

**Gervais School District #1
School Board Regular Session Meeting Minutes
Thursday, February 25, 2021**

REGULAR SESSION

Director Martin called the School Board of Gervais School District #1, Marion County, into a Regular Session on Thursday, February 25, 2021, at 6:00 p.m. via ZOOM online. Board members present included: Henry Bustamante (joined 6:05 p.m.), Maria Caballero, Ana Contreras, Lorraine Martin and Debbie Sullivan. Others present included Caryn Davis, Dandy Stevens and Sandra Segura.

1.0 CALL TO ORDER

1.1 Pledge of Allegiance

Director Martin called the School Board Meeting to order with the Pledge of Allegiance at 6:00 p.m.

Director Martin reminded all that if they wished to speak during public forum they should indicate that by using the "chat" feature. She added that the School Board will not here about complaints about staff during this time.

2.0 INTRODUCTIONS & ANNOUNCEMENTS

Ms. Stevens asked to move agenda item 02-21-2.4.1 to a discussion item. She said that the committee members were going to present but since the meeting got rescheduled due to the ice storm. They will be presenting at the March board meeting.

Ms. Stevens announced that next week will be "Classified Appreciation Week" and the district has a small token that will be given to them to show appreciation for their hard work. The board would like to declare a resolution to celebrate them.

Director Martin read the resolution in appreciation of the classified group.

Motion:

There was a motion made by Director Bustamante and seconded by Director Caballero that the Gervais School District Board of Directors move to adopt the week of March 1-5 as "Classified Appreciation Week".

2.1 Public Forum Sign-Up:

None.

Public Forum Sign-Up included:

None.

2.2 Visitor Guest Book

Those present included: Uriel Aguilar, Andrew Aman, Tim Bowman, Caryn Davis, Kay Gage, Dora Guerrero, Creighton Helms, Bob Martin, Esther Oropeza, Ken Stott, and Sylvia Valentine-Garcia.

3.0 APPROVAL OF MINUTES

There was a motion made by Director Bustamante and seconded by Director Caballero that the Gervais School District Board of Directors approve the minutes from the Working & Executive Session on January 18, 2021, and the Regular Session on January 21, 2021. The motion passed 5-0.

4.0 PUBLIC FORUM:

None.

5.0 REPORTS

Student Council

Uriel Aguilar (vice president) reported on current and future student projects:

- Pet dress up day was in October
- Making a student blog
- End of the year slide video while working online

- Did a video for drive-in and will do another video announcing sports
- Had a staff versus staff game today against North Marion School District in a smaller scale. Funds raised will towards Will go to the American Heart Association and the Gervais and North Marion student councils.

Administrators Reports

Athletic Department

Mr. Bowman reported on the requirements involved to be in compliance to start sports again. He said that the sports that are back are football, soccer, volleyball, and cross country. He shared the number of students that are eligible for each sport. He added that at this point, fans are not allowed due to the number limits allowed but games will be video streamed for parents to watch.

Tutoring Update

Director Martin asked for an update on tutoring.

Ms. Valentine-Garcia said that with the incentives that were donated they have told students to invite a friend and they will get a reward as an incentive. She stated that she anticipates the program growing and plans to continue this program after students return to the hybrid model. She said that next month she will prepare data in regards to these services to share.

There was further discussion regarding whether more incentives were needed to help the program to continue to grow.

Gervais High School

There was a brief discussion about the increasing enrollment numbers for the high school.

Ms. Stevens said that although the high school gained a few students enrollment is still decreasing.

Ms. Stevens shared the dates and order of when students will be returning on a hybrid model.

Financial Report

Ms. Davis shared details about the second RFP that the district posted in regards to the search for new auditors to audit the financials for the following year. She added that she feels confident that the district will get more interest this second time around due to making some changes to match the evaluation criteria and having a longer timeline.

Director Bustamante said that he is aware that the district is getting CARES money and was wondering what is being purchased with that money.

Ms. Davis said that many items have been purchased with those funds to follow guidelines such as touchless soap and towel dispensers.

Superintendent Report

Ms. Stevens gave a brief update on the contact tracing devices that the district purchased for grades 6-12, staff, and specialists to wear to help keep the 6 feet distance among each other. She gave details on how the device works and stated that it is not a GPS and the main purpose of this device is contact tracing in the event of a COVID infection.

Director Martin said that it would good if she communicates about these devices to the parents.

YouthTruth Student Survey

Ms. Stevens said that the district started doing this survey and the data gathered will be very helpful for the district. She said that data is kept for ten years although it's expected to change over time. She expanded on how the rating works with this survey. She added that specific questions were asked on the survey that are around diversity, equity, and inclusion. She said that an identifier was added for our Russian population to help with their needs as well. She stated that this input will be very important to include as part of the work on the equity and inclusion document. She said that in March she will have

fifteen days of data going out to parents so they can see that data from the survey matters to the district and will do another communication at the end of the year.

There was a brief discussion that this survey will be done yearly.

6.0 BOARD FOCUS/MEMBER TOPICS:

None.

7.0 CONSENT ITEMS:

7.1 Approve

New Hire / Temporary/Rehire:

Mara Arnold, GES Teacher

Sylvia Barocio, Daycare Worker

Madeline Cortes, GES Teacher

Alyssa Ventura, Daycare Worker

Extra Duty:

Fenya Aman, GHS Assistant Volleyball Coach

7.2 Approve

Contract Change / Renewal:

Recall:

7.3 Approve

Resignation/Retire/Termination/Non-Renewal:

Sylvia Barocio, Childcare Worker

Alyssa Ventura, Childcare Worker

Decline:

Reduction in Force:

7.4 Approve

Licensed Teachers, Licensed Administrators, and Classified Managers Renewal Probationary Employee Contracts

Gervais School District#1 Board of directors approves the Licensed Teachers, Licensed Administrators, and Classified Managers Renewal Probationary Employee Contracts, as shown in agenda item 02-21.7.4.

7.5 Approve

Licensed Teachers, Licensed Administrators, and Classified Managers Contract Employee Extensions

Gervais School District#1 Board of directors approves the Licensed Teachers, Licensed Administrators, and Classified Managers Contract Employees Extensions, as shown in agenda item 02-21.7.5.

Motion:

There was a motion made by Director Bustamante and seconded by Director Caballero that the Gervais School District Board of Directors approves the consent items en masse as listed on the agenda. The motion passed 5-0.

8.0 ACTION ITEMS

8.1 Audit Approval

Motion:

There was a motion made by Director Martin and seconded by Director Caballero that the Gervais School District Board of Directors approves the 2019-2020 audited Financial Statements as presented by Pauly Rogers, at the January 21, 2021 Regular Session. The motion passed 5-0.

8.2 Establish a Number for Interdistrict Transfers

Ms. Stevens said that a number of transfers in and transfers out has to be established every year to follow district policy. She said that Ms. Jones provided data for this year and currently sixty two students were approved to leave the district and twenty-two came in. She said that she recommends the same amount that was approved last school year; 100 students in and 100 students to leave the district.

Motion:

There was a motion made by Director Bustamante and seconded by Director Contreras that the Gervais School District Board of Directors approves 100 students to transfer in and 100 to transfer out of the district for 2020-2021. The motion passed 5-0.

8.3 Policy Second Reading

- GBEB: Communicable Diseases
- GBEB-AR: Communicable Diseases
- JHCC: Communicable Diseases-Students
- JHCC-AR: Communicable Diseases-Students
- GCBDA/GDBDA-AR (1): Federal Family and Medical Leave/State Family Medical Leave
- GCBDA/GDBDA-AR (2): Request for Family and Medical Leave
- GCBDA/GDBDA-AR (4): Sample Designation Letter to Employee-FMLA/OFLA Leave
- IJ: School Counseling Program
- JB: Equal Educational Opportunity
- JFCM: Threats of Violence

Director Martin said that she noticed a typo on page 98 in policy IJ in item number 12 it says "know here" but was wondering if it should say "know where".

Motion:

There was a motion made by Director Bustamante and seconded by Director Martin the Gervais School District Board of Directors approve/adopt policies changes to GBEB, GBEB-AR, JHCC, JHCC-AR, GCBDA/GDBDA-AR (1), GCBDA/GDBDA-AR (2), GCBDA/GDBDA-AR (4), IJ, JB, and JFCM. The motion passed 5-0.

**8.4 Policy to Delete
IJ: School Counseling Program**

Motion:

There was a motion made by Director Bustamante and seconded by Director Caballero that the Gervais School District Board of Directors approves to delete policy IJ as shown in action item. The motion passed 5-0.

8.5 Superintendent Evaluation Public Statement

Director Martin explained the process that the board followed in doing the superintendent's evaluation and proceeded to read the public statement.

Director Martin asked Superintendent Stevens if she had any comments in regards to her evaluation. Ms. Stevens said that it's a very thorough/thoughtful process aimed at improvement. She stated that she is as thrilled to be here serving as the superintendent for the Gervais School District today as the first day that she started.

The board praised Ms. Stevens for working so hard, leading the district in the right direction in spite of the unique challenges that have come up.

Motion:

There was a motion made by Director Bustamante and seconded by Director Sullivan that the Gervais School District Board of Directors approve the superintendent's evaluation statement as read by Director Martin. The motion passed 5-0.

8.6 Superintendent Contract Renewal

Motion:

There was a motion made by Director Martin and seconded by Director Bustamante that the Gervais School District Board of Directors approve the renewal of the superintendent's contract for a three year term beginning July 1, 2021 . The motion passed 5-0.

8.7 Legal Counsel Authorization

Ms. Stevens said that she is asking for authorization for legal counsel due to a tort claim that a sub submitted from EduStaff in regards to not getting paid trainings over a course of two years. A letter was sent to all the district's where this individuals subbed. Ms. Stevens said that an approval would give Lisa Freiley (WESD attorney) authorization to represent the district.

Motion:

There was a motion made by Director Bustamante and seconded by Director Caballero that the Gervais School District Board of Directors authorize legal counsel to move forward with requesting assistance from the OSBA Legal Assistance Trust to assist with costs of litigation in the Bureau of Labor and Industries Order Determination Case #20-1125. The motion passed 5-0.

8.8 Frontier Charter School Enrollment Cap

Ms. Stevens said that normally there is a student cap that is agreed to each year between the district and FCA. With COVID-19 they initially saw a large increase in enrollment. That increase has settled but they do feel that some classes will increase and so they are proposing this temporary agreement. She said the temporary plan has been approved by their board.and the numbers will revert back in 2021-2022.

Motion:

There was a motion made by Director Martin and seconded by Director Caballero that the Gervais School District Board of Directors approve the Frontier Charter School enrollment cap as presented on the agenda. The motion passed 5-0.

9.0 DISCUSSION ITEMS

9.1 Policy First Reading

IKFB: Graduation Exercises

GBN/JBA: Sexual Harassment-Staff

GBN/JBA-AR (1): Sexual Harassment Complaint Procedure-Staff
GBN/JBA-AR (2): Federal Law (Title IX) Sexual Harassment Complaint Procedure-Staff
JBA/GBN-Sexual Harassment-Students
JBA/GBN-AR (1): Sexual Harassment Complaint Procedure-Students
JBA/GBN-AR (2): Federal Law (Title IX) Sexual Harassment Complaint Procedure-Students
LBE: Public Charter Schools
LBE-AR: Public Charter School
LBEA: Resident Student Denial for Virtual Public Charter School Attendance

Ms. Stevens said that these policies are going for first reading and asked the board if they had any questions/comments.

Director Martin pointed out that on page 150 it seemed like some wording was cut out of the policy and she would like that researched. She also pointed out that when timelines are listed on the complaint procedures she wants to make sure that we are consistent on the number of days to get back to the individual on the process.

Ms. Stevens said that she will look at the policies closely on the language that is chosen and run it by the HR and business office to make sure the appropriate language is selected on certain policies.

9.2 Policies to Delete

Director Martin asked if we can take care of deleting any of the policies listed on this packet.

Ms. Stevens said that we cannot delete any because the new policies have to be adopted first.

9.3 Update on Strategic Planning

Ms. Stevens referenced the strategic background report that was included in the board packet. She said that Mr. Colonna did a good job of describing of what the district started with and where the district is going now with the Strategic Plan. She said that the original plan before the ice storm hit was that the committee was going to present a draft of the core values and a mission at the February meeting but it now has been postponed until the March board meeting. She said that this document will be a living document that can be changed in the future.

9.4 Update on Long Range Facilities Committee

Ms. Stevens reported that the committee broke down into rooms and had 45 minutes to create a priority list for each building. They talked about creating spaces, counselling offices, and science classrooms just to mention a few. These ideas came from the survey. Then the committee members looked at the aerial maps of the buildings and it gave them the opportunity to create covered walkways, and other things to include in a final report for you to look at and let them know if they are missing something and what you would like to do moving forward with the ideas presented.

They will present at the April meeting and then you decide as a board what you will do next we could talk with an engineer or start planning to go for a bond. She will have more information of other fund resources available.

9.4 Update on Equity and Inclusion Efforts

Ms. Stevens said in the packet was an update on the efforts of equity and inclusions. She said that she included some components from a letter that the administrative team worked on. She listed all the things that they are doing behind the scenes in regards to building capacity. Its impressive how the team is trying to be purposeful with this looking at what are the next steps and how we build capacity. When this was shared with staff there was some

input provided immediately. She asked the board for input in regards to the work being done with equity and inclusion and asked if they had any questions.

Director Contreras said that she would like to know more about the tools in regards to the equity lenses.

Ms. Stevens said that they are looking closely at how they can support or have access for all the students when something new is offered or a decision is made.

Director Martin asked about the meeting held with the Russian community.

Ms. Stevens said that it went very well and said that they provided great input and would like to meet quarterly from now on. She said that they want to make sure that students feel comfortable celebrating their heritage or culture which is part of the YouthTruth survey. She also talked to Ana Kasachev one ran against Rep Alonso and is the director for Holy Trinity. Ms Stevens approached her about running for school board. Holy Trinity would like to partner with the district to be able to have more opportunities for their students.

The School Board said that they are very excited to hear and to have some representation from that group.

There was a brief discussion that SSA money will be used to have Russian and Spanish classes run afterschool in the near future.

9.5 Adding Makeup Days to School Calendar

Ms. Stevens said that she has already talked to the classified and licensed staff due to the loss of a whole week of school and we are looking at June 10th as the last day for students. She is proposing that June 18th be the last day for teachers. She said that this will not change the date of graduation. She wanted to share this tonight to make sure that the board is supportive of this proposal.

There was a brief discussion about whether there will be attendance issues by adding a week.

Ms. Stevens said that she does not anticipate that happening once we go on the hybrid model because students are eager to come to school. She also said that summer school will be scheduled for the first week of July after the holiday.

Ms. Segura reminded the board to file for their board seats before March 18th.

10.0 FUTURE AGENDA ITEMS

11.0 ADJOURN

11.1 Adjourn Regular Session

Director Martin adjourned the Regular Session at 7:15 p.m.

APPROVED

Board Chairperson

Board Secretary

