers and the ability to be fully staffed they have introduced several hiring incentives:
 - \$1,500 sign-on bonus for experienced CDL drivers;
 - \$1,500 sign-on bonus for new CDL drivers; and
 - \$500 employee referral bonus.
 - They have also implemented a 15% driver wage increase.
 - The existing contract expires in July 2020 and they are proposing a 3% increase, effective July 1, 2020 that includes all described technology as well as the wage increase for the drivers to improve staffing and service levels.

• **English Language Learner's (ELL) Report**

- Director Durrant explained that HB 3499 was the bill that was passed back in 2015, which took effect in 2016 where the legislature put aside monies specifically for districts that, based upon student data, needed assistance closing that achievement gap for the students that were identified as an English Language Learner. In 2016 Three Rivers was identified as a partner target district and have been working with ODE closely ever since. That came with grant money

in the amount of \$90,000 each year to help in the needed areas. One of those areas was the curriculum, which was not research-based. We needed curriculum in our K-6 that was targeted on the students at that level. We also did not have curriculum for newcomers. She then provided an overview of the report. In 2018-19 there were 35 identified EL students at 10 TRSD schools, that were handled by three staff. There were also 31 'monitored' students. These are students who have been exited from the EL program due to high test scores, but their school progress is regularly monitored for three years. This year there are 71 identified EL students at 13 TRSD schools, along with 35 monitored students. The district recently added an additional 5.5-hour EA position to handle the additional workload. She reiterated the goals are to increase test scores, increase parent participation, offer a two-week science summer camp and professional development.

Board Chair Halsted called for a break at 7:14 p.m.

Board Chair Halsted reconvened the meeting at 7:22 p.m.

ACTION ITEMS

• Four Day Week

- Superintendent Valenzuela shared that the Board would have the latitude to make a resolution to send notice to the Associations to explore the impact of moving to a four-day week in an effort to identify issues and the bargaining impact. He also reiterated that moving to a four-day week is not about the money although there is a lot of money to be saved.
- He then introduced four administrators to give their report to the board on the four-day week proposal: Damian Crowson-Hidden Valley, Kellie Lovell-Madrona, Danny Pratt-Lorna Byrne and Heather Yount-Fruitdale.
 - Mr. Crowson shared results from the most recent staff survey that included positives about the four-day week and positives about the fifth day.
 - Ms. Yount explained that there's a difference when we say something is positive when we are looking at the five-day model from the elementary perspective as opposed to the secondary students. One of the biggest questions at the elementary level is what is the academic impact? She then shared some reading data.
 - Ms. Lovell asked how are the additional 80 minutes going to be used that would be lost from that Friday to support the needs in reading and math? Additionally, what will be the academic impact on elementary reading and math?
 - Mr. Crowson then explained they then wanted to take a look at what would the impact be if we lost a fifth day on the initiatives that they have been investing in on the last three-four years in TRSD? These things included: RTI, planning and data team meetings, PLC's, Culture of Care/PBIS (69% of our TRSD students are at-risk), Link and Leaders/Web.
 - Mr. Pratt talked about what would the five-day model look like?
 - They then shared a list of student-centered questions they feel need to be answered.
- Mr. Valenzuela explained that there will be another, more clarifying survey going out to parents that will be school specific with a clearer question around would you support a four-day week if it was a four-day week and there wasn't this fifth day?
- There was discussion and additional comments by board members.
- Mr. Halsted said there is a need to reopen the classified contract to get collective input.
- Mr. Kelly made a motion that the district request to open negotiations/discussions with the classified and certified unions regarding the four-day week model. Ms. Johnstun seconded the motion. There was some discussion. Mr. Halsted called for a vote and the motion passed unanimously.
- Board Chair Halsted requested that a board member participate in the union meetings and asked for volunteers. He volunteered for the meetings with the classified union and another board member will participate in the certified meetings once a meeting schedule is known.
- Ms. Dwyer shared her biggest concern is for students who are at risk. We need to work with our community partners to come up with a plan. Other board members agreed that this is a huge issue.

- Ms. Johnstun asked when our deadline is to make a decision if we want to prepare to implement a four-day week next year – or at all? Superintendent Valenzuela responded that it will be driven by a couple of processes – mainly the negotiations with our two bargaining groups. The district will continue to work on answers to questions.
- Mr. Kelly thanked everyone participating in the process and working on it. There is a lot to this!
- **Division 22 Standards for Public and Secondary Schools 2018-19 Assurances**
 - Superintendent Valenzuela reported that this year the district does not meet in one particular area. It is in the area of PE instructional minutes – the number of required PE instructional minutes in the K-5 realm. It is required that we offer 150 minutes per week. Currently our schedules do not allow for that. To remedy the situation for next year we plan to offer things like structured play and structured recess. We also hope to leverage some of our Student Investment dollars to provide more FTE and support to provide those opportunities and get to the minimum standard. Ms. Johnstun made a motion to approve the district Division 22 Standards report. Mr. York seconded the motion; the motion passed unanimously.
- **Seismic Contract**
 - District Accountant Lisa Cross explained that for the Design-Build Construction project we were recommending approving the contractor. We did receive a protest this afternoon from one of the other vendors that submitted a proposal. She explained the protest was an objection because it was awarded to higher scoring firm. There was an error in one of the spreadsheets that was attached. She explained the error, and even with the correction, the recommended vendor was still the highest proposer. She then explained the bidding and scoring for the RFP process. After review of the process and correction of the error, it is still her recommendation to the Board to award the contract to Ausland and explained options to the board in moving forward. David McKay, our Program Manager from HMK, was also present, and answered questions for the board.
 - Mr. Kelly made a motion to overrule the protest. Ms. Johnstun seconded the motion. There was some discussion. Board Chair Halsted called for a vote and the motion passed 4-1 (Mr. York opposing).
 - Mr. Kelly made a motion to award the contract to Ausland. Ms. Johnstun seconded the motion; the motion passed unanimously.
- **OSBA Legislative Committee Position 5**
 - Board Chair Halsted stated that as a result of the initial voting process there was a tie vote between two of the three candidates: Dawn Watson (Phoenix-Talent 4) and Dianne Mihocko (Eagle Point 9). The OSBA requested school boards to vote again to break the tie.
 - Ms. Dwyer made a motion to vote for Dianne Mihocko from Eagle Point. Mr. York seconded the motion; the motion passed unanimously.

SUGGESTED FUTURE AGENDA ITEMS

- Mr. York asked about Woodland Charter School. Mr. Valenzuela responded that they will be doing their annual report to the board in April.
- Mr. Halsted would like to have the board vote on the request for Sunny Wolf Charter School to have a sixth. He realizes it is an administrative decision but would like to show the board support.
- Mr. Kelly would like to address the policy he dealt with in his soccer season.

FUTURE MEETING DATES

- Wednesday, February 5, 2020 – 5:00 p.m. – District Office – *School Board Work Session*
- Wednesday, February 19, 2020 – 4:00 p.m. – Illinois Valley High School – *School Board Regular Session*
 - Student Panel at 2:00 p.m.

ADJOURNMENT

Board Chair Halsted adjourned the meeting at 8:40 p.m.

Rich Halsted
Chairperson of the Board

Dave Valenzuela
Superintendent-Clerk