

LANE EDUCATION SERVICE DISTRICT	BOARD MEETING
1200 Hwy 99 N	Tuesday, December 1, 2020
Eugene, Oregon 97402	Regular Meeting: 6:00 PM

To join: <https://global.gotomeeting.com/join/356111381>
 You can also dial in using your phone. (For supported devices, tap a one-touch number below to join instantly.)

United States: +1 (571) 317-3112 - One-touch: tel:+15713173112,,356111381#
 Access Code: 356-111-381

An Executive Session will be conducted at 5:30 pm. to evaluate the Chief Executive Officer.

Board Members can connect to the Executive Session using the following information:
<https://us02web.zoom.us/j/86175249690?pwd=MHoxQjl1cWdrVkJ1R0MEND6Tk5tZz0>

9

Meeting ID: 861 7524 9690
 Passcode: v479vS

**LANE ESD BOARD MEETING
 AGENDA**

Tuesday, December 1, 2020

1. Call Regular Meeting To Order

The Board Chair will call the meeting to order.

Board Chair

2. Welcome

Guests attending the meeting will be introduced.

Board Chair

3. Public Participation

This is an opportunity for the audience to address the Board on topics either on, or not on, the agenda. There will also be opportunities for the audience to comment on specific agenda items as the Board addresses them.

The Board requests that a public comment add information or a perspective that has not already been mentioned previously, and that the patron refrains from repeating a similar point.

Please keep in mind that reference to a specific employee or group of employees, is prohibited as follows: Board policy BDDH - Public Comment at Board Meetings: "Comments Regarding Staff Members - Speakers may offer objective criticism of ESD operations and programs. The Board will not hear comments regarding any individual ESD staff member. The Board chair will direct the visitor to the procedures in Board policy KL- Public Complaints for Board consideration of a complaints involving a staff member. The association contract governing the employee's rights will be followed. A commendation involving a staff member should be sent to the superintendent, who will forward it to the staff member, his/her supervisor

and the Board."

This is an opportunity for the audience to address the Board on topics either on, or not on, the agenda. The Lane Education Service District Board encourages public input.

Due to the emergency resulting from the COVID-19 pandemic, access to the District facilities are limited and Board meetings are being conducted virtually. Emails from citizens who would like to provide comment will be read into record at this time. Emails must contain the citizen's name, address, and material that can be read within the three minute time limit.

Public comments can be emailed to the Superintendent's office, supt-office@lesd.k12.or.us, and must be received by 4:00 pm on Monday, November 30, 2020.

4. Presentation: Comprehensive Distance Learning

Renee Beard, Special Education Teachers

5. Agenda Review

Board Chair

6. Action Items

Board Chair

A. Consent Agenda

The Lane ESD Board of Directors has agreed to implement a consent agenda. All items in the consent agenda are adopted by a single motion unless a member of the Board or the Superintendent requests that such item be removed from the consent agenda and acted upon separately.

Generally, consent agenda items are matters which members of the Board agree are routine in nature and should be acted upon in one motion to conserve time and to enable the Board to focus on the other matters on the agenda.

Back-up materials for consent agenda items are included in the agenda packet as needed. Minutes of this meeting will reflect action on each item.

If any board member wishes to withdraw any consent group item, it will be moved to the appropriate section of the agenda.

BE IT RESOLVED that the Board of Directors of Lane ESD adopts the

consent group as submitted and listed below.

1. Lane ESD Board Meeting Minutes of December 1, 2020

3. Human Resource Report, dated December 1, 2020

Board Chair

Human Resource Report 12 01 20 14

Lane Education Service District - Board of Directors 10 06 20 15

Lane Education Service District - Board of Directors 11 03 20 22

B. Accept Financial Report

BE IT RESOLVED that the Board of Directors of Lane ESD accepts the Financial Report for November 2020.

Board Chair

Lane ESD Financial Report to the Board 11-30-20 33

C. Approve Policy Updates

Policy updates were first read at the November 3, 2020 meeting of the Board.

BE IT RESOLVED that the Board of Directors of Lane ESD adopt policy updates as presented.

1. All Students Belong Policy and Administrative Rule

On September 17, 2020, the Oregon State Board of Education adopted a temporary Oregon Administrative Rule (OAR) 581-022-2312 - All Students Belong. This rule took effect the following day and takes an unprecedented step to protect some of our schools' most marginalized students, as well as staff and others.

This rule requires that districts, ESDs, public charter schools and others receiving state funding for education adopt a policy prohibiting symbols of hate and addressing bias incidents by January 1, 2021. As a Division 22 requirement, districts will be required to verify that they are in compliance.

This rule prohibits the "use or display" of symbols of hate, including the noose, swastika, and confederate flag. The policy that you adopt must reflect this prohibition. Before adoption, we recommend that you forestall potential legal challenges by documenting the following:

- Previous incidents arising from the presence of these symbols or related issues;
- Why the presence of these symbols would cause a material and substantial disruption to the educational environment; and

- How these symbols interfere with other students' right to be secure and let alone in their schools.

The rule also defines a "bias incident" and requires related procedures and requirements. Because these requirements are unique to bias incidents, there is a newly created separate complaint procedure.

We expect that this temporary rule will be made permanent by the State Board of Education, and also that it could face legal challenges. OSBA will update the model policy and administrative regulation as needed.

This policy will also be included in our *Policy Update* later this month. Policy Plus subscriptions will be processed at that time. The Oregon Department of Education will also be releasing guidance to assist with implementation.

Board Chair

ACB - All Students Belong 34

ACB AR - All Students Belong 36

2. Footwear Policy

Lane Education Service District is committed to providing a safe and healthy work environment. As part of that commitment and due to the risk of slips, trips and falls resulting in personal injury, certain footwear is prohibited in the work environment. All footwear must be appropriate for the environment and the employee's job requirements. For example, open-toe shoes or "flip-flops" are inappropriate for agency work environments and create safety hazards for the wearer. Therefore, Lane Education Service District reserves the right to determine whether a particular style of footwear is appropriate for the workplace and/or job requirements.

Board Chair

Footwear Policy -final 38

D. Declaration of Board Vacancy

Erin Zygaitis has resigned from the Lane ESD Board of Directors due to a move of her primary residence outside of her elected zone. The Lane ESD Board of Directors will accept Ms. Zygaitis' resignation from the Board and declare a vacancy for Position 1 Zone 1.

BE IT RESOLVED that the Board of Directors of Lane ESD accept the resignation of Erin Zygaitis from Board Position 1 Zone 1.

BE IT FURTHER RESOLVED that the Board of Directors of Lane ESD declare a Board vacancy Position 1 Zone 1.

Board Chair

E. Appoint Audit Committee Member

The resignation of Board Member Erin Zygaitis has left an opening on the Lane ESD Audit Committee. The Board of Directors will discuss and appoint a member to participate in the Audit Committee for 2020-21.

BE IT RESOLVED that the Board of Directors of Lane ESD appoints a Board Member to serve on the 2020-21 Lane ESD Audit Committee.

Board Chair

7. Discussion/Reports

A. Legislative Update

Superintendent Scurto will provide an update in legislative activities if there are any updates.

Superintendent Tony Scurto

B. Superintendent Report

Superintendent Tony Scurto

C. Student Investment Account Funds

Superintendent Scurto and the Board will discuss Student Investment Account funds and how these dollars are spent in Lane County.

Superintendent Scurto

D. Complimentary Event: NSBA's 2021 Equity Online Symposium

NSBA has officially changed the 2021 Equity Symposium to online and is "Complimentary". The symposium will occur on February 10, 2021. Registration opens this Wednesday, 11/18.

The NSBA Equity Online Symposium provides a forum for school board members, public school advocates, and community leaders to examine and discuss the strategies, current trends, research, and best practices around equity in our nation's public K-12 schools.

Board Chair

8. Information from Administrative Staff

The directors of Human Resources and Title Programs, Special Education, Business Services, Technology and School Improvement have submitted written reports to the Board on matters of interest concerning his/her area of responsibility.

Technology

Special Education

To date most of our programs have provided exclusively Remote Learning in aligning with the practice of our host sites. An exception is our Life Skills classroom at Harrison Elementary in South Lane, which has been offering two hours per day of Limited In-Person Instruction, half of the class in the morning and the other half in the afternoon in order to keep group sizes small. Our plans to initiate a phased-in approach to Limited In Person Instruction at our Westmoreland campus have been postponed until late January in light of the upward-trending metrics in Lane County.

Administrative Staff

SI Team Board Report Dec 3 2020

40

9. Board Member Reports and Comments/Agenda Planning

Lane ESD Board, Liaisons, Advisors

A. Agenda Planning

Board members are invited to send agenda items to be considered for the next board meeting. Please call or email to the Board Chair or Superintendent.

Board Chair

B. Board Member Reports

Board members are asked to submit their reports in writing to be attached to Boardbook. Reports can be sent to the Executive Assistant in advance of the meeting.

As Board Members prepare their reports, please consider the following questions:

1. What programs did I visit over the last month? What committees did I participate in?
2. What is the connection to the LESD services and programs to the component districts or community?
3. What significance or meaning does the activity have to the broader community?
4. What are the next steps or follow-up activities planned?

Sherry Duerst-Higgins
Linda Hamilton

Leslie Harris

Nora Kent

Vanessa Truett

Rose Wilde

Scott Linenberger, Superintendents' Council Advisor

Emilio Hernandez, Community Advisor

Mike Anderson, Liaison, Creswell School District

Mark Boren, Liaison, Fern Ridge School District

Board, Advisors, Liaisons

Wilde Board Report Lane ESD Board Meeting December 1,
2020

43

10. Announcements/Correspondence

Board Chair

A. Acknowledgements and Recognition

Superintendent Tony Scurto

B. Kudos

Kudos to: Chris Antonetti

Reported by: Glenn Stark

Reason: For great effort and persistence in following up with WorkSource issues. She has really be a lifesaver during these unique times.

Kudos to: Jenn Davis, SaMara Evans and Deshonte Lomax

Reported by: Sara Mansfield

Reason: WOW! Just wow! Distance learning is so new and yet the three of you are make it look easy. The way you support students and families is so impressive. You remain positive, engaging, and interactive and your students are learning and making gains in this new venue. I am particularly impressed with how you use a variety of AAC to support both individual students as well as the classroom as a group. I feel very fortunate

to be working with you.

Kudos to: Kathleen Larsen, David Lanza, Lisa Baber
Reported by: Dave Standridge
Reason: Thank you for helping the McKenzie SD business staff in their time of need while they were displaced from their office during the fire.

Kudos to: Trace Mansfield
Reported by: Niels Pasternak
Reason: Trace is always there to help when students have technology needs and this year he has already helped multiple students in our class to get things like switch and appliance interfaces, larger monitors, and access to new educational programs online. Trace has shown me multiple helpful programs over the years such as www.freereadingprogram.com, he is a valuable and insightful team member and he helps a lot of our students. Thanks Trace!

Kudos to: Denise Chase
Reported by: Carol Knobbe
Reason: Thanks for jumping right in, rolling up your sleeves and learning a ton of new processes and procedures. We're glad you are here!

Kudos to: Alia, Donna, and Kim
Reported by: Jenn Williams
Reason: Shoutout to the wonderful staff that are at Churchill High School! They make CDL go so smoothly and the students have so much joy working with them. I am so lucky that I get to work with them. Keep up the amazing work, ladies!

Kudos to: Brent Buckelew, Mercedes Long, Nicole Agosto
Reported by: Cindy Johnson
Reason: Brent, Mercedes and Nicole are working face to face with students in the classroom. They are meeting the academic, social emotional and lifeskill needs of the students in addition to keeping the classroom and materials sanitized. Additionally they are offering digital learning opportunities for the students with on line morning meeting, music, large motor and cooking activities. They are an amazing team!!

Kudos to: Caitlin Lyons
Reported by: Randy Stark
Reason: Caitlin really stepped up to the plate when her team needed her. She ran the zoom class like a pro when the teacher was gone. She helped provide a consistent learning environment for her students.

Kudos to: Erin White
Reported by: Brittney Spencer
Reason: Taking on Ma ndt scheduling/organization and helping things run much smoother!

Kudos to: Eileen Brixley
Reported by: Crystal Feldt
Reason: Eileen is always very helpful when someone needs a hand, she goes above and beyond in the classroom. Truly thankful to work with such a nice person that is willing to take extra time to teach and help others.

Thank you to those who took the time to acknowledge co-workers/staff with kudos. Employees and Board members can submit a "kudo" any time during the month. To submit a kudo visit:
www.lesd.k12.or.us/forms/kudos.html

Administrators

C. Announcements

Board Chair

1. **Lane ESD Board Member Activities and Opportunities**

- Webinar - Charter Schools: Ask Me Anything
December 1, 2020, 12:00 pm
- Webinar - Dealing with Conflict on the Board
December 7, 2020 at 12pm

2. **Component District Board Meeting Dates**

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
	9/14/2 0 9/28/2 0	10/12/2 0 10/26/2 0	11/9/20	12/14/2 0	1/11/2 1 1/25/1 1	2/8/21 2/22/2 1	3/8/21	4/12/2 1 4/26/2 1	5/10/2 1	6/14/2 1 6/28/2 1
	9/16/2 0	10/21/2 0	11/18/2 0	12/16/2 0	1/20/2 1	2/17/2 1	3/17/2 1	4/21/2 1	5/19/2 1	6/16/2 1
	9/9/20	10/14/2 0	11/11/2 0	12/9/20	1/13/2 1	2/10/2 1	3/10/2 1	4/14/2 1	5/12/2 1	6/9/21
	9/21/2 0	10/19/2 0	11/16/2 0	12/21/2 0	1/18/2 1	2/15/2 1	3/15/2 1	4/19/2 1	5/17/2 1	6/21/2 1
	9/16/2 0	10/7/20 10/21/2 0	11/4/20 11/18/2 0	12/2/20 12/16/2 0	1/13/2 1	2/3/21 2/17/2 1	3/3/21 3/17/2 1	4/21/2 1	5/5/21 5/19/2 1	6/2/21 6/16/2 1
	9/21/2 0	10/19/2 0	11/16/2 0	12/21/2 0	1/25/2 1		3/15/2 1	4/19/2 1	5/17/2 1	6/21/2 1

	0									
	9/14/20 0	10/12/20 0	11/9/20	12/14/20 0	1/11/21 1	2/8/21	3/8/21	4/12/21 1	5/10/21 1	6/14/21 1
	9/14/20 0	10/5/20 10/19/20 0	11/2/20 11/16/20 0	12/7/20	1/4/21	2/8/21 2/22/21 1	3/8/21	4/5/21 4/19/21 1	5/3/21 5/17/21 1	6/7/21 6/28/21 1
	9/16/20 0	10/14/20 0	11/18/20 0	12/9/20	1/13/21 1	2/10/21 1	3/10/21 1	4/14/21 1	5/12/21 1	6/16/21 1
	9/14/20 0 9/28/20 0	10/5/20 10/9/20	11/2/20	12/14/20 0	1/11/21 1 1/25/21 1	2/1/21	3/1/21	4/5/21 4/19/21 1	5/3/21	6/7/21

	9/14/20 0	10/12/20 0	11/9/20	12/14/20 0	1/11/21 1	2/8/21 2/22/21 1	3/8/21	4/12/21 1	4/26/21 1	5/10/21 1	6/14/21 1
	9/28/20 0	10/26/20 0			1/25/21 1						6/28/21 1

11. Adjournment

- The next regular meeting is scheduled to be held Tuesday, January 5, 2021, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.

HUMAN RESOURCES REPORT TO LANE ESD BOARD

December 1, 2020

PROFESSIONAL STAFF (Information)

	Employee Name	Position	Effective Date	Notes
<i>Appointments</i>	Dees, Gerald	Security Systems Administrator, Trainee	12/1/2020	
<i>Leaves of Absence</i>				
<i>Discontinuation of Employment</i>				
<i>Change of Status</i>				

CLASSIFIED STAFF (Information)

	Employee Name	Position	Effective Date	Notes
<i>Appointments</i>				
<i>Leaves of Absence</i>				
<i>Discontinuation of Employment</i>	Stacy, Robert	Instructional Assistant, Life Skills	11/27/2020	Resignation
<i>Change of Status</i>				

VACANCY NOTICES (Information)

Posting #	Position	Closing Date	Notes
300	Instructional Assistant, Life Skills		Hold
301	Instructional Assistant, Life Skills		Hold
302	Instructional Assistant, Life Skills		Hold
303	Instructional Assistant, Life Skills		Hold
304	Instructional Assistant, Life Skills		Hold
305	Instructional Assistant, Life Skills		Hold
306	Instructional Assistant, Life Skills		Hold
307	Instructional Assistant, Life Skills		Hold
328	Sign Language Interpreter	Until filled	In process
333	Student Success Navigator, LAABSS	Until filled	In process
334	Data Coordinator, WREN	11/2/2020	In process
342	Instructional Assistant, Lane School	11/2/2020	In process
343	Instructional Assistant, Lane School	11/2/2020	In process
344	Instructional Assistant, Lane School	11/2/2020	In process
345	Security Systems Administrator, Trainee	11/5/2020	Position filled
348	Office Manager, School Improvement	12/4/2020	In process
352	Community Engagement, MEP (Douglas County)	12/1/2020	In process
353	Specialist, Multi-Tiered Systems of Support	11/20/2020	In process
354	Specialist, Continuous Improvement Design and Impl	11/20/2020	In process
355	Specialist, Social Emotional Learning	12/4/2020	In process
356	Youth Transition Facilitator, WIOA	12/7/2020	In process
357	Payroll Specialist	12/11/2020	In process
362	Instructional Assistant, Lane School	12/1/2020	In process
364	Youth Transition Facilitator, WIOA	12/7/2020	In process



LANE EDUCATION SERVICE DISTRICT

1200 Highway 99 North
Eugene, OR 97402

541.461.8200
541.461.8298 [Fax]

www.lesd.k12.or.us

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Regular Meeting
Tuesday, October 6, 2020 6:00 PM Pacific

District Office
1200 Hwy 99 N
Eugene, Oregon 97402

1. Call Regular Meeting To Order

2. Welcome

Board Members Present: Sherry Duerst-Higgins, Linda Hamilton, Nora Kent, Vanessa Truett, Rose Wilde, Erin Zygaitis

Board Liaisons Present: Mark Boren (Fern Ridge School District)

Board Advisors Present: Johnie Matthews (Superintendents' Council Advisor)

Administrative Staff Present: Superintendent Tony Scurto, Assistant Superintendent Carol Knobbe, Business Services Director Dave Standridge, Executive Assistant Julie Simmonds

3. Public Participation

There was no public participation.

4. Agenda Review

The agenda was reviewed.

5. Action Items

A. Consent Agenda

The Lane ESD Board of Directors has agreed to implement a consent agenda. All items in the consent agenda are adopted by a single motion unless a member of the Board or the Superintendent requests that such item be removed from the consent agenda and acted upon separately.

Generally, consent agenda items are matters which members of the Board agree are routine in nature and should be acted upon in one motion to conserve time and to enable the Board to focus on the other matters on the agenda.

Back-up materials for consent agenda items are included in the agenda packet as needed. Minutes of this meeting will reflect action on each item.

If any board member wishes to withdraw any consent group item, it will be moved to the appropriate section of the agenda.

BE IT RESOLVED that the Board of Directors of Lane ESD adopts the consent group as submitted and listed below.

1. Lane ESD Board Meeting Minutes of August 4, 2019
2. Lane ESD Board Meeting Minutes of September 3, 2020
2. Human Resource Report, dated September 30, 2020

DIRECTOR HAMILTON MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD adopts the consent group as presented. Director Wilde seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-014).**

B. Accept Financial Report

Business Services Director Dave Standridge discussed savings due to not hiring. Superintendent Scurto discussed initiating in-person instruction for some students and the costs associated with providing in-person instruction.

DIRECTOR ZYGAITIS MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD accepts the Financial Report for August 2020. Director Truett seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-015).**

C. Declare Budget Committee Vacancy

By law, the budget committee is charged with making recommendations concerning financial priorities. The budget committee will have the responsibility for reviewing the financial program of Lane ESD, reviewing the proposed ESD budget as presented by the superintendent and recommending an annual ESD budget in keeping with the provisions of applicable state laws.

Educational policy decisions, however, are the responsibility of the Board, not the budget committee. The committee does not have the authority to add programs or to approve additional personnel or increase salaries. While the committee may, in effect, delete programs because of a fund decrease in arriving at a levy figure, the committee is charged primarily with a fiscal evaluation of programs. The committee may, alternatively, recommend an amount that changes the proposed budget and may request the administration make such changes in accordance with priorities set by the Board.

The budget committee consists of the elected Board members and eight members appointed by the Board from component school district boards or designees of component district Boards. The members appointed by the Board shall consist of five members selected by ESD zone and three members selected at large. To be eligible for appointment, the appointive member must:

1. Live and be registered to vote within the ESD and, if a zone representative, must live within the appropriate zone;
2. Not be an officer, agent or employee of the ESD. No budget committee member may receive any type of compensation from the ESD. Reimbursement of budget committee expenses shall be in accordance with Board policy and administrative rule BHD/BHD-AR.

In its August meeting the Board will identify vacant budget committee positions which must be filled by appointment of the Board. The Board will announce the vacancies and receive recommendations of interested members of component school district Boards or designees of component district boards. Candidates for vacant positions must reside in the vacated zone. At-large vacant positions will be filled from among members of component school district Boards or designees of component district boards.

The appointive budget committee members will be appointed for three-year terms in the September meeting. The terms will be staggered so that approximately one-third of the appointive members' terms end each year. The Board may appoint budget committee members to as many consecutive terms as deemed appropriate. If any appointive member is unable to complete the term for which he/she was appointed, the Board will announce the vacancy at the first regular Board meeting following the committee member's resignation or removal. An appointment to fill the position for its unexpired term will be made at the next regular Board meeting.

Appointed member Jeff Ramp, Crow-Applegate-Lorane School District board member, Position 8's term expired June 30, 2020. The Board of Directors of Lane ESD will declare a vacancy for the Appointed Budget Committee Position 8, term to expire June 30, 2023.

Superintendent Scurto thanked Jeff Ramp for her service to the Lane ESD as a member of the Budget Committee.

DIRECTOR WILDE MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD declares a Budget Committee Vacancy. Director Hamilton seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-016).**

D. Declaration of National Hispanic Heritage Month

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.

WHEREAS, each year, the United States observes National Hispanic Heritage Month by celebrating the culture, heritage and countless contributions of those whose ancestors were indigenous to North America as well as those who came from Spain, Mexico, the Caribbean, Central America and South America; and

WHEREAS, what began in 1968 as Hispanic Heritage Week under President Johnson and was expanded by President Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15; and

WHEREAS, this year's theme, "Hispanics: Be Proud of Your Past, Embrace the Future" invites us to reflect on the legacy of Hispanic and Latino Americans who have served our country in the past and also those who continue to serve in significant and enduring ways today, whose rich culture and history are important to recognize in how they identify as either Hispanic or Latino; and

WHEREAS, although too numerous to recognize individually by name, Hispanics and Latinos serve as civil rights leaders and community organizers, politicians, soldiers, educators, journalists, first responders, pioneers in art and science, healthcare professionals, athletes, inventors, entertainers and so much more; and

WHEREAS, Hispanics and Latinos continue their rich history of significant and diverse contributions to the cultural, educational, economic and political vitality of our communities;

NOW, THEREFORE, BE IT RESOLVED, that the Lane Education Service District hereby proclaims September 15th - October 15th, 2020 as Hispanic & Latino Heritage Month and encourage all residents to honor the rich diversity of the Hispanic and Latino communities and celebrate the many ways they contribute to our nation and society.

DIRECTOR HAMILTON MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD hereby proclaims September 15th - October 15th, 2020 as Hispanic & Latino Heritage Month and encourage all residents to honor the rich diversity of the Hispanic and Latino communities and celebrate the many ways they contribute to our nation and society. Director Truett seconded and the

MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-017).

E. Approve Board-Superintendent Working Agreements

The Board of Directors of Lane ESD reviewed the Board-Superintendent Working Agreements at its September Board meeting. There were no suggested edits.

DIRECTOR WILDE MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD accepts its Board-Superintendent Working Agreements for 2020-21. Director Hamilton seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-018).**

F. Approve Superintendent Evaluation Process

The Board of Directors of Lane ESD reviewed the Evaluation Process for the Superintendent for the 2020-21 year at its September meeting. The Board consensus is to continue with the same evaluation tool for 2020-21 as was used in 2019-20, the old version of the OSBA Superintendent Evaluation tool.

The board discussed targeting the audience for performance feedback. Superintendent Scurto will provide input on the targeted groups.

DIRECTOR WILDE MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD approves the Superintendent Evaluation Process for 2020-21. Director Hamilton seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-019).**

G. Approve Lane ESD Board Member Committee and District Assignments

The Board of Directors of Lane ESD reviewed the 2019-20 Lane ESD Board Committee and District Assignments at its September meeting. The Board agreed to affirm assignments for the 2020-21 school year.

DIRECTOR KENT MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD affirms 2020-21 Board Committee and District Assignments as presented. Director Zygaitis seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES. (ESD Resolution #21-020).**

H. Nominate OAESD Legislative Committee Member

Every two years, OAESD forms a Legislative Committee for the upcoming long (odd year) session to study and address proposed or current legislation affecting the members, purpose, mission, or organization of OAESD. The OAESD Governance Council is asking for nominations for the 16 members of this Committee for the 2021 Legislative Session.

In accordance with the OAESD bylaws, the Committee is comprised of up to eight each of board member representatives and superintendent representatives including the Officers Council. The Officers Council representatives for the 2021 Legislative Session are as follows:

1. Mark Redmond, Superintendent, Malheur ESD (President)
2. Rose Wilde, Board Member, Lane ESD (Chair)
3. Paul Andrews, Superintendent, High Desert ESD (President-elect); Legislative Committee Chair
4. Kelly Bissinger, Board Member, Intermountain ESD, (Chair-elect)
5. Tenneal Wetherell, Superintendent, South Coast ESD (Past-President)
6. Bob Moore, High Desert ESD (Past-Chair)

The Governance Council is requesting nominations by ESD Board or Self for the remaining 5 Board Positions and the remaining 5 Superintendent Positions.

Nominations for Board representatives shall be submitted no later than October 16, 2020.

The time requirement for the Committee work is generally 2-3 hours per month beginning in December through the end of the session the first week of July in 2021.

Board consensus was to take no action on this item.

6. Discussion/Reports

A. Legislative Update

Budget

Superintendent Scurto indicated there has not been a meeting of the legislature since the last Board meeting. However, a Budget Forecast was recently issued and the economic downturn did not create as big of a shortfall as had been expected. Superintendent Scurto stated that schools likely will not need to cut further in remainder of the biennium. The next biennium remains uncertain.

B. Superintendent Report

Emergency Declaration of All Students Belong Initiative

There are now rules that assure students do not face racist or bullying, harassing tactics. The movement bans the display of a noose, the confederate flag, and swastika as the main hate symbols that interfere in a welcoming environment.

Support for Instructional Technology

The School Improvement department has made shifts to support Comprehensive Distance Learning, providing professional development for teachers in an engaging distance or virtual format.

Internet Connectivity

Technology staff, in coordination with Connected Lane County, have been identifying addresses or areas that lack connectivity. Some areas lack cell towers, some families face economic difficulties, and some areas are out of reach of internet connectivity.

C. OAESD Professional Development

The Board of Directors discussed the results of the OAESD Professional Development survey, designed to measure needs and interests of ESD Boards. The Board consensus is to submit comments from the Board members and average the responses to submit to OAESD.

D. OAESD Task Force on Equity and Racial Justice

The Board discussed identifying a representative to serve on the newly developed OAESD Task Force on Equity and Racial Justice. Board Vice-Chair Linda Hamilton volunteered to represent Lane ESD on the Task Force.

E. Fair Dismissal Appeals Board

The [Fair Dismissal Appeals Board](#), or "FDAB," has a number of openings for school board members. OSBA has traditionally tried to help fill vacancies and would appreciate your help in informing your board members about these openings. FDAB exists to hear appeals of teacher and administrator

dismissal. FDAB consists of 24 members appointed from specific categories, as dictated by statute, specifically [ORS 342.930](#) and a few other statutes. In terms of how FDAB works, it's composed as follows:

- Six members must be administrators in common or union high school districts. One member may be retired prior to appointment if the member had been previously employed as an administrator.
- Six members must be contract teachers, which one member can be a retired contract teacher. One member may be retired prior to appointment if the member had been previously employed as a contract teacher.
- **Six members must be members of common or union high school district boards at the time of their appointment.** (*Note: that includes ESD board members.*)
- Six members may not have any affiliation with any common or union high school district.

Statute also prescribes some size restrictions based on district enrollment. Three of six members have to be from different-sized districts, as follows:

- A school district with an average daily membership of less than 1,500 students;
- A school district with an average daily membership of 1,500 to 4,500 students; and
- A school district with an average daily membership of greater than 4,500 students.

When an appeal makes it to FDAB, a panel of three members are appointed to that case. One of these members will be a school board member, and panel members are selected in part based on their schedule. The hearings take place in the community where the appeal is from. ODE pays members for travel expenses to and from the meeting and hearings. As to the number of hearings per year it, [in recent years](#) the FDAB caseload has ranged from 0 to 12 cases, but not all went to hearing. Also, there is normally one annual meeting in October which lasts about two hours. This meeting is in Salem but there is also a phone in option. Since the onset of the COVID-19 emergency, FDAB hearings have been postponed, and if they were to be scheduled during the emergency, then I fully expect FDAB would meet virtually.

Currently, all six school board member slots need to be filled. This is unusual, and an opportunity. Because there is a need for all six spots, anyone who applies will be given consideration. OSBA seeks members from all district sizes and, ideally, members from across the state.

There was no interest from the Lane ESD Board to pursue a position on the Fair Dismissals Appeals Board.

F. OSBA Annual Convention Online

The Board of Directors discussed participation in the upcoming OSBA Annual Convention, scheduled for November 14, 2020. The event will be held virtually this year. Interested Board members can be registered by the Executive Assistant. Lane ESD will open for interested Board members to attend in person with appropriate social distancing.

7. Information from Administrative Staff

The directors of Human Resources and Title Programs, Special Education, Business Services, Technology and School Improvement may submit written reports to the Board on matters of interest concerning his/her area of responsibility.

8. Board Member Reports and Comments/Agenda Planning

A. Agenda Planning

Board members are invited to send agenda items to be considered for the next board meeting. Please call or email to the Board Chair or Superintendent.

B. Board Member Reports

Board members are asked to submit their reports in writing to be attached to Boardbook. Reports can be sent to the Executive Assistant in advance of the meeting.

As Board Members prepare their reports, please consider the following questions:

1. What programs did I visit over the last month? What committees did I participate in?
2. What is the connection to the LESD services and programs to the component districts or community?
3. What significance or meaning does the activity have to the broader community?
4. What are the next steps or follow-up activities planned?

Sherry Duerst-Higgins: No report.

Linda Hamilton: Attended KLCC's forum on Racism in Oregon Schools.

Leslie Harris: Absent

Nora Kent: Focused on registering voters and specifically the youth vote. Worked with the Government teacher from Siuslaw to register high school students.

Vanessa Truett: Children are attending Springfield schools through comprehensive distance learning.

Rose Wilde: Had several meetings with Gary Peterson of OAESD to prepare for the Governance Council meeting.

Erin Zygaitis: The Bethel Bond measure is a focus of energy.

Johnie Matthews, Superintendents' Council Advisor: Lowell School District is working to provide in-person instruction for K3.

Emilio Hernandez, Community Advisor: Absent

Mike Anderson, Liaison, Creswell School District: Absent

Mark Boren, Liaison, Fern Ridge School District: Volunteered for the Fair Dismissal Appeals Board. Fern Ridge School District hosted Dr. Marks to speak this month. The school board at Fern Ridge met in person for the most recent meeting. The Board has a vacancy posted.

9. Announcements/Correspondence

A. Acknowledgements and Recognition

Superintendent Scurto noted the Kudos in the Board packet.

The next Board meeting is on Election Day, November 3. The Board consensus is to begin the meeting early, at 5:00 p.m., to allow for election result viewing.

B. Kudos

C. Announcements

Component District Board Meeting Dates

D. Lane ESD Board Member Activities and Opportunities

10. Adjournment

The meeting was adjourned at 7:23 p.m.

- The next regular meeting is scheduled to be held Tuesday, November 3, 2020, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.



LANE EDUCATION SERVICE DISTRICT

1200 Highway 99 North
Eugene, OR 97402

541.461.8200
541.461.8298 [Fax]

www.lesd.k12.or.us

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Regular Meeting
Tuesday, November 3, 2020 5:00 PM Pacific

District Office
1200 Hwy 99 N
Eugene, Oregon 97402

1. Call Regular Meeting To Order

2. Welcome

Board Members Present: Sherry Duerst-Higgins, Leslie Harris, Linda Hamilton, Nora Kent, Vanessa Truett, Rose Wilde, Erin Zygaitis

Board Liaisons Present: Mark Boren (Fern Ridge School District)

Board Advisors Present: Johnie Matthews (Superintendents' Council Advisor)

Administrative Staff Present: Superintendent Tony Scurto, Assistant Superintendent Carol Knobbe, Business Services Director Dave Standridge, Executive Assistant Julie Simmonds

Guests: Christina Okesson, LCEA

3. Public Participation

There was no public participation.

4. Agenda Review

5. Action Items

A. Consent Agenda

The Lane ESD Board of Directors has agreed to implement a consent agenda. All items in the consent agenda are adopted by a single motion unless a member of the Board or the Superintendent requests that such item be removed from the consent agenda and acted upon separately.

Generally, consent agenda items are matters which members of the Board agree are routine in nature and should be acted upon in one motion to conserve time and to enable the Board to focus on the other matters on the agenda.

Back-up materials for consent agenda items are included in the agenda packet as needed. Minutes of this meeting will reflect action on each item.

If any board member wishes to withdraw any consent group item, it will be moved to the appropriate section of the agenda.

BE IT RESOLVED that the Board of Directors of Lane ESD adopts the consent group as submitted and listed below.

- 1. Human Resource Report, dated October 30, 2020**
- 2. Grant Report for November 2020**

DIRECTOR WILDE MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD adopts the consent group as presented. Director Truett seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-021).**

B. Accept Financial Report

Dave Standridge provided comments on the financial report.

DIRECTOR HAMILTON MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD accepts the Financial Report for October 2020 as presented. Director Kent seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-022).**

C. Accept Retirement of Assistant Superintendent

Assistant Superintendent Carol Knobbe has submitted her notice of retirement, effective June 30, 2021. Chair Duerst-Higgins and Superintendent Scurto expressed appreciation of the work of Assistant Superintendent Carol Knobbe. She will continue to work until June 30, 2020.

DIRECTOR HAMILTON MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD accepts the retirement notice of Assistant Superintendent Carol Knobbe. Director Truett seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-023).**

D. Approve Transit Dollar Requests from Component School Districts

Pursuant to ORS 334.177, as amended by 2013 House Bill 3401, a component school district board may request that a percentage of the state formula revenue received by Lane ESD be distributed to the school district for any purpose identified by the school district board. The request for these “Transit Dollars” will be distributed on an ADMw basis.

The ORS requires that the component school district Board submit the request to the Lane Education Service District Board **no later than November 1, 2020**. The percentage of funds requested may affect the school district’s ability to participate in the formal governance of Lane Education Service District.

DIRECTOR HAMILTON MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD approves Transit Dollar Requests from Lane County Component School Districts, as presented, for the 2021-22 Budget Year. Director Truett seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE AND ZYGAITIS VOTING YES (ESD Resolution #21-024).**

E. Re-Approve Local Service Plan - Year Two (inclusion of Lane ESD Student Success Act Support Plan)

Lane ESD recently learned that the Student Investment Act Support Plan needs to be integrated in the Local Service Plan and re-approved by the Board of Directors.

[Lane ESD Student Investment Act Plan](#)

The 2020 Lane ESD Student Investment Act (SIA) Plan is designed to support districts in meeting students’ mental or behavioral health needs, and increasing academic achievement for students, including reducing academic disparities for students navigating poverty, homelessness, and/or foster

care, students from racial or ethnic groups that have historically experienced academic disparities, students with disabilities, and students who are English language learners.

Lane ESD will engage districts in quarterly continuous improvement self-monitoring routines, helping to align the outcomes, strategies, and activities of the Student Investment Account, Continuous Improvement Plan, High School Success Plan, and Career Technical Education. Additionally, Lane ESD will host programming that empowers youth, families, and community members representative of the four focal groups to inform county and district initiatives; establish and support networked learning communities to support academic success, social emotional well being, community engagement, district capacity, and overall school and community climate; and partner with districts to provide educators and administrators high quality professional learning that supports culturally responsive-sustaining teaching and trauma-informed, restorative leadership.

Superintendent Scurto provided comments on the implementation of the Student Investment Act Plan. This plan was approved by the Superintendent's Council in June, the Board of Directors shortly after. Merging the Student Success Act Plan into the Local Service Plan is still needed, and so the Local Service Plan, including the Student Success Act, is presented before the Board for approval at this time. There are no other changes in the Local Service Plan or the Student Success Act Plan.

DIRECTOR HAMILTON MOVED: BE IT RESOLVED that the Board of Directors of Lane ESD re-approve the 2019-21 Local Service Plan - Year Two with the Student Success Act Plan language added. Director Wilde seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-025).**

F. Resolution to adopt the OSBA 2021-2022 Legislative Priorities and Principles as recommended by the Legislative Policy Committee

WHEREAS, the OSBA Legislative Policy Committee is charged under the OSBA Bylaws with developing the association's recommended Legislative Priorities and Principles, and

WHEREAS, the OSBA Legislative Policy Committee met in January, May and June to develop the Proposed OSBA Legislative Priorities and Principles for 2021-22, and

WHEREAS, the OSBA Legislative Policy Committee sent the Proposed OSBA Legislative Priorities and Principles for 2021-22 out to the membership of OSBA for comment and suggested changes, and **WHEREAS**, the overwhelming majority of the comments received by the membership were in support of the Proposed OSBA Legislative Priorities and Principles for 2021-22 developed by the OSBA Legislative Policy Committee, and

WHEREAS, the OSBA Legislative Policy Committee met via Zoom video conference call in August to review the feedback received by the membership, and

WHEREAS, the OSBA Legislative Policy Committee discussed the feedback from the membership and made no modifications to the Proposed OSBA Legislative Priorities and Principles for 2021-22, and

WHEREAS, the OSBA Legislative Policy Committee approved the Proposed OSBA Legislative Priorities and Principles for 2021-22 at its August meeting and urged the OSBA Board of Directors to approve the Proposed OSBA Legislative Priorities and Principles for 2021-22 and place them before the membership for approval.

DIRECTOR KENT MOVED: THEREFORE, BE IT RESOLVED by the OSBA Board of Directors that the Proposed OSBA Legislative Priorities and Principles for 2021-22 be placed before the membership for consideration during the 2020 OSBA election season, and

BE IT FURTHER RESOLVED that the Proposed OSBA Legislative Priorities and Principles for 2021-22 and a copy of this resolution be forwarded to all member boards of the Association in accordance with the OSBA Board of Directors adopted elections calendar.

Director Wilde seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-026).**

G. Appoint Budget Committee Member

Doug Perry from the Crow-Applegate-Lorane Board of Directors has volunteered to fill the Zone 8, At-Large seat vacated by Jeff Ramp on the Lane ESD Budget Committee. The appointment would be for a 3-year term, ending June 30, 2023.

DIRECTOR HAMILTON MOVED: THEREFORE, BE IT RESOLVED that the Board of Directors of Lane ESD appoint Doug Perry, Crow-Applegate-Lorane School District Board member, to the Lane ESD Budget Committee position 8, Zone 8. Director Harris seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-027).**

H. Approve Support for Showing Up For Racial Justice Western States Center Joint Message

Director Wilde shared a request to sign support for the Showing Up For Racial Justice Western States Center joint message by elected officials and civil society groups united against hate and election-related violence. Director Wilde has added her personal signature, representing herself, and asks that other board members will join her and that the Board formally address this request.

The Showing Up For Racial Justice Western States Center unequivocally condemns white nationalism and other movements that use bigotry to build political power. The Showing Up For Racial Justice Western States Center also condemns political violence and accelerationism from any part of the political spectrum.

Paramilitary and alt-right activity is a challenge to our values of inclusive democracy in Oregon. The Showing Up For Racial Justice Western States Center believes in an Oregon that is inclusive, and protects the right of every person to live, love, work and worship free from fear and bigotry. The Showing Up For Racial Justice Western States Center is committed to working together to protect our democracy and democratic institutions.

The statement for signature and support reads:

As elected leaders, we will-

*Continue to communicate clearly that voter intimidation and political violence will not be tolerated, and follow those communications with action;

*Use the power of our offices to pursue legal remedies to prevent and enforce consequences for voter intimidation and political violence, including:

- Providing clarity from prosecutors and law enforcement about consequences for voter intimidation and a commitment to enforce laws in an unbiased manner;
- Working with election officials and law enforcement to prioritize de-escalation;
- Pursuing all legal options to prevent the use of firearms for intimidation purposes at or near polling places;
- Pursuing the enforcement of any applicable anti-paramilitary laws;
- Opening lines of communication with community partners who can flag emerging situations that require intervention;
- Providing straightforward options for community members to report voter intimidation;

*Clearly set expectations for voters that they will be able to vote safely, freely, and without intimidation harm.

As civil society leaders, we will:

- *Work within our communities to provide safety information so that everyone is able to vote free from fear and intimidation;
- *Work with elected officials to communicate the needs of our communities and propose aligned strategies to meet those needs;
- *Strengthen our relationships with other civil society organizations so that we can act quickly and in a coordinated manner to respond to any incidents of voter intimidation or political violence.

We call on our colleagues in government, in the business community, in faith communities, in organized labor and nonprofits across Oregon to join us. When we all come together, there is no room for hate or violence.

DIRECTOR KENT MOVED: THEREFORE, BE IT RESOLVED that the Board of Directors of Lane ESD approves support for Showing Up For Racial Justice Western States Center Joint Message. Director Harris seconded and the **MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, KENT, TRUETT, WILDE and ZYGAITIS VOTING YES (ESD Resolution #21-028).**

6. Discussion/Reports

A. Legislative Update

Legislative Update

There was no legislative update for November, 2020.

B. Superintendent Report

COVID-19 Metrics

Superintendent Scurto discussed the adjustments in the general metrics for returning to in-person instruction throughout the state. Superintendent Scurto recognized Lane ESD's Sue Wilson for her assistance and expertise in supporting districts.

Advisor Emilio Hernandez cautioned educators and districts to be aware of equity and the impact on people of color within the context of the pandemic.

Retiring Superintendents

Malcom McRae (CAL) and Kathleen Rodden-Nord (Junction City) have announced they will retire at the end of the school year.

C. First Read: All Students Belong Policy and Administrative Rule

On September 17, 2020, the Oregon State Board of Education adopted a temporary Oregon Administrative Rule (OAR) 581-022-2312 - All Students Belong. This rule took effect the following day and takes an unprecedented step to protect some of our schools' most marginalized students, as well as staff and others.

This rule requires that districts, ESDs, public charter schools and others receiving state funding for education adopt a policy prohibiting symbols of hate and addressing bias incidents by January 1, 2021. As a Division 22 requirement, districts will be required to verify that they are in compliance.

This rule prohibits the "use or display" of symbols of hate, including the noose, swastika, and confederate flag. The policy that you adopt must reflect this prohibition. Before adoption, we recommend that you forestall potential legal challenges by documenting the following:

- Previous incidents arising from the presence of these symbols or related issues;

- Why the presence of these symbols would cause a material and substantial disruption to the educational environment; and
- How these symbols interfere with other students' right to be secure and let alone in their schools.

The rule also defines a “bias incident” and requires related procedures and requirements. Because these requirements are unique to bias incidents, there is a newly created separate complaint procedure.

We expect that this temporary rule will be made permanent by the State Board of Education, and also that it could face legal challenges. OSBA will update the model policy and administrative regulation as needed.

This policy will also be included in our *Policy Update* later this month. Policy Plus subscriptions will be processed at that time. The Oregon Department of Education will also be releasing guidance to assist with implementation.

Superintendent Scurto discussed the proposed All Students Belong policy, developed by the State Board of Education through OAR 581-022-2312. Oregon is the first state in the nation to ban hate symbols. Lane County has seen moderate success in keeping hate symbols out of schools, and it is helpful to have legal reinforcement. This rule is not limited to the symbols specifically identified in the language of the rule.

D. First Read: Footwear Policy

Assistant Superintendent Carol Knobbe presented the proposed footwear policy. The Lane ESD insurance carrier suggests the policy focus on references that apply to all staff. Staff should wear footwear that provides support, backing, avoiding flip-flops and shoes with an open heel or heels that exceed two inches.

Lane Education Service District is committed to providing a safe and healthy work environment. As part of that commitment and due to the risk of slips, trips and falls resulting in personal injury, certain footwear is prohibited in the work environment. All footwear must be appropriate for the environment and the employee's job requirements. For example, open-toe shoes or "flip-flops" are inappropriate for agency work environments and create safety hazards for the wearer. Therefore, Lane Education Service District reserves the right to determine whether a particular style of footwear is appropriate for the workplace and/or job requirements.

E. National School Psychologists Week

During the week of **November 9-13, 2020** schools throughout the United States will celebrate **National School Psychology Week (NSPW)** to highlight the important work school psychologists and other educators do to help all students thrive. This year's theme is "**The Power of Possibility**." The word "possibility" implies hope, growth, resilience and renewal. Possibility suggests that even something as small as a seed can grow into something magnificent. Henry David Thoreau wrote, “I have great faith in a seed. Convince me that you have a seed there, and I am prepared to expect great wonders.” The word “power” implies that things can and will happen. When we focus on what is possible, we have hope that students will grow, thrive and bloom and will be empowered to take the action steps necessary to do so.

School Psychologists help empower children to grow in areas of skill such as social skills, empathy, and compassion for others, as well as individual or intrapersonal skills such as problem solving, goal setting, and study skills. The concept that school psychologists continue to grow and develop as people and with our skills is central to our theme, as is the idea that with help, we can develop resilience beyond stressful circumstances. School psychologists are particularly skilled at assisting students and staff in seeing possibilities and developing positive change to thrive in school and life. Focusing on these possibilities can help us set goals, identify action steps, communicate needs, and engage in discussions to help create the connections necessary for students to develop critical academic and social emotional skills.

Additionally, school psychologists and school staff may be empowered to move toward positive change in all areas of leadership in the counseling room, the classroom, the community and beyond.

F. Native American Heritage Month

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also an opportune time to educate the general public about tribes, to raise a general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

During National Native American Heritage Month, the Board of Directors of Lane ESD affirms our commitment to working toward a society that fosters a deeper understanding and appreciation for the diversity of culture and history of the 573 federally recognized American Indian and Alaska Native nations in our country. This November and every month, we celebrate the culture and heritage of these remarkable Americans who deeply enrich the quality and character of our Nation.

7. Information from Administrative Staff

The directors of Human Resources and Title Programs, Special Education, Business Services, Technology and School Improvement have submitted written reports to the Board on matters of interest concerning his/her area of responsibility.

8. Board Member Reports and Comments/Agenda Planning

A. Agenda Planning

Board members are invited to send agenda items to be considered for the next board meeting. Board members are asked to please call or email to the Board Chair or Superintendent.

B. Board Member Reports

Sherry Duerst-Higgins: Alan Baas has resigned from the South Lane School Board. Linda Hamilton: Will attend the OSBA Convention in person at Lane ESD, and will invite Eugene School District Board members to accompany her.

Leslie Harris: No Report

Vanessa Truett: After fourteen years, Carol Dennis has resigned as president of the Lane Education Foundation Board. Director Truett will take her place, and Carol Dennis will continue to serve on the Foundation board.

Nora Kent: No report

Rose Wilde: OAESD signed on the Black Lives Matter resolution that education partners had signed. There will be a nomination for leadership of the Governance Council towards the end of the

year.

Erin Zygaitis: Purchased a home outside the zone she was elected to. Director Zygaitis will no longer be able to serve on the Board.

Johnie Matthews: Lowell is providing K3 instruction in person, looking to serve students in 4-6 grades as soon as possible. Even so, it will be difficult to transport while ensuring social distancing for all students.

Emilio Hernandez: Springfield Public Schools is concerned with returning students under the new metrics. A greater concern is parent choice and providing education to students through different models.

Mike Anderson: Absent

Mark Boren: Fern Ridge school district is providing limited in-person instruction to grades K3. The district has completed a facilities assessment. The Board of Directors has appointed Jackie Turle to its vacant position. All students in the district have received chromebooks.

9. Announcements/Correspondence

9.A. Acknowledgements and Recognition

9.B. Kudos

Kudos to: Miranda Rice and Tanya Ray

Reported by: Tracy Mansfield

Reason: Miranda Rice and Tanya Ray completed a crucial component of a project that will provide long-term benefits for any of our programs that draw upon visual supports. For each item on a vocabulary list of hundreds of core and fringe words, they gathered multiple examples of visual symbols in the public domain, all of them matching tech details that I am much too kind to bore you with here. (See? I even abbreviated the word technical to keep things moving along. So much for the critics who complain that I give too much info.) That task required determination, patience, attention to detail, focus, and something of an artistic flair. Their efforts have helped to free us somewhat more from the greedily clutching grasp of the VPB (Voracious Profit Beastie) that preys upon education (with slathering gobs of gross slobber). Which is a long and heartfelt way of saying, Thank you very much the both of you, I greatly appreciate your not running away screaming a mere few minutes into the task.

Kudos to: Lisa Baber & Dave Standridge

Reported by: Jeri Ingallinero

Reason: Thank you for making the loss of pay for furlough days less of an impact to those of us that only receive one check in June. Six days of pay loss in one check would be difficult. I appreciate the hard work and extra time that went into making the spread between two checks happen.

Kudos to: Sarah Apker, Teagan Wynne, Cindy Evans, Leslie Cooley

Reported by: Justin Radabaugh

Reason: Our transitions program was showcased on the Oregon Transitions Podcast this month. Kudos to this team for all their hard work creating a model program for the state of Oregon.

Thanks you!Kudos to: Lawren Ward

Reported by: Tricia Robison

Reason: Lawren has been a huge help getting the Serbu detention classroom set up for video conferencing. His patience and knowledge are much appreciated! Thank you!

Kudos to: Trent Linebaugh

Reported by: Annie Whiddon

Reason: Trent has been instrumental in writing and providing feedback on the ODE Operational Blueprints for the Daffodil School. Working between two agencies is challenging in the best of times, and during this pandemic his work has been the bridge that made it so I could cross back and forth! Thank you SO much!

Kudos to: Sue Wilson

Reported by: Annie Whiddon

Reason: Sue has been an incredible resource to help draft Reopening Blueprints, both for the ESD and our consortium. She has delved deep into the guidance provided by ODE and has somehow managed to keep up with all of the changes as they've come out. I don't know how I would have done this without her! Thank you, Sue!!!!

Kudos to: Ally Richardson

Reported by: Rebecca Coon

Reason: For being a support to Teacher, Staff, and Students. When I became the teacher at Agnus Stewart, Ally was my go-to person for information about students, families, and staff. She has build exceptional relationships, not only within the classroom but throughout the school.

Kudos to: The staff at the ESD office

Reported by: Anonymous

Reason: During this not so fun time, the staff have sent the necessary information to each of us to keep us informed as to what was going on. Information about the virus and how it was and could determine what our work would look like, Financial issues and the information regarding the Department of Employment. Thank You

Kudos to: The Tech Department

Reported by: Justin Radabaugh

Reason: Thank you for rolling up your sleeves and finding some creative solutions to support the Westmoreland campus.

Kudos to: The IT Department

Reported by: Natalie Hebin, SLP

Reason: Thank you so much for taking the time to move us to Gmail.

There are so many little benefits that are real game-changers. For example, with all the emails I'm bouncing around all day, it is so helpful that Gmail automatically reminds me to follow up after a few days. You guys have had a lot of adjustments to make over the summer and you did a great job.

Kudos to: Asia Tong Colburn

Reported by: Annie Whiddon

Reason: Asia is working with a life skills student who is a brand new interpreter user. Though interpreter dress code is to wear dark colors, Asia made the awesome decision to dress like a pumpkin to help her student learn the skill of attending to virtual instruction. The lengths she goes to for student engagement and access are truly astounding, and we are lucky to have her on our team.

Kudos to: Raesha Beard

Reported by: Sara Mansfield

Reason: Thank you so much for helping assemble AAC systems for students! Your attention to detail was much appreciated. It is already making a difference for students, family and support staff.

Kudos to: Pam Hatlen, Robert Uhler, and Cathy Burke-Maher

Reported by: Niels Pasternak
Reason: Pam, Bob, and Cathy have been amazing to work with especially during distance learning this year. They have maintained a consistently positive attitude and worked hard hosting multiple breakout room sessions and teaching a variety of lessons to our students every school day. They have also learned a lot of new things in a short amount of time this year and helped me to learn new things as well. I feel blessed and extremely grateful to get to work with them as a part of our team each day!

Kudos to: Elena Weigand
Reported by: Niels Pasternak
Reason: Elena has done an amazing job supporting our classroom this year as an SLP and she has taught us all a lot of new things. Her lessons are fun and engaging, she is always modeling a positive attitude, and she has been a pleasure to work with. Thanks Elena our entire SEHS team loves working with you!

Kudos to: Eileen Brixley
Reported by: Crystal Feldt
Reason: Eileen is always very helpful when someone needs a hand, she goes above and beyond in the classroom. Truly thankful to work with such a nice person that is willing to take extra time to teach and help others.

Kudos to: Erin White
Reported by: Brittney Spencer
Reason: Taking on Mandt scheduling/organization and helping things run much smoother!

Kudos to: Caitlin Lyons
Reported by: Randy Stark
Reason: Caitlin really stepped up to the plate when her team needed her. She ran the zoom class like a pro when the teacher was gone. She helped provide a consistent learning environment for her students.

Do you have an acknowledgment for a co-worker? Employees can submit a "kudo" any time during the month. To submit a kudo go here: www.lesd.k12.or.us/forms/kudos.html

9.C. Announcements

Alicia Hays, Eugene School District Board Member and Lane ESD Budget Committee Member (past) has been named Board Member of the Year by OSBA. The award honors outstanding volunteers who make a real difference in their communities. Hays' dedicated work on equity issues, especially for students who sometimes are overlooked, has earned her colleagues' esteem.

Hays is a retired director of Lane County Health and Human Services, although she has been temporarily supervising some health work during the pandemic. Coronavirus has increased the intersection of health and education considerations, but her job has always provided her a perspective on the needs of students and the role of schools to help them, she said.

In past years, the School Board Member of the Year has been named at OSBA's Annual Convention. But with pandemic restrictions shaking things up, OSBA surprised Hays at a virtual board meeting.

OSBA launched [the award](#) in 2018. Merle Comfort of the La Grande School District and InterMountain Education Service District and Anne Bryant of the Beaverton School District won

previously. The winner receives a commemorative keepsake and a year of free registration for OSBA events and is enshrined on a plaque in OSBA's Salem office.

Hays is the longest serving member on her board, appointed in 2007. She has served three times as chair and vice chair. Hays helped lead the district both through painful budget cuts and the passage of three construction bonds totaling \$559 million and three levy renewals.

9.C.1. Lane ESD Board Member Activities and Opportunities

- OSBA Webinar: How to Navigate the Event: Virtual Annual Convention, November 5, 2020, 12:00 p.m.
- OSBA Webinar: How to Navigate the Event: Virtual Annual Convention, November 11, 2020, 12:00 p.m.
- OSBA 74th Annual Convention, November 14, 2020
- OSBA: Legislative 101, November 18, 2020, 12:00 p.m.
- OSBA Webinar: Charter Schools: Ask Me Anything, December 1, 2020, 12:00 p.m.
- OSBA Webinar: Dealing with Conflict on the Board, December 7, 2020, 12:00 p.m.

Component District Board Meeting Dates

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
Bethel	9/14/20 9/28/20	10/12/20 10/26/20	11/9/20	12/14/20	1/11/21 1/25/21	2/8/21 2/22/21	3/8/21	4/12/21 4/26/21	5/10/21	6/14/21 6/28/21
Blachly	9/16/20	10/21/20	11/18/20	12/16/20	1/20/21	2/17/21	3/17/21	4/21/21	5/19/21	6/16/21
Creswell	9/9/20	10/14/20	11/11/20	12/9/20	1/13/21	2/10/21	3/10/21	4/14/21	5/12/21	6/9/21
CAL	9/21/20	10/19/20	11/16/20	12/21/20	1/18/21	2/15/21	3/15/21	4/19/21	5/17/21	6/21/21
Eugene	9/16/20	10/7/20 10/21/20	11/4/20 11/18/20	12/2/20 12/16/20	1/13/21	2/3/21 2/17/21	3/3/21 3/17/21	4/21/21	5/5/21 5/19/21	6/2/21 6/16/21
Fern Ridge	9/21/20	10/19/20	11/16/20	12/21/20	1/25/21		3/15/21	4/19/21	5/17/21	6/21/21
Junction City										
Lowell	9/28/20	10/26/20	11/23/20	12/14/20	1/25/21	2/9/21	3/8/21	4/5/21 4/26/21	5/3/21 5/24/21	6/28/21
Mapleton	9/16/20	10/21/20	11/18/20	12/16/20	1/20/21	2/17/21	3/17/21	4/21/21	5/19/21	6/16/21
Marcola										
McKenzie	9/16/20									
Oakridge	9/14/20	10/12/20	11/9/20	12/14/20	1/11/21	2/8/21	3/8/21	4/12/21	5/10/21	6/14/21
Pleasant Hill	9/14/20	10/5/20 10/19/20	11/2/20 11/16/20	12/7/20	1/4/21	2/8/21 2/22/21	3/8/21	4/5/21 4/19/21	5/3/21 5/17/21	6/7/21 6/28/21
Siuslaw	9/16/20	10/14/20	11/18/20	12/9/20	1/13/21	2/10/21	3/10/21	4/14/21	5/12/21	6/16/21
South Lane	9/14/20 9/28/20	10/5/20 10/9/20	11/2/20	12/14/20	1/11/21 1/25/21	2/1/21	3/1/21	4/5/21 4/19/21	5/3/21	6/7/21
Springfield	9/14/20 9/28/20	10/12/20 10/26/20	11/9/20	12/14/20	1/11/21 1/25/21	2/8/21 2/22/21	3/8/21	4/12/21 4/26/21	5/10/21	6/14/21 6/28/21

10. Adjournment

- The next regular meeting is scheduled to be held Tuesday, December 1, 2020, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.
The meeting adjourned at 6:12 p.m.

Lane Education Service District
2020-21 General Fund Financial Summary
 November 30, 2020

	Budget	Actual: Jul-Nov	Projected: Dec-Jun	Projected Total	Projected vs Budget	
					\$	%

Resources

1	State School Fund	14,844,500	7,372,067	7,263,404	14,635,471	(209,029)	-1.4%
2	Property Tax & Timber	7,797,500	2,831,857	4,996,207	7,828,064	30,564	0.4%
3	Services to Districts	817,325	-	857,754	857,754	40,429	4.9%
4	Other Local Revenue	257,000	149,705	106,200	255,905	(1,095)	-0.4%
5	Indirect from Grants	220,000	34,379	185,621	220,000	-	0.0%
6	Interest Income	99,000	28,180	35,256	63,436	(35,564)	-35.9%
8	Total Revenues	24,035,325	10,416,188	13,444,442	23,860,630	(174,695)	-0.7%
9	Begin Fund Bal: Unreserved	2,066,000	2,556,189	-	2,556,189	490,189	23.7%
10	Begin Fund Bal: Flex Funds	186,000	255,779	-	255,779	69,779	37.5%
11	Begin Fund Bal: Projects	-	15,346	-	15,346	15,346	-
12	Begin Fund Bal: Behavior	-	110,000	-	110,000	110,000	-
13	Begin Fund Bal: PD Funds	208,000	315,969	-	315,969	107,969	51.9%
14	Total Resources	26,495,325	13,669,471	13,444,442	27,113,913	618,588	2.3%

Requirements

15	Salaries	8,477,761	2,229,821	5,516,327	7,746,148	(731,613)	-8.6%	(1)
16	Benefits	6,203,666	1,571,772	3,957,475	5,529,248	(674,418)	-10.9%	(1)
17	Services	2,658,731	688,500	2,098,347	2,786,847	128,116	4.8%	
18	Supplies	227,575	225,274	67,270	292,544	64,969	28.5%	(2)
19	Other	141,400	155,477	10,500	165,977	24,577	17.4%	(3)
20	Interfund Transfers	378,200	348,200	15,000	363,200	(15,000)	-4.0%	
21	Transit Cash to Districts	6,295,421	-	6,849,351	6,849,351	553,930	8.8%	
22	Total Expenditures	24,382,754	5,219,044	18,514,271	23,733,315	(649,439)	-2.7%	
23	Ending Fund Bal: Unreserved	1,683,201	-	-	2,543,617	860,416	51.1%	
24	Ending Fund Bal: Flex Funds	221,506	-	-	411,012	189,506	85.6%	
25	Ending Fund Bal: Projects	-	-	-	-	-	-	
26	Ending Fund Bal: Behavior	-	-	-	110,000	110,000	-	
27	Ending Fund Bal: PD Funds	207,864	-	-	315,969	108,105	52.0%	
28	Total Requirements	26,495,325	5,219,044	18,514,271	27,113,913	618,588	2.3%	

29 Change in Unreserved Fund Bal (382,799) (12,572)

30 Unreserved Ending Fund Balance 7.0% 10.7%

(1) Includes delay in hiring for vacant classroom positions, budgeted management position and a reduction in anticipated substitute costs.

(2) Increase in equipment purchases to support distance learning.

(3) The increase in property and liability insurance was more than anticipated.

OSBA Model ESD Sample Policy

Code: ACB
Adopted:

All Students Belong

All students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All visitors are entitled to participate in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

“Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups.

“Symbol of hate” means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including, the noose, swastika, or confederate flag, and whose display:

1. Is reasonably likely to cause a substantial disruption of or material interference with school activities; or
2. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.

The ESD prohibits the use or display of any symbols of hate on ESD grounds or in any ESD- or school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly, except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, the ESD will use non-disciplinary remedial action whenever appropriate.

The ESD prohibits retaliation against an individual because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

Nothing in this policy is intended to interfere with the lawful use of ESD facilities pursuant to a lease or license.

The ESD will use administrative regulation ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

END OF POLICY

Legal Reference(s):

[ORS 659.850](#)
[ORS 659.852](#)

[OAR 581-002-0005](#)
[OAR 581-022-2312](#)

[OAR 581-022-2370](#)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).
Dariano v. Morgan Hill Unified Sch. Dist., 767 F.3d 764 (9th Cir. 2014).
State v. Robertson, 293 Or. 402 (1982).

OSBA Model ESD Sample Policy

Code: **ACB-AR**

Adopted:

Bias Incident Complaint Procedure

The term “bias incident” is defined in policy. Persons impacted by a bias incident shall be defined broadly to include individuals at whom an incident was directed as well as students in the larger school community likely to be impacted by the incident.

Step 1: When a staff member learns of a potential bias incident, the staff member will prioritize the safety and well-being of all persons impacted and promptly report the incident to the program administrator.

Step 2: The administrator or designee shall acknowledge receipt of the complaint, reduce the complaint to writing, and investigate any complaint of a bias incident. Responding staff will recognize the experience of all persons impacted, acknowledge the impact, commit to taking immediate action, and prevent further harm against those persons impacted from taking place. Redirection procedures, if any, will include:

- Educational components that address the history and impact of hate;
- Procedural components to ensure the safety, healing, and agency of those impacted by hate;
- Accountability and transformation for people who cause harm; and
- Transformation of the conditions that perpetuated the harm.

The administrator or designee must consider whether the behavior implicates other ESD policies or civil rights laws, and if so, respond accordingly.

The administrator or designee will make a decision within 10 days of receiving the complaint.

All persons impacted will be provided with information relating to the investigation and the outcome of the investigation. At a minimum, the information provided must include:

- That an investigation has been initiated;
- When the investigation has been completed;
- The findings of the investigation and the final determination based on those findings; and
- Actions taken with the person or persons who committed the harassing behavior to remedy the behavior and prevent reoccurrence when the actions relate directly to a person impacted by the event.

If any of the above information cannot be shared, a citation to the law prohibiting release and an explanation of how that law applies to the current situation will be provided.

Step 3: If complainant or a respondent wishes to appeal the decision of the administrator or designee, the complainant or respondent may submit a written appeal to the superintendent or designee

within ten school days after receipt of the administrator or designee's response to the complaint.

The superintendent or designee shall acknowledge receipt of the appeal and may meet with all parties involved. The superintendent or designee will review the merits of the complaint and the administrator or designee's decision. The superintendent or designee will respond in writing to the complainant within 10 school days.

The superintendent or designee will ensure that the requirements in Steps 1 and 2 (redirection procedures, notice, etc.) are continued to be met through Step 3, as appropriate.

Step 4: If the complainant or respondent is not satisfied with the decision of the superintendent or designee a written appeal may be filed with the Board within five school days of receipt of the superintendent or designee's response to Step 3. The Board may decide to hear or deny the request for appeal at a Board meeting. The Board may use an executive session if the subject matter qualifies under Oregon law. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative at the next regular or special Board meeting. The Board's decision will be final and will address each allegation in the complaint and contain reasons for the Board's decision. A copy of the Board's final decision shall be sent to the complainant in writing within 20 days of this meeting.

The [Board] will ensure that the requirements in Steps 1 and 2 (redirection procedures, notice, etc.) are continued to be met through Step 4, as appropriate.

Complaints can be filed with or communicated directly to the administrator or designee, in which case Step 1 will be skipped. Complaints against the administrator can be directed to the superintendent or designee and will begin at Step 3. Complaints against the superintendent or a Board member(s) can be directed to the Board and will begin at Step 4. If complaints begin later than Step 1, the individuals reviewing the complaint will ensure that all requirements are met.

The complainant, if a person who resides in the ESD, or a parent or guardian of a student who attends school in the ESD or a student, is not satisfied after exhausting local complaint procedures, the ESD fails to render a written decision within 30 days of submission of the complaint at any step or fails to resolve the complaint within 90 days of the initial filing of the complaint, may appeal the ESD's final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) 581-002-0001 – 581-002-0023.

Complaints may also be filed directly with the U.S. Department of Education Office for Civil Rights.

ESD administration will develop and implement instructional materials to ensure that all school employees and staff are made aware of this procedure and related practices. The materials will include reporting procedures, educational processes, and possible consequences.

When necessary, timelines may be adjusted by the ESD by communicating to all parties in writing. This communication must include a new timeline and an explanation of why the timeline must be adjusted.

Lane Education Service District Administrative Rule

Code:
Adopted:
Readopted:
Orig. Code(s): GCBE/GDBE-AR

Footwear

Lane Education Service District is committed to providing a safe and healthy work environment. As part of that commitment and due to the risk of slips, trips and falls resulting in personal injury, certain footwear is prohibited in the work environment. All footwear must be appropriate for the environment and the employee's job requirements. For example, open-toe shoes or "flip-flops" are inappropriate for agency work environments and create safety hazards for the wearer. Therefore, Lane Education Service District reserves the right to determine whether a particular style of footwear is appropriate for the workplace and/or job requirements.

Footwear Safety Best Practices

To ensure safety, footwear should be free of defects or contamination. Employees should:

- Decontaminate work shoes or boots that come in contact with hazardous substances.
- Keep footwear clean, particularly treads on soles.
- Check footwear periodically to make sure there are no rips, holes or other defects and for adequate tread remaining.

All Staff

Bare feet are not allowed. Footwear with laces must remain tied at all times.

Footwear worn in classrooms must be sturdy, provide a firm base and good support as well as have slip-resistant soles. Footwear worn in classroom settings should be closed-toe, regardless of the wearer's responsibilities or purpose for being there.

The following shoes will NOT be allowed to be worn while in a classroom, as they are considered a risk factor for trips and falls:

- Rubber shoes– Both with and without perforations in the shoe.
- Flip-flops or similar sandals with or without elevated heels.
- Any shoe with an open heel and no strap to secure the foot.
- Shoes with a heel in excess of 2 inches.
- Footwear that does not provide stability or where the foot raises out of the foot bed of the shoe with walking.

The following shoes are allowed in classrooms, with good professional taste expected.

Tennis shoes

- Nursing or other healthcare shoes
- Loafers with non-slip soles
- Shoes with closed toe and/or strap heel

Facilities Staff

Facilities Department staff are required to wear close-toed footwear that provide a firm base and good support as well as having slip-resistant soles. Facilities Department staff are required to wear studded “traction footwear” over-shoe devices when working outdoors in icy winter season conditions, such as when performing manual snow removal, exterior facility maintenance, etc. Approved traction footwear devices will be provided to affected employees at no cost.

Non-specialty footwear worn by those walking or working outdoors while in the scope of their job responsibilities must be appropriate for the conditions. For example, to help prevent slips and falls, boots or other appropriate footwear must be worn outdoors during inclement weather and/or while navigating snowy or slippery surfaces and must have an aggressive sole tread.

Staff who report to work in footwear that is considered unsafe may be sent home. Repeat issues with unsafe footwear may result in disciplinary action.

Lane ESD School Improvement Department Program Updates

Prepared for the Lane ESD School Board

Dr. Carlos Sequeira, Executive Director

Dec 1, 2020

The Lane African American Black Student Success Program

The Lane AABSS program is happy to report that our Black Student Publication Project has launched and our partnership with the SOJ/UO is going strong. Additionally, our partnership with CEQP is just as strong and the survey that Dr. Mururhi developed is in its final stages and should be launched soon (next two weeks). Our student success navigators are busy making connections with new school administrators as they continue to set up new affinity programs. We are working hard to include our staff in more implicit bias training for PD opportunities within the agency and among others. Our staff is also involved in the development of CRT modules (working with LRP). Finally, we are actively assisting the NAACP in the coordination and operation of the tutoring program at the Eugene Science Factory on Mondays, Wednesdays and Fridays.

The Western Regional Educators Network: Diversifying the Educators Workforce

The WREN is adding members to the team and preparing to launch two change ideas. The changes currently being designed and implemented are the Anti-bias Hiring Practices Training Module and a Regional Affinity Group for Teachers of Color. Our team is expanding as we are hiring up to two full-time Continuous Improvement Education Specialists and a full-time Data and Measurement Coordinator while also seeking to add a teacher representative from every district to assist with designing change ideas and streamlining the communication loop from the WREN to the district and back.

Instructional Technology

The ESD continues to support districts with instructional technology requests. We are up to Episode 12 of the Distance Learning Playbook Unpacked, showing how the techniques presented in the book can be put into practice. Most weeks we invite a teacher on to the episode to share how they are using the techniques learned to enhance learning for their students. Three self-paced courses are now available for PDU's including Google Classroom, screencasting and Kami with more on the way. Individual teachers from many of our districts get personal email and phone support as well as building wide PD.

High Expertise Teaching:

HET is continuing to work with our partners from Research for Better Teaching to make all of our modules available in a virtual format. We have had a couple of Module 1: The Knowledge Base of Teaching courses with our partner districts and have one scheduled for January that will be open to

teachers from any district. We will be doing a Module 4: High Expectations Teaching in South Lane starting in January and will begin to schedule open courses after winter break.

Math Education

Maddy Ahearn and Erica Pifer continue to work with districts around prioritizing standards for the 2020-2021 school year. The public draft of the new Oregon math standards will be released in January and we are working with ODE to schedule a time for Lane County teachers to come together to give feedback to the ODE math specialists. We are continuing to support our teachers who are rolling out Introduction to Data Science (IDS) and are working on creating the framework for a +1 math course in Financial Algebra.

Science Education

We are continuing to build on our work from the summer to support distance teaching of Patterns courses. We are partnered with Lane STEM and Portland Metro STEM Hub, who is offering distance physics, chemistry and biology workshops for teachers. Additionally, at the ESD we are planning a January workshop for Physics teachers, and working to support Chemistry and Biology workshops in the future.

Equitable Grading Practices Workshops

We are partnered with a district leader in equitable grading practices, Caitlin Everett (STEM TOSA and Assessment district leader, Beaverton School District) to run 2 workshops in December. Currently we have 57 participants registered for the 12/2 Equitable Grading Practices Workshop (beginner) and 15 participants registered for the 12/16 Equitable Grading Practices Workshop (intermediate/advanced).

Lane Regional Promise

We are currently working to support teachers in their dual credit instruction via distance learning by offering individual mentorship to teachers and curating resources and relevant professional learning opportunities. With the loss of Promise Program funding from the state, we are developing a plan for program sustainability in order to continue the important work of making dual credit courses available to all students across Lane County.

Tribal History/Shared History:

We continue to share resources and professional learning opportunities with the teachers who attended the SB 13 training in February. We are looking ahead to reconvene this group in some capacity this spring.

CTE New Teacher Network

The Lane CTE team is working collaboratively to support teachers who are new to CTE through professional learning communities that meet throughout the year. Teachers participate both

asynchronously and synchronously in this year long cohort in which we build community among teachers and provide an in-depth support network for navigating the first year of CTE instruction.

Distance Learning Playbook Unpacked

Dustin Dawson and Cassadie Ross produce a weekly video podcast for teachers in which we build upon the principles outlined in the Distance Learning Playbook. Many episodes feature special guests, who are often teachers from our area, to talk about what's working in CDL.

Careers in Technical Education

- **(VTN) Virtual Teacher Networks: Continuous—monthly virtual** gathering space with each career learning area hosted by Lane CTE. Ongoing professional learning, collaboration, & shared practice with all CTE teachers in Lane County. [Lane CTE VTN \(Virtual Teacher Network\)](#)
- Lane CTE has just completed the Fall specific career learning area **Regional Advisory Committees (RAC)** for all Lane County ODE approved Programs of Study. We are partnering closely with Connected Lane County and Lane Community College on this effort. The Committees meet quarterly to solve problems and collaborate, and ultimately assist in developing more career learning opportunities for students, advising new and emerging occupations, industry credentials/college credits, review curriculum/equipment, etc. [RAC Schedule, 20-21](#)
- 2020-2021 **Career Pathway grants were released** by ODE in late October. Lane CTE worked with all District recipients to complete and submit applications that were due Nov 16.
- **The Lane CTE website** is nearly complete! The newly designed website will be a tool for parents/students, educators and administrators of CTE, as well as community and industry partners. Stay tuned!

Lane ESD Board Meeting December 1, 2020
Board Member activities report - Rose Wilde
My what a busy month it has been!

OAESD activities:

November 12 - OAESD Governance Council - Chair

Major business of this meeting was to solicit ideas from the Governance Council regarding their expectations and wishes for the outcomes of the Equity and Racial Justice Task Force. Members split into breakout groups with representatives from three ESDs in each group, and returned to share feedback from their group. This feedback was varied and addressed both specific and general ideas. The Governance Council also heard reports and updates from staff, including a report on finances, and approved membership of the Equity and Justice Task Force and new members of the Legislative Committee.

November 16 - Officer's Council meeting - Chair

This meeting was primarily meant to help take the feedback from the GC meeting regarding the Equity and Justice Task Force and make some sense of it by identifying themes and areas of agreements. We decided to err on the side of giving more information to the Task Force to sort out rather than remove content. We also approved hiring a facilitator for the Task Force and made a plan to follow up with Nancy Golden.

November 25th - Meeting with Nancy Golden, Mark Redmand (OAESD President - Superintendent of Malheur ESD) and Gary Peterson (OAESD Executive Director)

The leadership of OAESD met with Nancy Golden to review the agenda and provide some context and information about the Association and membership.

OSBA Annual Conference Nov 14| 2020

- 1) Gary Peterson and I cohosted a morning Themed Networking Meeting on ESDs and had casual conversations with a few board members who joined us. Managing reopening was the primary topic.
- 2) Morning Workshop - I co-presented a workshop with two educators on the topic of Responding to Hate in Schools. We had about 80 participants registered but we could not tell who was actually present (at least a few dozen), and good participation in the activities, despite the set up as a Webinar, which did not allow group breakouts or much conversation. But the Pathable Chat function did allow us to get some feedback and it seemed like the topic was well received. It was clear from the polls, that everyone had at least some awareness of hate incidents in their district, and most expressed some need for additional support to know how to respond. We were able to provide copies of the toolkit on Confronting White Nationalism from the Western States Center and some practice using it to problem solve scenarios - identifying what were the appropriate BOARD member roles and responsibilities. We would love to do a follow up, repeat, and longer session to allow for greater practice using the toolkit and discussion about policy and prevention.

- 3) The general sessions were useful, but I was pretty distracted by doing my own workshop to take many notes. Cold Gill did an update on the Governor's reopening updates and freeze requirements announced that day. Dr. Bryant Marks did an updated presentation on implicit bias and how to counter it, too.
- 4) The Regional Roundtable was well attended and Tony took on a larger role facilitating that, with Linda Hamilton as our host.
- 5) Afternoon workshop - Bill Graupp (N. Marion) and Heidi Sipe (Umatilla) gave a workshop on the board's role in promoting diversity in administration citing information from the a free online booklet: The Educator Diversity Playbook - <https://seeourtruth-ny.edtrust.org/playbook/>.
Some themes included that school board can 1) signal and embrace the importance of teacher and administrator diversity; 2) should track data regarding employee diversity including in recruitment steps such as interviewing and hiring, and retention, 3) question and change recruitment and school practices to increase the diversity of applicants; 4) improve the working environment of educators of color (and all educators as a result); 5) invest in mentorship and career ladders for current and aspiring leaders (of all backgrounds, but making sure to offer these opportunities to underrepresented folks).

Local Events:

November 4 - rally for democracy - Non-partisan coalition event at Federal Building with GREAT MUSIC and speakers (majority were people of color, including Sammy Alcantar, from City Union de Activistas) who spoke about the importance of democracy, free and fair elections, and the importance of patiently waiting for the election results to be concluded. Many local public figures attended, and the MCs with Ellie McDonagh and Rabbi Ruhi. I helped coordinate the speakers with a team. It was lots of fun and there was no conflict or hostility at the event despite the concerns about political violence or tension following the election.

November 16th - LESD all staff on COVID prevention (listened in to this short meeting)

Coming up:

December 2nd - first meeting of OAESD Equity and Justice Task Force (Chair is ex-officio member)

December 10 - OAESD 2021 Legislative Committee meeting