



SCHOOL BOARD MEETING AGENDA

Virtual meeting as per ORS 192-670 - Zoom Meeting

To view live board meeting please visit the Sweet Home District website: sweethome.k12.or.us and click YouTube link
Public Comments must be in writing before board meeting and sent to the Superintendent's Office

District Office Conference Room

February 8, 2021 6:30 p.m.

- | | | |
|--|--------------------------|-----------------|
| 1. Call the meeting to order/pledge | J. Redick | Action |
| 2. Agenda approval/changes | J. Redick | Action |
| 3. Public Comments | | Information |
| 4. Student & Personnel Reports/Comments | | |
| A. Certified & Classified Representatives | Presidents | |
| B. Superintendent's Report | T. Yahraes | |
| 1. Enrollment | | |
| 2. January 19 RSSL and RE-opening Updates | | |
| 3. Elementary Opening Report | B. Riggs/Joshua O'Gorman | |
| 4. Jr. High Re-opening to In-person | T. Martin | |
| 5. High School Re-opening Preparations | High School Admin | |
| 6. Teach/Coach Report | S. Thorpe | |
| 7. First Week Back Video | R. Malabogo | |
| 8. Graduation Rates | | |
| 5. Consent Agenda | J. Redick | ALL Action |
| A. Approve minutes from January 11, 2021 School Board Meeting | | |
| B. Accept resignation from James Williams, Special Education Teacher at Foster Elementary effective February 5, 2021 | | |
| C. Accept Leave of Absence from Kristy McPeak, Counselor at Foster Elementary effective February 1, 2021 | | |
| D. Approve hire of Braden Zyra, Temporary Grade 3 CDL Teacher for the 2020-2021 school year | | |
| E. Approve hire of Nataylee Hoffman, Temporary Grade 1 CDL Teacher for the 2020-2021 school year | | |
| F. Approve hire of Kristen Morrison, Temporary .50 Grade 2 and .50 Kinder teacher for the 2020-2021 school year | | |
| 6. Information/Discussion | | ALL Information |
| A. Budget Update/Safety Information | K. Strong | |
| B. Facilities Update | J. Darwood | |
| 7. Action Item | J. Redick | Action |
| Board Policy Updates – Rescinding Policies COVID-19 Related Leave
NOT renewed in 2021 – no longer needed
GCBDAAGDBDAA -
GCBDAAGDBDAA-AR(1)
GCBDAAGDBDAA-AR(2) | | |
| 8. Board Comments | | Information |
| 9. Executive Session | | |
| A. 192.660 (2) (d) – Licensed Bargaining | | |

10. Return to regular Session

11. Late Items

12. Future Board Meetings

J. Redick ALL Information

- A. First day candidates can file for the May 18, 2021 Special District Election is February 6, 2021
- B. Next Board Officers Meeting March 1, 2021 at 3:30 in the Superintendent's Office
- C. Next Board Meeting March 8, 2021 at 6:30 p.m. in DO Board Room
- D. Last day a candidate can file for the May 18, 2021 Elections is no later than 5:00 pm on March 18

13. Adjournment

J. Redick

Sweet Home School District Enrollment
As of: January 29, 2021

As of Date:	9/25/20	10/30/20	12/4/20	12/18/20	1/29/21				
K	126	121	125	125	125				
1	176	172	167	165	167				
2	140	134	135	137	141				
3	158	160	154	153	158				
4	174	170	169	171	174				
5	186	181	178	178	177				
6	164	163	164	165	167				
7	182	177	174	173	176				
8	164	162	160	159	163				
9	189	181	182	182	186				
10	153	151	154	154	157				
11	186	187	187	188	188				
12	156	152	150	151	152				
Total	2154	2111	2099	2101	2131	0	0	0	0
As of Date:	9/25/20	10/30/20	12/4/20	12/18/20	1/29/21	1/0/00	1/0/00	1/0/00	1/0/00
Foster	317	303	300	303	309				
Hawthorne	303	300	290	286	293				
Holley	136	135	133	135	132				
Oak Heights	235	230	235	236	240				
Charter	133	133	134	134	135				
Junior High	346	339	334	332	339				
High School*	684	671	673	675	683				
P.G.S.**	0	0	0	0	0				
Expanded Op	0	0	0	0	0				
Total	2154	2111	2099	2101	2131	0	0	0	0

**Post Graduate Scholars

Enrollment includes 6 GED students as of 1/29/2021

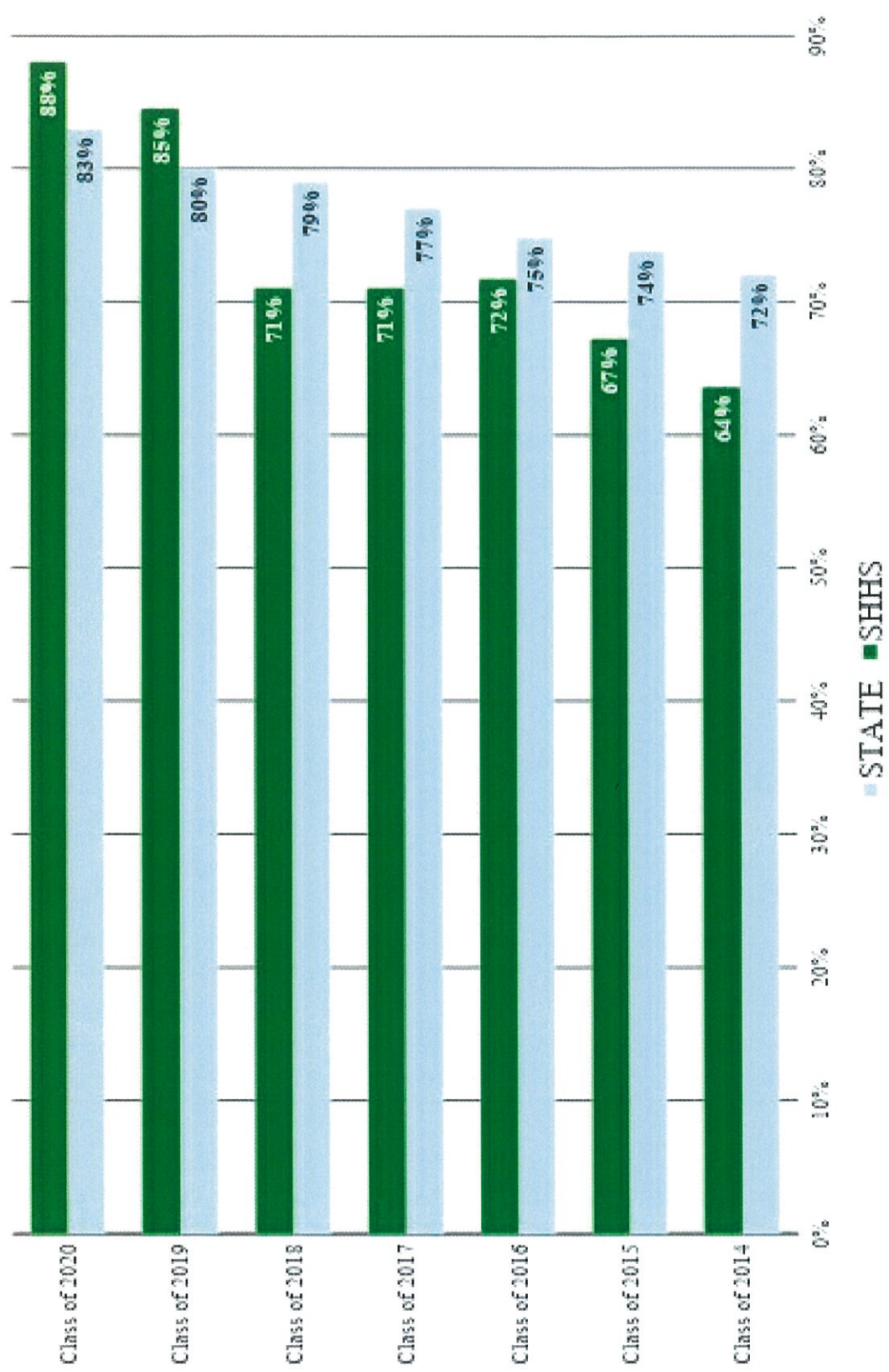
SWEET HOME SCHOOL DISTRICT ENROLLMENT

As of: January 29, 2021

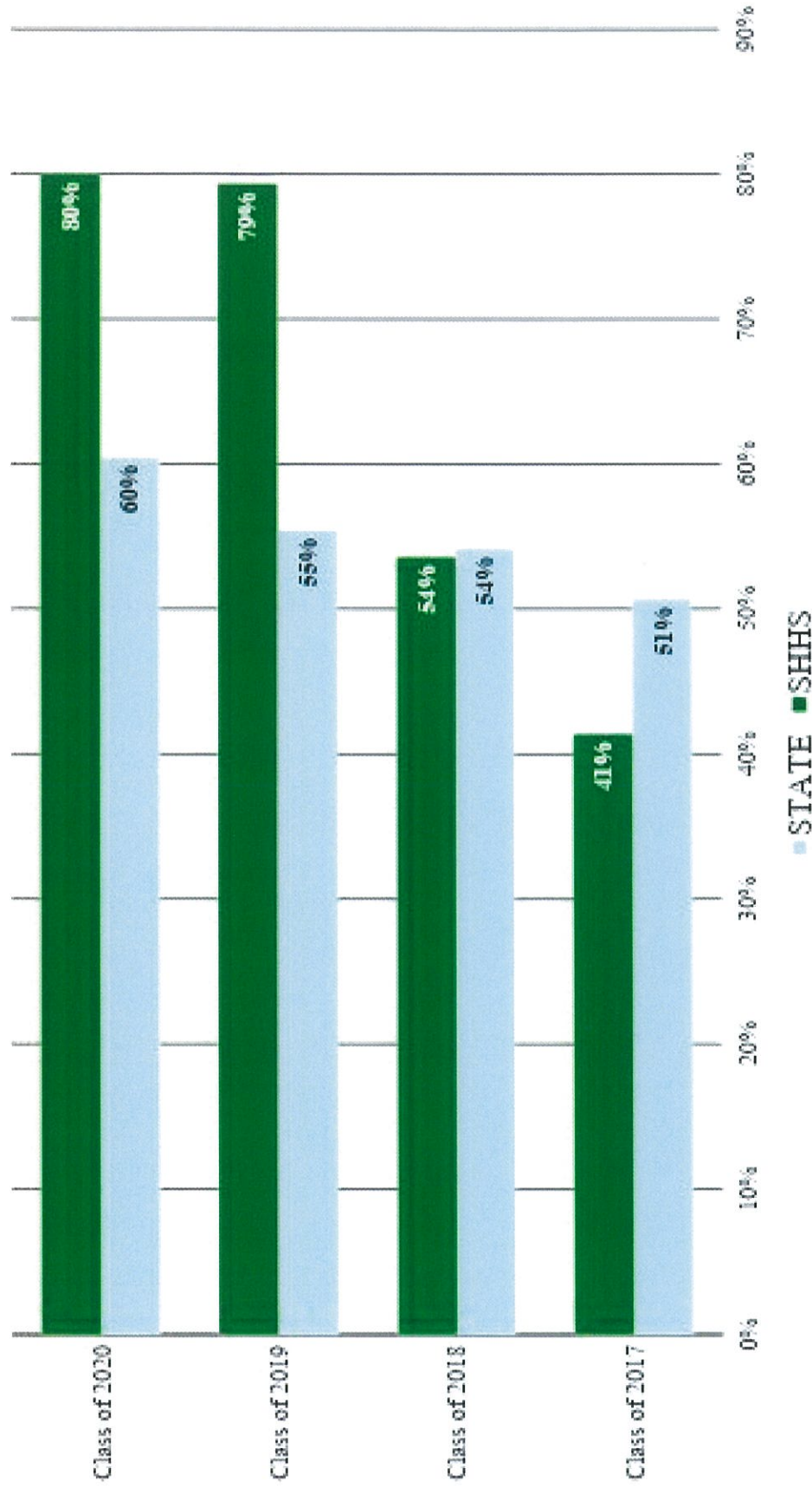
GRADE	K	1	2	3	4	5	6	7	8	9	10	11	12	1/29/2021		1/31/2020		2/1/2019		2/2/2018	
														Total	20-21	Total	19-20	Total	18-19	Total	17-18
FO	16	13	10	24	25	25	24							309	331		341				323
Rolph/Pals	16	25	20	25	27	24	22														
McMahand	0	1	2	1	2	0	0	7													
HA	14	19	17	25	27	28	23							293	361		345				351
	16	24	17	12	14	24	21														
					26																
Cleaves/Pals	0	8	0	0	0			8													
Collins/Pals				0	1	2	1	4													
HO	15	19	17	18	26	7	23							132	155		140				157
					0	7															
						7															
OH	15	19	18	15	30	23	25							240	273		288				300
	15	19	19	16	0	15	7														
							22														
Opt. Rm	0	0	0	0	1	1	2	4													
CHARTER	18	20	21	20	20	20	16							135	142		138				120
JR. HIGH								176	163					339	357		354				345
HIGH SCHOOL:																					
P.G.S.*										186	157	188	152	683	668		683				680
A.C.T.														0	0		0				2
SHO 2.0														0	0		0				0
														0	0		0				0
GRADE	K	1	2	3	4	5	6	7	8	9	10	11	12								
TOTAL	125	167	141	158	174	177	167	176	163	186	157	188	152	2131	2287		2289				2278
w/o ACT														2131	2287		2289				2278

GRADE	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	
	classes	classes	classes	classes	classes	classes	classes	classes	classes	classes	classes	classes	classes		
FO													331	341	323
	16	13	10	24	25	25	24								
	16	25	20	25	27	24	22								
PALS				2	1	1	3								
OP Room	1	2	2	1	2										
T. FO	32	39	32	52	55	50	49								
HA														293	345
	14	19	17	25	27	28	23								
	16	24	17	12	14	24	21								
(Pals)	0	8	0	0	1	2	1								
T. HA	30	51	34	37	42	54	45							361	351
HO															
	15	19	17	18	26	14	23							155	140
OH															
	15	19	18	15	30	23	25							273	288
	15	19	19	16	0	15	7								
OP. Rm	0	0	0	0	1	1	2								
T. OH	30	38	37	31	31	39	34								
T. Charter	18	20	21	20	20	20	16							142	138
	0	0	0	0	0	0									
	18	20	21	20	20	20	16								
TOTAL K - 6 STUDENTS													1109	1262	1251
JR. HIGH								176	163					339	345
HIGH SCHOOL										186	157	188	152	683	680
P.G.S.*														0	2
A.C.T.														0	0
GRADE K	1	2	2	3	4	5	6	7	8	9	10	11	12		
TOTAL	125	167	141	158	174	177	167	176	163	186	157	188	152	2131	2287
1/31/2020	185	166	166	184	195	171	195	176	181	159	185	156	168	2287	
2/1/2019	161	172	177	190	179	184	189	195	159	193	151	186	153	2289	
5/29/2020	184	166	165	185	195	171	195	171	180	159	181	152	165	2269	

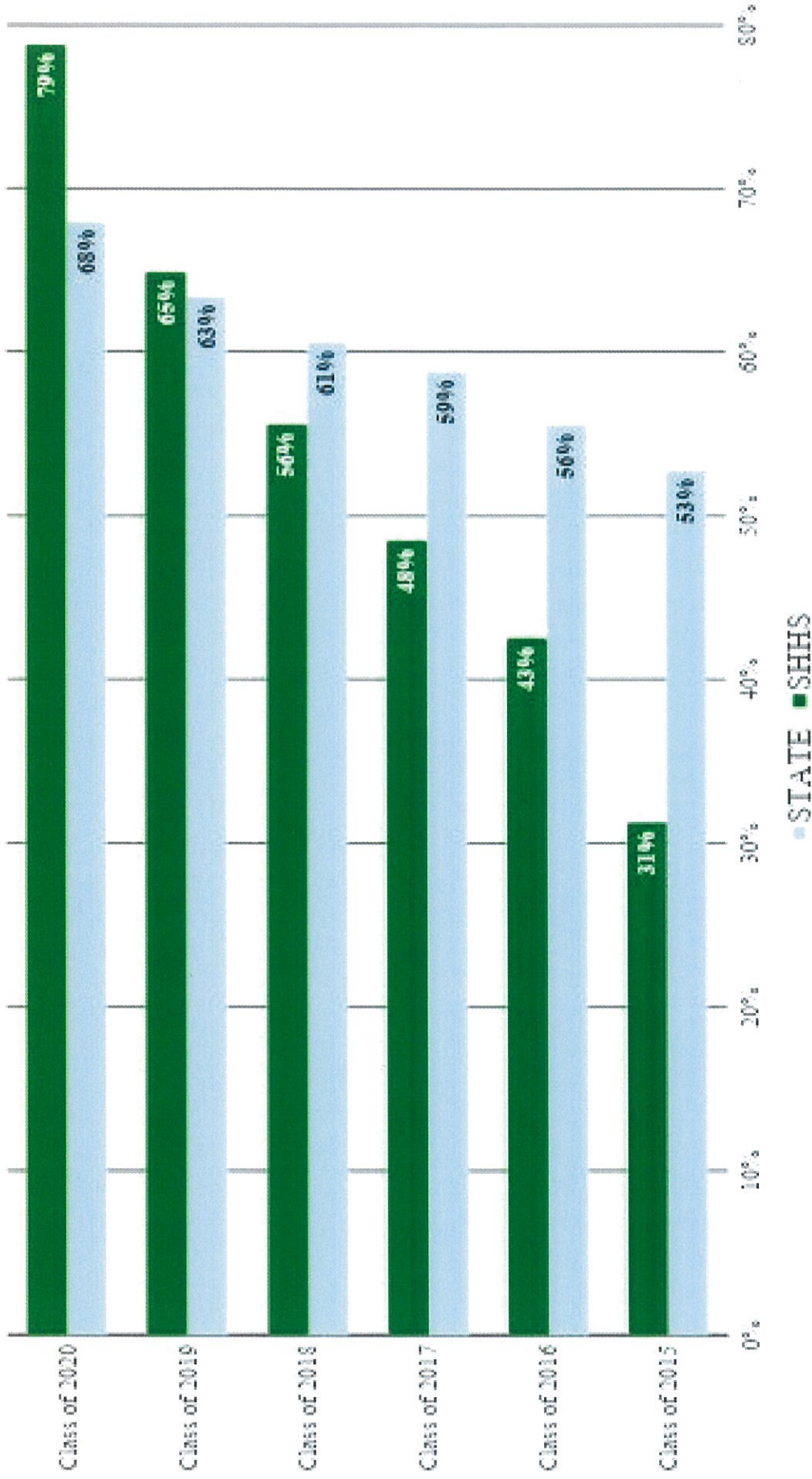
SHHS Graduation Rates



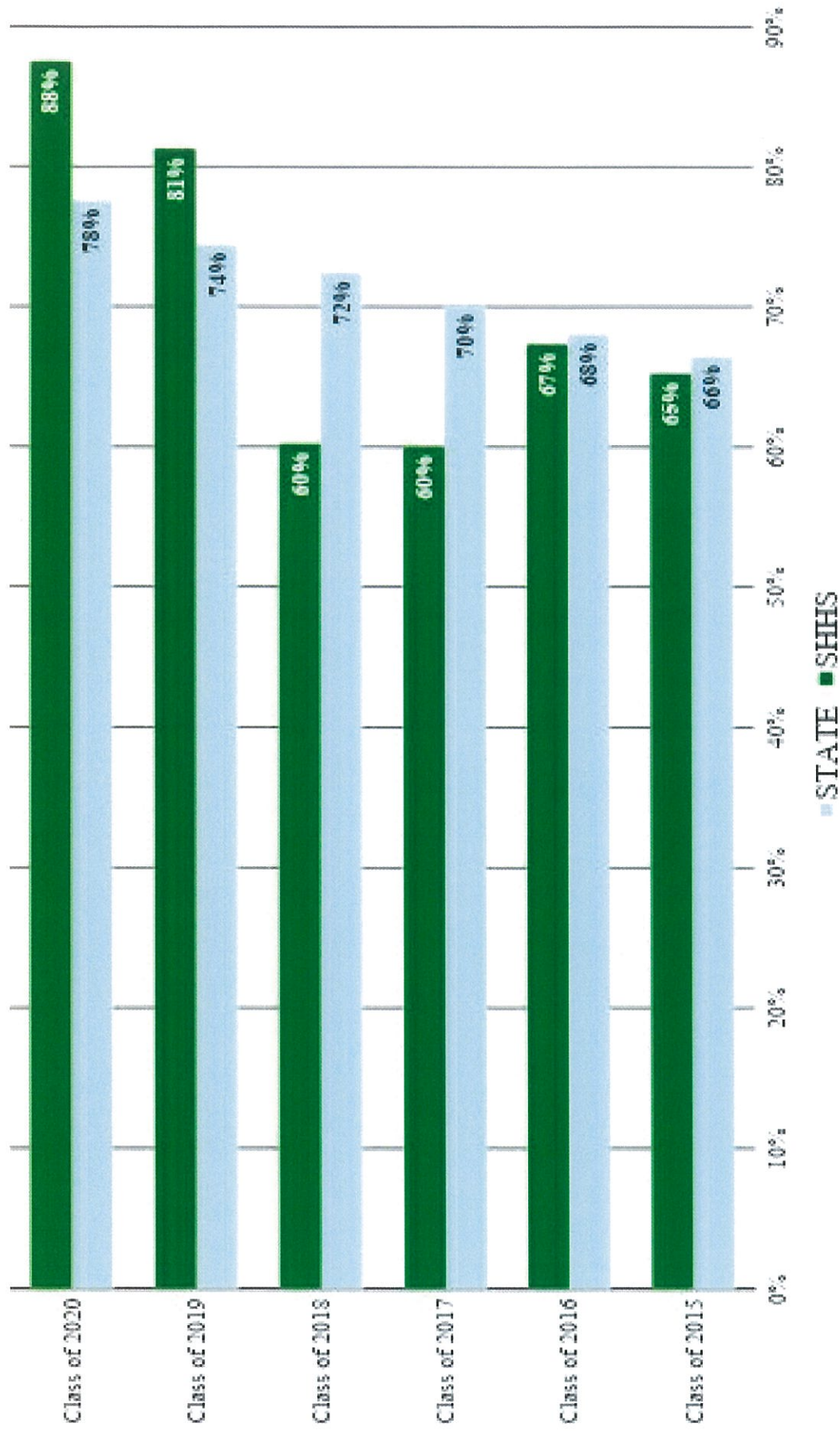
SHHS Homeless Graduation Rates



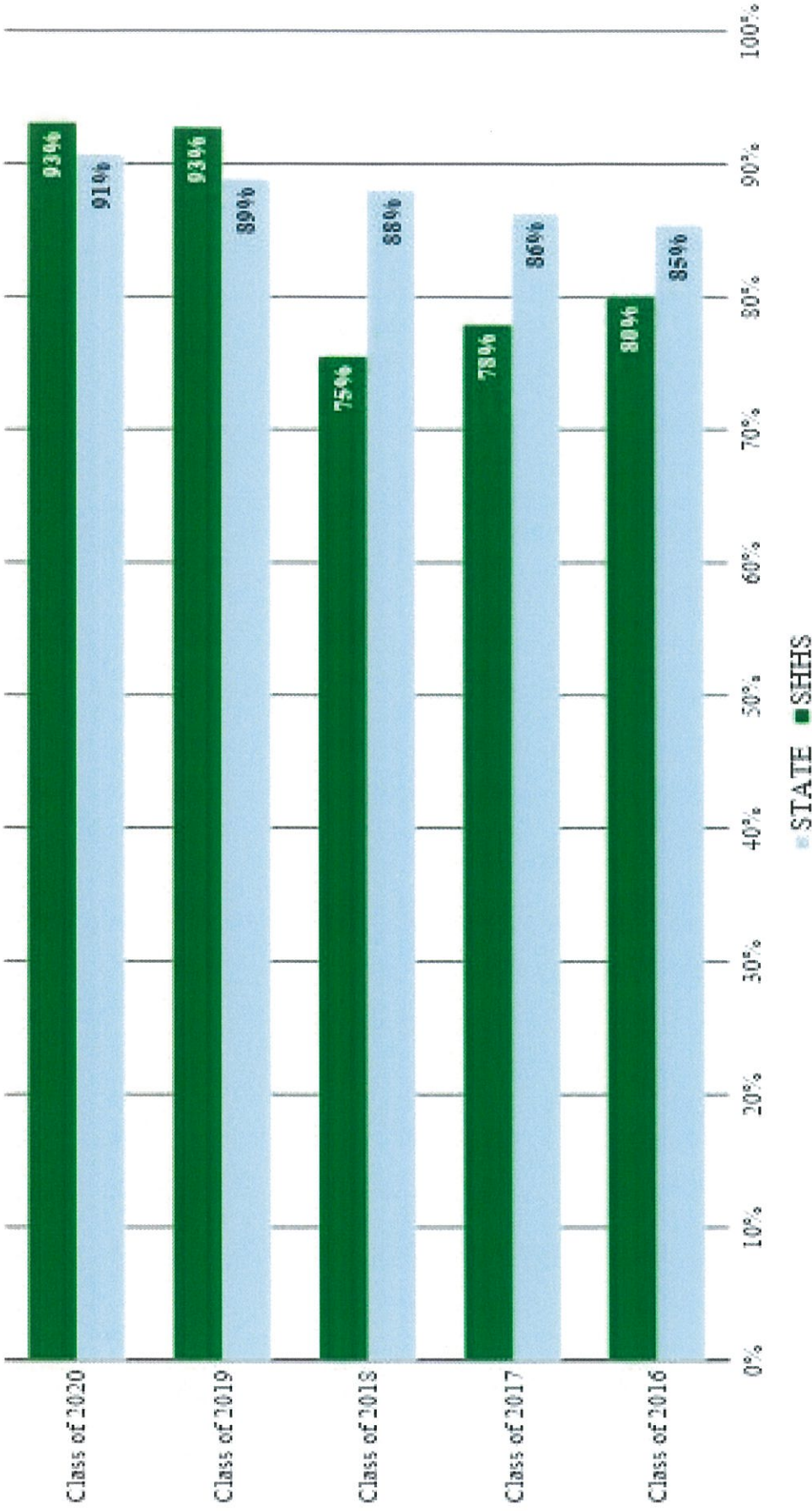
SHHS Students with Disabilities Graduation Rates



SHHS Economically Disadvantaged Graduation Rates



SHHS CTE Participant Graduation Rates



**Graduation Rate System Improvements:
17% increase last in last two years
(Return on Investments)**

CARE Team: composed of counselors, administrators, student advocates, student success coordinator. The team meets monthly and keeps track of every student's progress. For students who are off track, the team builds strategies to assist students. We have a deliberate process with accountability built-in for students and staff.

Home Work Hub: Established twice a week. Staffed by teachers in the evening. All students welcome. Curriculum rate paid to staff hub **using M-98 funds.**

Winter and Summer School: For students who fell short of passing a class. Instead of students failing and having to make up an entire class, we work with students and their teachers to target particular standards or curriculum the student needed to re-do. Curriculum rate paid to staff short session school **using M-98 funds.**

Used M-98 funds for boots on the ground staffing who directly impact students:

- **Re-engagement specialist.** The specialist meets with students who are severely credit-deficient or on the verge of dropping out. He builds re-engagement plans per student so they may get back on track. Adding online courses, blended course work, GED pathways, alternative education pathways, etc. (former counselor . 5)
- **Two student advocate positions.** The student advocate staff meet directly with struggling students to assess what their barriers may be. They review homework, help organize the student's studies, meet with teachers to gain clarity on missing work (2 classified employees).

Used M-98 funding to increase our CTE course work. We know historically these courses are more highly attended. i.e. Forestry and Manufacturing

Used M-98 Funds for DuFour PLC and RTI professional development. I am very proud of our entire K-12 staff, who believe in "all means all." We don't give up on students. We have the resources before us that can help every student achieve success.

We are doing a better job Scrutinizing Student Data: High School is tracking for "ins and outs" throughout all students' high school experience. We find accounting errors with the state. Even finding two or four errors is a big deal in adjusting for accuracy.

SWEET HOME SCHOOL DISTRICT NO. 55

Sweet Home, Oregon

5A

Virtual meeting as per ORS 192-670 - Zoom Meeting
Live board meeting was posted on the Sweet Home District website

*Board Chairman Jason Redick called the **regular meeting** of the board of Directors of Sweet Home School District No. 55 to order at 6:44 p.m. on January 11, 2021.*

Board Members in Attendance Jason Redick, Debra Brown, Jim Gourley, Dale Keene, Joseph Kennedy, Mike Reynolds, Chanz Keeney, Jenny Daniels, Entered meeting approx. 7:00-Jason Van Eck Absent:

Staff Members in Attendance

Superintendent: Tom Yahraes; Administrators: Rachel Stucky, Colleen Henry, Thad Holub, Kevin Strong, Josh Darwood Certified: Patty O'Day, Josh Dargis, Nate Tyler, Elizabeth Hunt; Classified: Velma Canfield, Cera Harness Board Recording Secretary: Julie Emmert

Other Attendance

Kelly Kenoyer, representing *the New Era*, Sarah Whiteside

2. Agenda Approval/Changes

Chairman Redick called for changes and/or approval of the agenda.

Motion No. 20-55: *Board Member Jim Gourley moved to approve the agenda as presented. Board Member Jenny Daniels seconded the motion.* Debra Brown- yes, Jim Gourley- yes, Dale Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes, Jason Redick- yes ***The motion passed unanimously.*** Jason Van Eck AB

3. Public Comments: Sherrie Ingram sent in a Public Comment to be read to the board. She would like the board to consider how/when to reopen schools as soon as possible.

4. Personnel Reports/Comments

- A. **Certified & Classified Representatives** – Elizabeth Hunt – some feelings expressed from teachers. Many teachers are eager to work in person. There are also teachers terrified to return, would like to wait until the vaccination is out before we go back.
Velma Canfield – Classified are mixed, she would like to see students back in class. Although some teachers in her building would like to wait until vaccination most are eager to return.
- B. Superintendent's Report – Superintendent Tom Yahraes shared the following:
1. Enrollment: There has been no significant movement in enrollment numbers to report.
 2. Board Recognition: Superintendent Yahraes took a moment to publically thank the board for their service. Listed the accomplishments that the board has been involved with over the year.
 3. Mid Valley Stem CTE Pipeline Mini Grant : The District received two \$1000 grants from Pipeline: One for HS teacher Blake Manley's natural resources program and one for Michelle Snyder's health occupations program. The Mid Valley Stem-CTE Pipeline

director, Sarah Whiteside discussed the grants but and briefed the board on what the organization is doing for our businesses and students in the region

4. Elementary and High School Report Josh Dargis/Nate Tyler: Cera Hartless of Holley reported on how classified assistants are helping our learning under COVID. Ms. Hartless shared her daily schedule with the students she is working with. Athletic Director Nate Tyler updated the board on activities and athletics under COVID). Shared a report on Season 1 athletics report, Winter Sports, Safety Measures, Additional Opportunities and Outcomes.
5. Metrics and In-person Return to Instruction Plan and Update Superintendent Yahraes, Rachel Stucky and Patty O'Day presented a powerpoint with current updates.
 - Hierarchy of Organizational Authority
 - Since March 16, 2020 the Governor's Mandated- Executive School Closure Orders
 - A January Shift from Mandatory to Advisory
 - Dec. 23 the Governor put forth five stipulations to the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA) for the return to school for students
 - The Goals
 - Why the Shift from Mandatory to Advisory?
 - The Governor's and ODE-OHA Rationale
 - **Impact of shift thus far:** Since the Dec. 23 announcement, I have participated in state and regional meetings to keep track (and provide feedback to) of the developments of ODE, OHA, and Linn County Health Department.
 - **Our pathway forward:** Our students, families, staff, and community need a date for the return of in-person instruction. We cannot continue our pathway forward on "if we come back," we need a "when."
 - **Basics of SHSD Return to Hybrid Learning Plan**
 - 1) We will exceed the Governor's goal and have all our students back to in-person hybrid instruction in the month of February
 - 2) K-3 elementary students will be in school buildings by February 1st
 - 3) Grades 4-6 by Feb. 16
 - 4) Grades 7-12 will begin onboarding the week of Feb. 12.
 - 5) All grades (K-12) students will be attending school under a hybrid learning model by the last week of February
 - 6) Any K-12 student may continue distance learning, if a family chooses
 - 7) **All student schedules must follow the hybrid health and safety models as dictated by ODE/OHA safety protocols**
 - The Return to Hybrid Learning shift cont.
 - Feb. 15 (Holiday) is the date set by the Governor with support developed (being developed) by ODE and OHA. **We have developed the work needed for this to happen.** We have been ready to go. We have developed
 - **Between now and Feb. we will:**
 - Research/work out a resolution for PACE insurance coverage

- Have schools review all pertinent blue print materials and prepare operations with staff
- Understand and incorporate new Jan. 19 RSSL guidance
- Continue to monitor case count trends with the health department
- Partner with Linn County to build and execute staff vaccination plans:
 - All staff plan
 - Phase I Grades K-6 and supporting departments plan
- Between now and February encourage the continued use of the limited in-person Instruction for students and staff
 - This week I will meet with key staff communicators and administrators to discuss our plans and ask for feedback

- Research/work out a resolution for PACE insurance coverage
- Have schools review all pertinent blue print materials and prepare operations with staff
- Understand and incorporate new Jan. 19 RSSL guidance
- Continue to monitor case count trends with the health department
- Partner with Linn County to build and execute staff vaccination plans:
 - All staff plan
 - Phase I Grades K-6 and supporting departments plan
- Between now and February encourage the continued use of the limited in-person Instruction for students and staff
- This week I will meet with key staff communicators and administrators to discuss our plans and ask for feedback

Patty O'Day - Early data from K-12 schools do not confirm fears that bringing students together in classrooms inevitably creates COVID-19 petri dishes.

- The fear that you would have one infected student come to school and then many other kids and teachers would be infected has just not happened. The largest study in the United States led by Brown University, included schools that are open in 47 states, over 200,000 students and 63,000 staff. The infection rate results were 0.13% among students and 0.24% for staff. There are still some infections and outbreaks (2 or more people in the same cohort) but all evidence shows that school outbreaks typically come from the community not vice-versa.
- According to the study, there are 3 common characteristics among schools that are doing well:
 1. They are operating under capacity as they open, to minimize grouping and crowding.
 2. They are following protocols for distancing, masks and washing hands.
 3. They are allowing students the option to attend online if needed.

SHSD has experienced positive cases. We responded quickly, worked as a team on contact tracing and we had very limited exposure. We have all our covid protocols in place and I believe our staff is vigilant in following protocols to keep everyone as safe as possible. I can say with the utmost confidence that we are prepared for our kids to come back to school safely.

<https://www.aamc.org/news-insights/kids-school-and-covid-19-what-we-know-and-what-we-dont>

6. Instructional Model Updates K-3, 4-12 Rachel Stucky, this was a repeat item for information.

Deb Brown, Jason Van Eck, Jim Gourley, Dale Keene, Jason Redick all in favor of getting kids back in school.

5. Consent Agenda

- A. Approved minutes from the from December 14, 2020 School Board Meeting
- B. Approved donations of an English Oak and a Redwood tree to the High School Wood Shop from Pat Stineff
- C. Approved donation of 84 used Chromebooks from the Lebanon School District
- D. Accepted resignation from Billie Cannon as the District Behavior Support Coach effective March 12, 2021

Motion No. 20-56: Board Member Jim Gourley moved to approve the consent agenda as presented. Board Member Joe Kennedy seconded the motion. Debra Brown- yes, Jim Gourley- yes, Dale Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes, Jason Redick- yes Jason Van Eck yes ***The motion passed unanimously.***

6. Information/Discussion

- A. Budget Update/Safety Information/Bond Update:
Budget: Year to date general fund spending compared to adopted budget & year to date spending last year by object code. Declined from last year due to– no stipends to coaches, substitute costs, open classified, spent less on transportation. In a good place to order bleachers for Jr. High new gym
Safety: There were no recordable incident in the month of December.
- B. Facilities Update: Josh Darwood shared a quick review of facilities. Showed a slide show of the Jr. High and a recap of the progress.
- C. Board Policy Updates – 2nd reading
 - ACB – All Students Belong
 - ACB-AR – Bias Incident Complaint Procedure
 - 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
 - GCBDA/GDBDA-AR(1) – COVID-19 Related Leave – NOT renewed in 2021 – no longer needed
 - GCPC/GDPC – Retirement of Staff
 - IJ – School-Counseling Program
 - IJ-AR – Child Development Specialist Program
 - IKFB – Graduation Exercises
 - JB – Equal Educational Opportunity JFCM – Threats of Violence

Motion No. 20-57: Board Member Mike Reynolds moved put board policies on the action agenda. Board Member Debra Brown seconded the motion. Debra Brown- yes, Jim Gourley- yes, Dale Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes, Jason Redick- yes, Jason Van Eck yes ***The motion passed unanimously.***

7. Action Items:

- A. Resolution #04-2021, LBL Local Service Plan

Motion No. 20-58: Board Member Mike Reynolds moved to approve the Local Service Plan. Board Member Jim Gourley seconded the motion. Debra Brown- yes, Jim Gourley- yes, Dale

Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes,
Jason Redick- yes, Jason Van Eck yes *The motion passed unanimously.*

5A

B. Approve 2021-2022 Budget Calendar

Motion No. 20-59: *Board Member Jim Gourley moved to approve the 2021-2022 Budget Calendar. Board Member Mike Reynolds seconded the motion.* Debra Brown- yes, Jim Gourley- yes, Dale Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes, Jason Redick- yes, Jason Van Eck yes *The motion passed unanimously.*

C. Approve Licensed Professional Agreement

Motion No. 20-60: *Board Member Jim Gourley moved to approve the Licensed Professional Agreement. Board Member Joe Kennedy seconded the motion.* Debra Brown- yes, Jim Gourley- yes, Dale Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes, Jason Redick- yes, Jason Van Eck yes *The motion passed unanimously.*

D. Board Policies

Motion No. 20-61: *Board Member Jim Gourley moved to approve board policies as Ammended. Board Member Mike Reynolds seconded the motion.* Debra Brown- yes, Jim Gourley- yes, Dale Keene- yes, Joseph Kennedy- yes, Mike Reynolds- yes, Jenny Daniels- yes, Chanz Keeney- yes, Jason Redick- yes, Jason Van Eck yes *The motion passed unanimously.*

8. Board Comments: NONE

9. Late Items – No late items

10. Future Agenda Items

- A Next Board Officers Meeting February 1, 2021 at 3:30 in the Superintendent's Office
- B. Next Board Meeting February 8, 2021 at 6:30 p.m. in DO Board Room

11. Adjournment

The meeting adjourned at 8:08 p.m.

Signature, Board Chairman Julie Emmert, Board Recording Secretary
(This meeting was also recorded and saved supt/board/audio)

Dear Mr. Augsburger and HR,

Due to multiple factors concerning the COVID-19 pandemic I am submitting my resignation from Foster Elementary School and the Sweet Home School District.

I sincerely thank you for the opportunity to work with and for the students, families, staff, schools and community of Sweet Home, OR. I wish each and every one of you the best.

Let's negotiate the logistics of my departure as soon as possible.

Sincerely,

James D. Williams
Foster Elementary School - Special Education

RECEIVED
JAN 25 2020
BY: _____

Luke Augsburger
Principal
Foster Elementary
5526 Poplar St,
Sweet Home, OR 97386
January 15, 2021

Subject: Leave of Absence

Dear Principal Augsburger,

I am requesting a 6 month leave of absence beginning February 1st in order to better be of support and guidance to my family during a time of emotional hardship. Foster Elementary holds a special place in my heart, and I have not yet come to terms with letting that go. The past 4 years, I have had the opportunity to work with some of the kindest, most empathetic and resilient young people, families and faculty out there. Sweet Home is truly a special place.

To help with the transition, I have talked with Mr. Augsburger, reached out and coordinated with the other district counselors, communicated with staff, and planned post dated Canvas lessons. Although, I would be on leave, please do not hesitate to contact me if you have any questions.

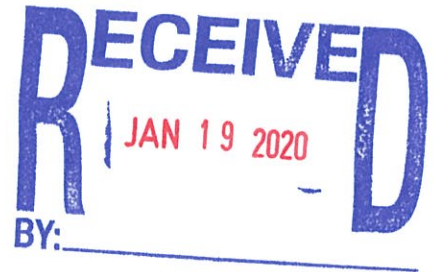
Thank you for your sincere consideration.

Sincerely,



Kristy McPeak

541-536-4471



36-31

SWEET HOME SCHOOL DISTRICT 55

RECOMMENDATION TO HIRE

CANDIDATE NAME: Braden Zyra

POSITION: Grade 3 Temporary CDL Teacher (1.0 FTE)

JOB #: 31-2021

DATE: 1/25/21

BUILDING: Holley Elementary

ADMINISTRATOR: Josh Dargis

Does this candidate hold a current Oregon License? yes [x] no []

Does this candidate hold an Out-of-State License? yes [] no [x]

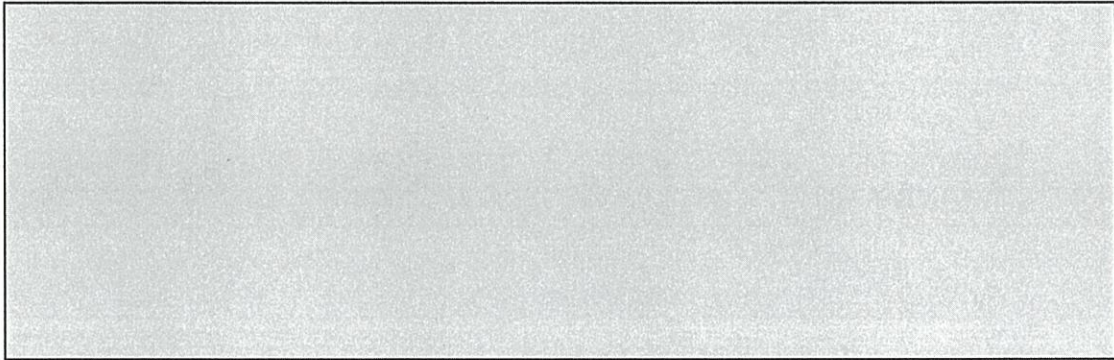
Is this candidate in the process of obtaining an Oregon License? yes [] no [x]

Type of Endorsement: Elementary - Multiple Subjects (PK-12)

Have three reference checks been completed? yes [x] no []

Effective Date: 1/25/21

Other Information:



Office use only: Superintendent review date: 1/22/2021 Board approval date: 2/8/2021

37-32

SWEET HOME SCHOOL DISTRICT 55

5E

RECOMMENDATION TO HIRE

CANDIDATE NAME: Nataylee Hoffman

POSITION: Grade 1 Temporary CDL Teacher (1.0 FTE)

JOB #: 39-2021

DATE: 1/25/21

BUILDING: Holley Elementary

ADMINISTRATOR: Josh Dargis

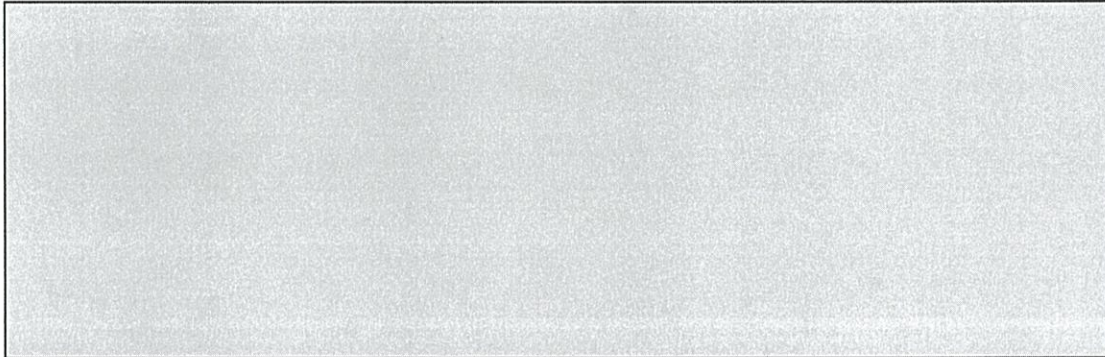
Does this candidate hold a current Oregon License?	yes	<input checked="" type="checkbox"/>	no	<input type="checkbox"/>
Does this candidate hold an Out-of-State License?	yes	<input type="checkbox"/>	no	<input checked="" type="checkbox"/>
Is this candidate in the process of obtaining an Oregon License?	yes	<input type="checkbox"/>	no	<input checked="" type="checkbox"/>

Type of Endorsement: Elementary - Multiple Subjects (PK-12)

Have three reference checks been completed? yes no

Effective Date: 1/25/21

Other Information:



Office use only:	
Superintendent review date:	<input checked="" type="checkbox"/>
Board approval date:	2/18/2021

34-39
33-38

SWEET HOME SCHOOL DISTRICT 55

5F

RECOMMENDATION TO HIRE

CANDIDATE NAME: Kristen Morrison

POSITION: Grade K Temporary CDL Teacher (0.5 FTE) / .5 Grade 2

JOB #: 34-2021

DATE: 1/25/21

BUILDING: Holley Elementary

ADMINISTRATOR: Josh Dargis

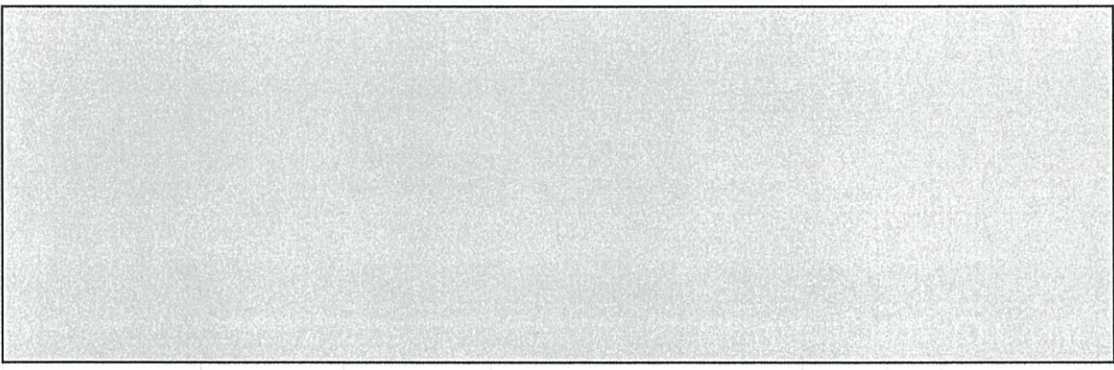
Does this candidate hold a current Oregon License?	yes	<input checked="" type="checkbox"/>	no	<input type="checkbox"/>
Does this candidate hold an Out-of-State License?	yes	<input type="checkbox"/>	no	<input checked="" type="checkbox"/>
Is this candidate in the process of obtaining an Oregon License?	yes	<input type="checkbox"/>	no	<input checked="" type="checkbox"/>

Type of Endorsement: Elementary - Multiple Subjects (PK-12)

Have three reference checks been completed? yes no

Effective Date: 1/25/21

Other Information:



Office use only:
Superintendent review date: <u>2/18/2021</u>
Board approval date: <u>2/18/2021</u>

YTD GENERAL FUND SPENDING COMPARED TO ADOPTED BUDGET & YTD SPENDING LAST YEAR

BY OBJECT CODE

1/31/2021

2020-2021 Spending by Function			
Function	Budget	Actual	% of Bdg
1000 Instruction	14,134,724	5,423,376	38.4%
2000 Support	11,215,336	6,206,284	55.3%
3000 Community	250,737	118,186	46.3%
5200 Transfers	247,500	0	0.0%
	25,848,297	11,745,846	45.4%

6A

OBJECT DESCRIPTION	2020-21	YTD	YTD	Year-to-Year	Spending
	Adopted				
	Budget			<Decrease>	budget
0111/0123 Licensed Salaries	6,874,232	2,746,500	2,771,515	25,015	40.3%
0112/0124 Classified Salaries	4,067,197	2,061,272	1,965,570	(95,702)	48.3%
0113/0114 Administrators/Managers	1,579,105	910,666	914,399	3,733	57.9%
0121 Substitutes - Licensed	241,000	94,183	12,069	(82,114)	5.0%
0122 Substitutes - Classified	406,000	210,037	86,333	(123,704)	21.3%
0132 Overtime	29,000	21,893	3,683	(18,210)	12.7%
0134/0135 Extra Duty	353,480	185,214	102,435	(82,779)	29.0%
0210/213 Public Employees Retirement System	3,098,678	1,254,503	1,252,842	(1,661)	40.4%
0220 Social Security	1,036,576	452,517	437,358	(15,159)	42.2%
0231 Worker's Compensation	111,948	41,203	39,319	(1,884)	35.1%
0232 Unemployment Compensation	40,649	11,794	12,202	408	30.0%
0240 Contractual Employee Benefits	2,852,000	1,157,841	1,142,278	(15,563)	40.1%
0241 Tuition Reimbursement - Admin.	10,000	9,191	0	(9,191)	0.0%
0242 Tuition Reimbursement - Certified	20,000	304	0	(304)	0.0%
0243 Conference/Wrkshp Reimb. - Certified	10,000	779	558	(221)	5.6%
0244 Conference/Wrkshp Reimb. - Classif.	2,500	0	0	0	0.0%
0245 District Paid Deferred Comp	20,150	7,910	6,636	(1,274)	32.9%
0249 Personal Choice Enroll Fee	2,000	930	940	10	47.0%
0312/0319 Intructional Services	48,000	0	0	0	0.0%
0321 Cleaning Services	11,500	6,249	6,607	358	57.5%
0322 Repairs and Maintenance Services	54,460	30,830	26,791	(4,039)	49.2%
0324 Rentals	6,000	3,887	5,905	2,018	98.4%
0325 Electricity	349,000	167,451	147,835	(19,616)	42.4%
0326 Fuel (Heating)	184,500	55,670	56,404	734	30.6%
0327 Water and Sewage	243,000	113,478	96,241	(17,237)	39.6%
0328 Garbage	85,000	47,226	23,671	(23,555)	27.8%
033X Other Transportation	77,850	22,192	6,027	(16,165)	7.7%
0340 Travel	39,555	28,599	14,514	(14,085)	36.7%
0351/9 Telephone/Data Communications	137,800	77,618	108,702	31,084	78.9%
0353 Postage	23,000	9,670	9,389	(281)	40.8%
0354 Advertising/Public Notices	3,500	40	1,142	1,102	32.6%
0355 Printing and Binding	44,145	4,764	1,207	(3,557)	2.7%
0360 Charter School Payments	1,065,000	641,572	647,965	6,393	60.8%
0374 Other Tuition	35,000	570	3,200	2,630	9.1%
0381 Audit Services	23,000	13,500	13,500	0	58.7%
0382 Legal Services	20,000	4,003	0	(4,003)	0.0%
0384 Negotiation Services	7,500	0	0	0	0.0%
0388 Election Services	4,000	0	0	0	0.0%
0389 Other Non-instructional Prof/Tech	549,200	406,774	441,301	34,527	80.4%
0410 Supplies and Materials (includes bus fuel)	272,832	119,125	59,553	(59,572)	21.8%
0412 Supplies Tires	15,000	8,251	17	(8,234)	0.1%
0413 Supplies Vehicle Parts	75,000	20,009	9,828	(10,181)	13.1%
0414 Supplies Custodial	135,000	62,679	89,828	27,149	66.5%
0415 Supplies Maintenance	332,500	314,497	327,351	12,854	98.5%
0416 Supplies Grounds	26,000	11,793	16,168	4,375	62.2%
0417 Supplies Maintenance Vehicles	8,000	6,272	4,372	(1,900)	54.7%
0420 Textbooks	1,970	1,558	0	(1,558)	0.0%
0430 Library Books	14,100	6,583	1,137	(5,446)	8.1%
0440 Periodicals	3,104	478	2,455	1,977	79.1%
0460 Non-consumable Items	479,717	310,783	347,146	36,363	72.4%
0470 Computer Software	43,391	32,079	50,421	18,342	116.2%
0480 Computer Hardware	65,278	95,239	157,997	62,758	242.0%
052x/054x Equipment Acquisition	40,000	0	0	0	0.0%
0640 Dues and Fees	42,380	42,648	51,939	9,291	122.6%
0651/5 Liability Insurance & Settlements	94,000	72,240	77,081	4,841	82.0%
0653 Property Insurance Premiums	187,000	138,637	192,015	53,378	102.7%
0711 Transfer to Josai	7,500	0	0	0	0.0%
0712 Transfer to Long Term Maintenance	100,000	0	0	0	0.0%
0713 Transfer to PERS Reserve Fund	100,000	0	0	0	0.0%
0715 Transfer to Curriculum/Tech. Fund	40,000	0	0	0	0.0%
	25,848,297	12,043,701	11,745,846	(297,855)	45.4%

FY 20-21 spending primarily staff Canvas training

includes new high school phones

Received dividend in '19-'20

Reported 2020-21 OSHA Recordable Incidents
Through January 31, 2021

	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	June	2020-21 Total
Foster	0	0	0	0	0	0	0	0	0	0	0	0	0
Hawthorne	0	0	0	0	0	0	0	0	0	0	0	0	0
Holley	0	0	0	0	0	0	0	0	0	0	0	0	0
Oak Heights	0	0	0	0	0	0	0	0	0	0	0	0	0
Sweet Home JH	0	0	0	0	0	0	0	0	0	0	0	0	0
Sweet Home HS	0	0	0	0	0	0	0	0	0	0	0	0	0
Transportation	0	0	0	0	0	0	0	0	0	0	0	0	0
Cafeteria	0	0	0	1	1	0	0	0	0	0	0	0	2
District Office	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance	1	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL 2020-21	1	0	0	1	1	0	0	0	0	0	0	0	3

2019-20 school year	0	1	3	1	1	0	0	2	1	0	0	0	9
2018-19 school year	0	0	0	1	1	0	0	3	0	0	0	1	6
2017-18 school year	0	0	3	0	0	0	1	0	4	1	2	0	11
2016-17 school year	0	3	3	2	2	1	2	1	0	1	2	0	17
2015-16 school year	0	1	0	0	0	2	1	1	2	2	1	1	11
2014-15 school year	0	1	1	2	1	1	1	1	0	1	0	1	10
2013-14 school year	2	0	0	0	1	1	0	1	0	1	1	0	7
2012-13 school year	0	2	1	1	1	1	1	0	0	0	0	1	8
2011-12 school year	1	1	3	2	0	0	0	0	0	1	1	0	9
2010-11 school year	0	0	3	0	0	2	0	1	1	1	1	0	9
2009-10 school year	0	1	1	0	0	0	0	0	0	1	0	0	3

- Staff member cut hand on piece of metal requiring two stitches
- Staff member dropped heavy item they were carrying on foot resulting in light duty work.
- Staff member strained back from fall



MEMORANDUM

6A

To: Board of Directors
From: Kevin Strong
Subject: Workers' Compensation Experience Modification Rate
Date: February 1, 2021

The Sweet Home School District's Workers' Compensation Experience Modification Rate decreased from 1.10 during the July 1, 2016 - June 30, 2019 time period to 0.79 during the July 1, 2017 - June 30, 2020 time period.

An Experience Modification Rate (EMR) has a significant impact on our workers' compensation insurance costs. The EMR is a metric that insurers use to calculate workers' compensation premiums; it takes into account the number of claims/injuries an employer has had in the past and the corresponding costs. An EMR of 1.0 is the benchmark industry average -- if our EMR number is lower than average, (e.g. less than 1.0), our worker's compensation premium will be lower than average. An EMR number greater than 1.0 will result in a higher than average premium.

The District safety committee thanks our staff members for following safe work practices and for identifying and addressing safety hazards.

FW: Sweet Home SD - 2021 WC Experience Rating Inbox x

← **Geoffrey Sinclair**

to me, Cathi ▾

Great News Kevin,

Your Workers Compensation experience rating is dropping from a 1.10 to 0.79 per attached tentative rating analysis. An incredible decrease !!!

Call me if you want to talk or have any questions. Great job !

Geoff

Geoff Sinclair

ARM

Vice President, Public Sector Practice

OR License #6235053 / WA License #963364 / WY License #448732

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Brown & Brown Northwest

601 SW 2nd Avenue, Ste. 1200, Portland, OR 97204



NORTHWEST

bbnw.com

Dear Policy Update subscribers,

The [Families First Coronavirus Response Act](#) (“FFCRA”) was not renewed in 2021. Policy GCBDAAGDBDAA - COVID-19 Related Leave and GCBDAAGDBDAA-AR(1) (Highly Recommended) and GCBDAAGDBDAA-AR(2) Form (Optional) created to inform about FFCRA are no longer needed. If the board adopted this policy and implemented its ARs, rescinding of same is now recommended.

7A

Review updated OFLA language adopted by BOLI in 2020 and update other policy and ARs as recommended in the November 2020 *Policy Update* issue. If staff receives FMLA/OFLA benefits, review GCBDAAGDBDAA-AR(1), AR(2) and AR(4), and update, or if staff receive OFLA only benefits, review and update similar AR codes that represent OFLA only benefits; both are available via the *Policy Update* subscription in the [OSBA portal](#).

Spencer Lewis
(he/him/his)
Director of Policy Services
Oregon School Boards Association



COVID-19 Related Leave

7A

~~When applicable, the district will comply with the provisions of the Families First Coronavirus Response Act (FFCRA) which includes the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA). The district will also comply with the Oregon Bureau of Labor and Industries’ (BOLI) temporary rule BLI 4-2020 that amends Oregon Administrative Rule 839-009-0230 for the purpose of taking leave during the statewide public health emergency. This policy and its accompanying administrative regulation will be in effect until each of the above laws have expired.~~

~~Employees are eligible for EFMLEA leave if they have been employed for at least 30 days.~~

~~EPSLA applies to all employees no matter how long they have been employed or how many hours they have worked.~~

~~The district may exclude from the EPSLA and EFMLEA employees who are health care providers, including anyone employed at any post-secondary educational institution offering health care instruction.~~

~~The BOLI rule applies to districts with employees who are eligible for leave under the Oregon Family Leave Act.~~

~~The district shall post a notice of FFCRA requirements in conspicuous places at district facilities. The district may meet the notice requirement by emailing the notice to employees or posting notice on an internal or external website made available to employees.~~

~~The district is prohibited from retaliating against an employee who takes leave or takes actions to enforce the requirements of these acts.~~

~~This policy does not affect employee rights or benefits under any other law, collective bargaining agreement, or district policy. The district is not required to pay an employee for unused emergency paid sick time if an employee resigns, retires, or is terminated.~~

~~END OF POLICY~~

Legal Reference(s):

ORS 332.507	ORS 659A.093	ORS 659A.150 – 659A.186
ORS 342.545	ORS 659A.096	
ORS 659A.090	ORS 659A.099	OAR 839-009-0200 – 0320

~~BOLI Temporary Administrative Order BLI 4 2020
Families First Coronavirus Response Act, Public Law No: 116-127, Mar. 18, 2020.
Americans with Disabilities Act, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
Family and Medical Leave Act, 29 U.S.C. §§ 2601-2654 (2018); 5 U.S.C. §§ 6381-6387 (2018); Family and Medical Leave Act, 29 C.F.R. Part 825 (2019).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. § 2000ff-1 (2018).
Escriba v. Foster Poultry Farms, Inc. 743 F.3d 1236 (9th Cir. 2014).~~



COVID-19 Related Leave

7A

Emergency Paid Sick Leave Act

~~The district shall provide paid sick time to employees who are unable to work due to the effects of coronavirus disease 2019 (COVID-19). Full-time employees are entitled to 80 hours of paid sick time, which is available immediately for use if the employee:~~

- ~~1. Is subject to a governmental quarantine or isolation order;~~
- ~~2. Has been advised by a health care provider to self-quarantine;~~
- ~~3. Is experiencing symptoms of COVID-19 and seeking a medical diagnosis;~~
- ~~4. Is caring for an individual who is subject to quarantine or isolation by governmental order or health care provider advisement;~~
- ~~5. Is caring for their son or daughter whose school or child care provider is closed; or~~
- ~~6. Is experiencing a substantially similar condition related to COVID-19 as specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.~~

~~Paid sick time may be used before other paid leave that may be available to the employee. A part-time employee is entitled to such paid sick time for the average number of hours the part-time employee works during an average two-week period. Paid sick time shall not carry over from one year to the next.~~

~~The district shall pay the regular rate of pay up to \$511 per day, and \$5,110 in the aggregate, for paid sick time used by an employee who experiences symptoms of COVID-19, or is required or advised to self-quarantine due to concerns related to COVID-19.~~

~~The district shall pay two-thirds of the regular rate of pay up to \$200 per day, and \$2,000 in aggregate, for paid sick time used by an employee:~~

- ~~1. To care for an individual subject to quarantine or isolation by governmental order or health care provider advisement;~~
- ~~2. To care for their child because the child's school or child care provider is closed due to COVID-19 related reasons; or~~
- ~~3. Who is experiencing a substantially similar condition related to COVID-19 as specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.~~

~~Emergency Family and Medical Leave Expansion Act~~

~~A district employee may take public health emergency leave to care for the employee's child during a COVID-19 public health emergency.~~

~~The district is not required to pay an employee for the first 10 days of such public health emergency leave. However, an employee may use accrued paid leave during such time. After the 10 days, the district must pay not less than two-thirds of an employee's regular rate of pay for the number of hours per week the employee normally works. The maximum amount of compensation for such leave is \$200 per day and \$10,000 in aggregate.~~

~~The district shall restore the employee's former position following the use of public health emergency leave unless, the district:~~

- ~~1. Has fewer than 25 employees;~~
- ~~2. Has made reasonable efforts to retain the employee's position but such position no longer exists due to economic or operating conditions caused by the public health emergency; and~~
- ~~3. Has made reasonable efforts to restore the employee to an equivalent position.~~

~~Temporary BOLI Rule affecting Oregon Family Leave Act (OFLA)~~

~~The temporary BOLI rule extends OFLA's sick child leave to include the absence to care for an employee's child whose school or place of care has been closed in conjunction with a statewide public health emergency declared by a public health official.~~

~~The leave is protected but unpaid, and in most circumstances will run concurrently with leave taken under the Families First Coronavirus Response Act. An employee may elect to use any accrued paid leave time.~~



COVID-19 Related Leave

Employee's Name: _____ Date: _____ **7A**

Dates for which the leave is requested: _____

Qualifying reason for leave:

- ~~Is subject to governmental quarantined or isolation order.~~
- ~~Has been advised by health care provider to self quarantine.~~
- ~~Is experiencing symptoms of COVID-19 and seeking a medical diagnosis.~~
- ~~Is caring for an individual who is subject to a quarantine or isolation by governmental order or health care provider advisement.~~
- ~~Is caring for their son or daughter whose school or child care provider is closed.~~
- ~~Is experiencing a substantially similar condition related to COVID-19 as specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.~~

The employee is unable to work, including telework due to: _____

Documentation supporting the qualifying reason for requesting leave: _____

For quarantine or isolation orders, provide the name of the health care provider who advised the self-quarantine:

Name of health care provider	Contact information
------------------------------	---------------------

~~For emergency Family Medical Leave Act (FMLA) leave and paid sick leave taken for COVID-19 related school or child care closings, provide documentation to support the need for leave, i.e., notice posted on government, school or day care website, published in a newspaper, or an email from an official of the school, place of care, or child care provider.~~