

**Reynolds School District
Board of Education Regular**

July 22, 2020

7:00 PM

Virtual Meeting

I.	6:00p - Executive Session	3
	The Reynolds School Board and the Superintendent will recess into Executive Session at 6:00p, under ORS 192.660(2)(b) Personnel and ORS 192.660(2)(d) Negotiations. Executive Session is closed to the public.	
II.	7:00p - Call to Order and Land Acknowledgement	4
III.	7:05p - Board Elections	6
	A. Elect a 2020-2021 Board Chair	
	B. Elect a 2020-2021 Board Vice Chair	
IV.	7:15p - Public to be Heard	8
V.	7:25p - Board Reports	9
	A. Board Announcements	
	i. Individual Board Members - Announcements and Reports	
	ii. Budget Committee Vacancies	
	iii. Upcoming Board Meetings	
VI.	7:40p - Superintendent's Reports	11
	A. Announcements/Reports - Dr. Danna Diaz	
	i. COVID-19 / Blueprint Update	
	B. Fiscal Responsibility - Christina Weinard	
	C. Communications - Stephanie Field	
	D. Superintendent's Action Plan	
	i. Chronic Absenteeism	
VII.	8:40p - Consent Agenda	58
	A. Approval of Personnel Order	
	B. Approval of Prior Meeting Minutes	
	C. Resolution 2020-2021-001: Designating District Officers, Clerks, Agents, and Depositories of Funds for the 2020-2021 School Year	
	D. Approval of the Calendar for the 2021-2022 Budget Process	
VIII.	8:45p - Action Items	
	A. Authorization to Spend Over \$150,000 on Student Devices	
	B. Approval of REA Bargaining Agreements	
IX.	8:55p - Board Discussion	118

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Executive Session

Policy: [Executive Session - BDC](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

The Reynolds School Board and the Superintendent will recess into Executive Session at 6:00p, under ORS 192.660(2)(a) Personnel and ORS 192.660(2)(d) Negotiations. Executive Session is closed to the public.

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable

To: Board of Directors
From: Dr. Danna Diaz, Superintendent of Schools
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Call to Order

Policy: [Board Meetings BD/BDA](#), [Conduct of Board Meetings BDDF](#)

Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

On March 17, Governor Kate Brown temporarily suspended public gatherings in response to the COVID-19 pandemic. Because of this order, Reynolds School District Board Meetings will be virtual until further notice.

Although members of the board are not gathered in a central, physical location, we do have a quorum present at this meeting by video-conferencing.

Meeting procedures will adhere to Board policy to the extent that is practical in this setting. All public comments will be submitted in written form. They will be given to Board members for review and will be posted online for public access.

A recording of this meeting will be made available to the public. We apologize for any unforeseeable difficulties and ask for your patience as we navigate these unprecedented conditions.

Land Acknowledgement

We will open tonight's meeting by acknowledging the traditional Indigenous inhabitants of this land. The purpose of these statements is to show respect for indigenous peoples and recognize their enduring relationship to the land. Practicing acknowledgment can also raise awareness about histories that are often suppressed or forgotten.

Land Use Acknowledgment & Guidelines



Approved and Apdopted on May 27, 2020

Reynolds School District expresses our gratitude and appreciation to traditional village sites of the Multnomah, Kathlamet, Clackamas, bands of Chinook, Tualatin, Kalapuya, Molalla and many other Tribes who made their homes along the Columbia River, and which is now home to a vibrant native community representing over 400 different tribal nations.

We believe that it is our responsibility as a school district to educate our students, staff and families about the true history of colonialism and the continued need to address colonialism today. This land acknowledgement will encourage our community to reflect upon the land we are standing on and engage in conversations centered in honoring the land.

Land acknowledgments will take place in conjunction with the Pledge of Allegiance, which will be recited after the Land Use Acknowledgement, during the following times:

- School Board meetings
- District-wide community meetings
- School assemblies
- Athletic Competitions
- Parent and community school evening events

Land Use Acknowledgment

We respectfully acknowledge that the land on which we are gathering today is the traditional homeland of a diverse array of indigenous tribes and bands. Multnomah County rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River, creating communities and summer encampments to harvest and use the plentiful natural resources of the area. Multnomah County is now home to a vibrant indigenous community representing over 400 different tribal nations.

We recognize Indigenous peoples as the traditional stewards of this land and acknowledge the enduring relationship between the land and the people since time immemorial. We make this acknowledgement to open a space of recognition, inclusion, and respect for our sovereign tribal partners and all indigenous students, families, and staff in our community.

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Board Elections for the 2020-2021 Fiscal Year

Policy: [Board Organization / Board Organizational Meeting – BC / BCA](#)

Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

Policy BC / BCA: Board Organization / Board Organizational Meeting states that the Board Chair and Vice Chair will be elected at the July Business Meeting.

Previous Board Action:

The Board elected the current Chair and Vice Chair at the July 10, 2019 Business Meeting.

Background:

The Board elects officers at every July business meeting, following Policy BC / BCA.

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

I nominate _____ for the role of Board Chair for the 2020-2021 fiscal year.

I nominate _____ for the role of Board Vice Chair for the 2020-2021 fiscal year.



Code: **BC/BCA**
Adopted: 1/4/07
Revised/Readopted: 5/13/10; 4/26/17
Orig. Code(s): BC/BCA

Board Organization/Board Organizational Meeting

No later than the next regular meeting following July 1, and in no circumstance earlier than July 1, the board will organize itself for the year. In a board election year, the board organizational meeting will be held no later than July 31.

The organizational meeting will consist of, but not be limited to, the following actions:

1. Election of a board chair;
2. Election of a vice chair;
3. Provision for a time and place for regular meetings;
4. Designate one or more banks which meet district, state and federal guidelines as official depositories for district funds;
5. Authorize the superintendent and/or director of business to sign district checks. The board may authorize the use of facsimile signatures by those persons authorized to sign district checks;
6. Other organizational actions prescribed by law or by board practice such as selection of an insurance agent-of-record and reimbursement schedules;
7. Review the *Board Operating Agreement*.

The incumbent board chair will preside until a successor is elected, whereupon the successor will assume the chair. In the event no incumbent chair or vice chair remains on the board, or neither is able to continue to serve as an officer, the board member with the most seniority will serve as the temporary chair.

END OF POLICY

Legal Reference(s):

[ORS 255.335](#)
[ORS 332.040](#) to -332.045
[ORS 332.057](#)

Cross Reference(s):

BCB - Officers of the Board and Duties

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Public to be Heard

Policy: [Public to be Heard - BDDH](#)
[Public Comment at Board Meetings - BDDH-AR](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

Due to COVID-19, the July 22, 2020 RSD School Board Business Meeting will be a virtual meeting. There will be no spoken public comment for this meeting but written comment can be turned in by filling out a form on the School Board's website (<https://www.reynolds.k12.or.us/district/board-meeting-information>). All written comments will be sent to the Board for review.

We are currently working on a process for spoken public comment to be heard, starting at the August Business Meeting.

To: Board of Directors
From: Dr. Danna Diaz, Superintendent of Schools
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Board Announcements

Policy: [Board Meetings - BD/BDA](#), [Conduct of Board Meetings - BDDF](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

- I. Individual Board Members – Announcements and Reports
- II. Budget Committee Vacancies
 - i. Position 10 – term expiring June 30, 2023
 - ii. Position 12 – term expiring June 30, 2021
 - iii. Position 14 – term expiring June 30, 2022
Policy DBEA outlines that the budget committee consists of seven members appointed by the board plus the elected board members. To be eligible for appointment, the appointive member must:
 1. Live and be registered to vote in the district
 2. Not be an officer, agent or employee of the district.
- III. Upcoming Board Meetings
 - a. August 12, 2020: Board Work Session
 - b. August 14 and 15, 2020: Board Retreat
 - c. August 26, 2020: Board Business Meeting

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Superintendent's Reports

Policy: [Board Meetings - BD/BDA](#), [Conduct of Board Meetings - BDDF](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

Superintendent Diaz will provide announcements and reports to the board:

- A. COVID-19 / Blueprint Updates
- B. Fiscal Responsibility
- C. Communications
- D. Superintendent's Action Plan

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable



Reopening Reynolds Family Survey

July 22, 2020

*EACH AND EVERY CHILD PREPARED
FOR A WORLD YET TO BE IMAGINED*





RSD Ready Schools Timeline



Preparation

June 10 – June 30

- Task Force Discussions
- Cabinet Blueprint Development Review
- Principal Blueprint Development Review
- Project Plan
- Family Survey (6/30-7/15)
- **UPDATED GUIDANCE (June 30)**



Plan Development

July 1- August 11

- Pre-fill District-assigned sections of blueprints
- **UPDATED GUIDANCE (July 22)**
- Staff Survey (7/22-7/31)
- Task Force Meeting (Aug. 3)
- Plans are developed by schools (All schools)
- **UPDATED GUIDANCE (August 11)**

August 12

- Plans are submitted to District Office

August 12-13

- Plans are reviewed by District Office Staff (Cabinet)



Public Health Review

August 14

- Submit (20 plans) to Local Public Health Authority (LPHA) for review



Final Plan submission

August 14

- Submit to ODE
- Post on District and school websites
- Send Board notice of Blueprints sent to ODE and posted online
- Communication sent out to students, families, and staff



School Board Review

August 26

- School Board Business Meeting - Presentation of Blueprints

Reopening Reynolds Family Survey

June 30, 2020
through
July 15, 2020

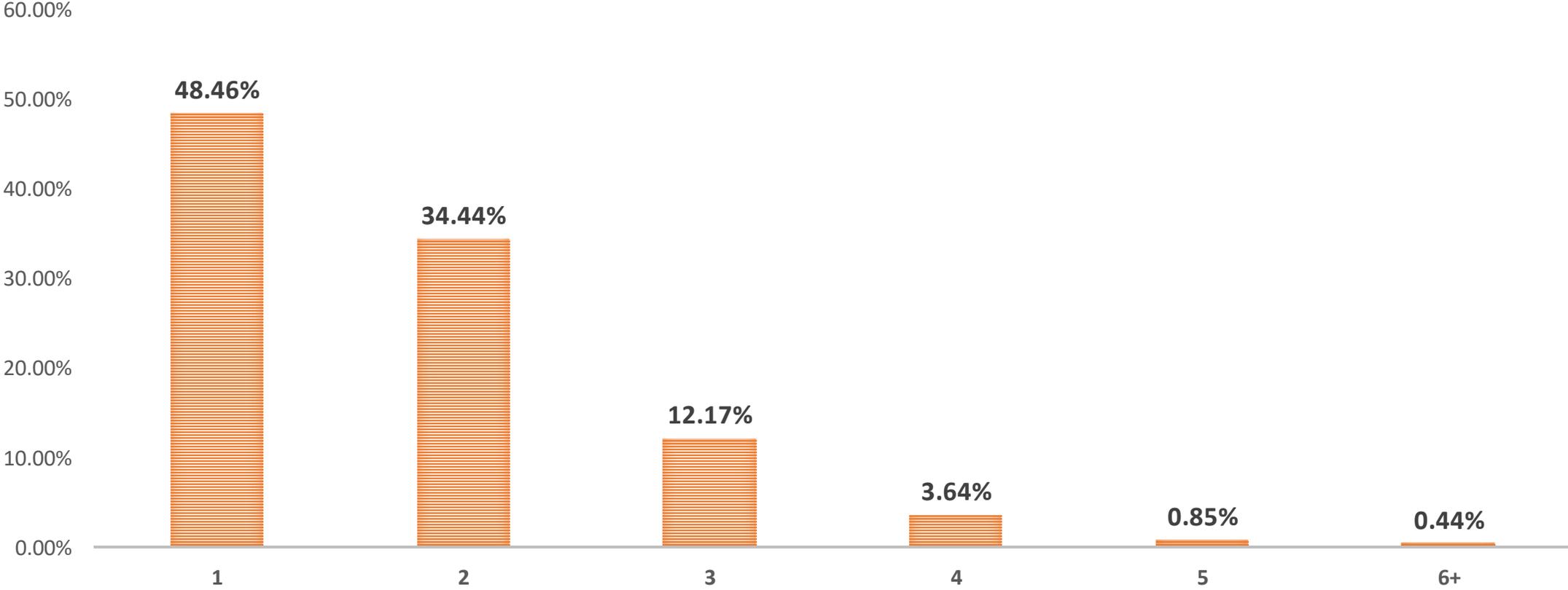
Responses = 2,494

- English Survey = 2,184
- Spanish Survey = 241
- Russian Survey = 39
- Vietnamese Survey = 30

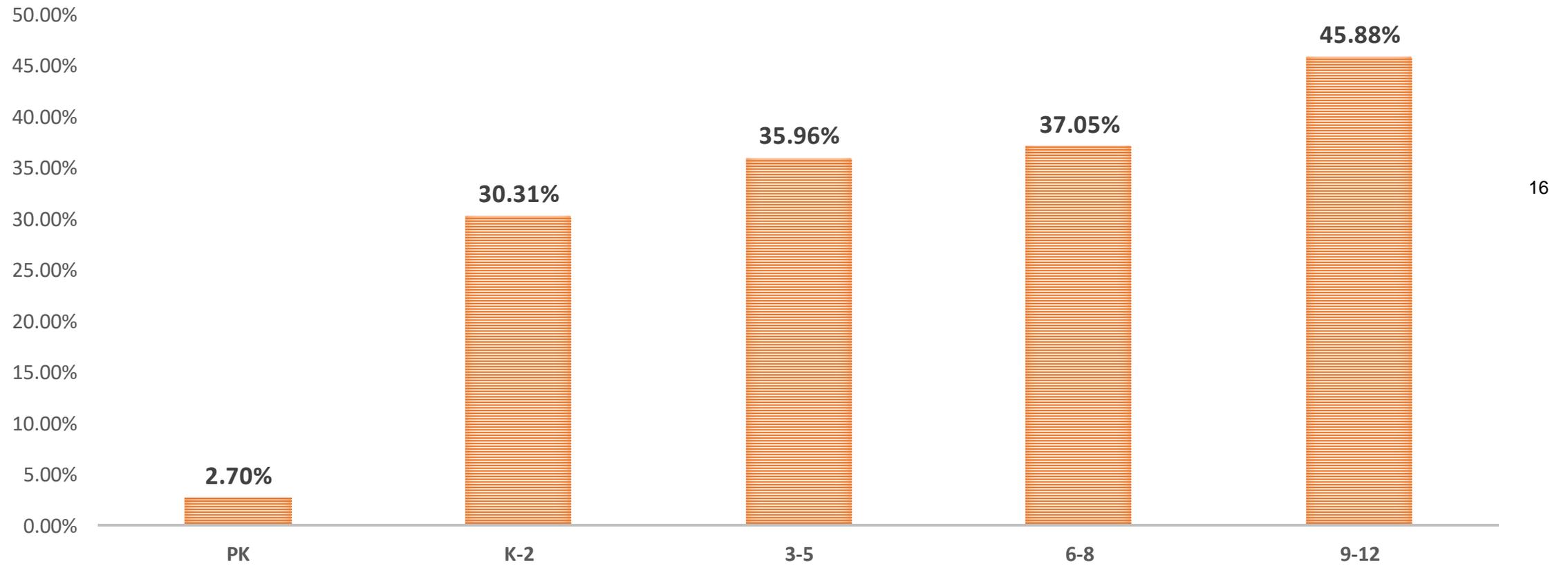
24
Questions

Typical
Time Spent
10m:19s

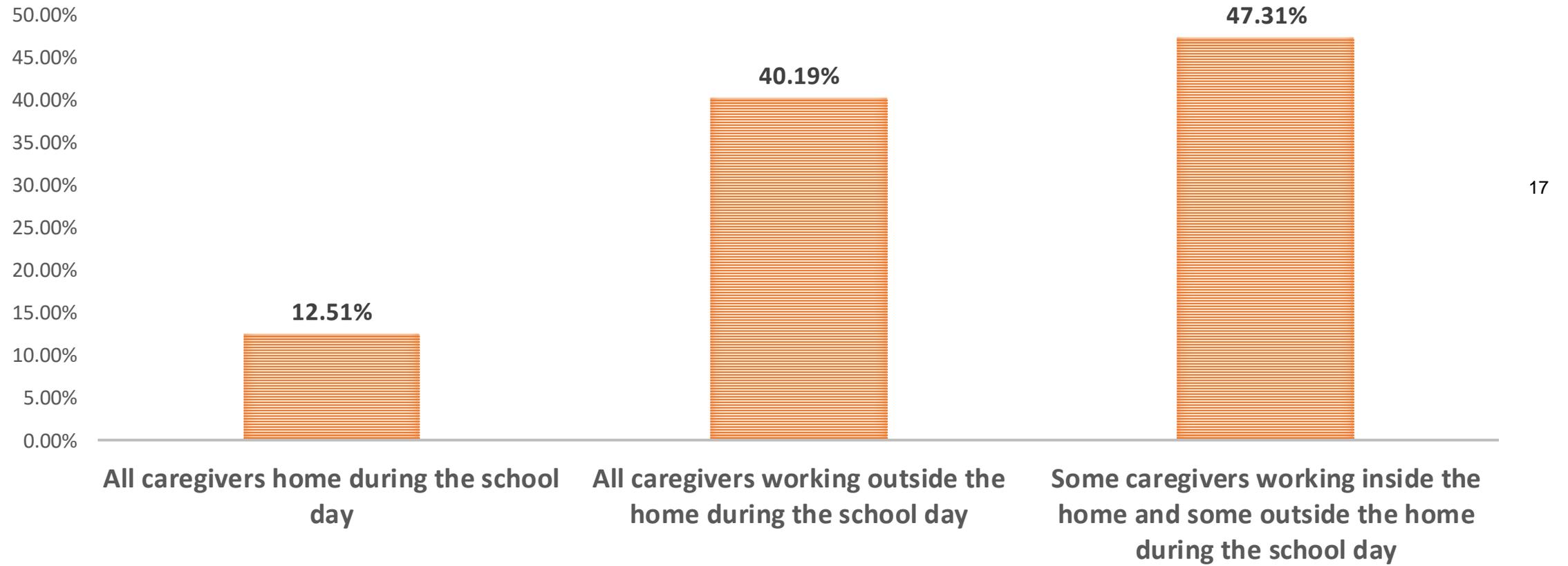
Q1. How many children attend Reynolds School District in your household?



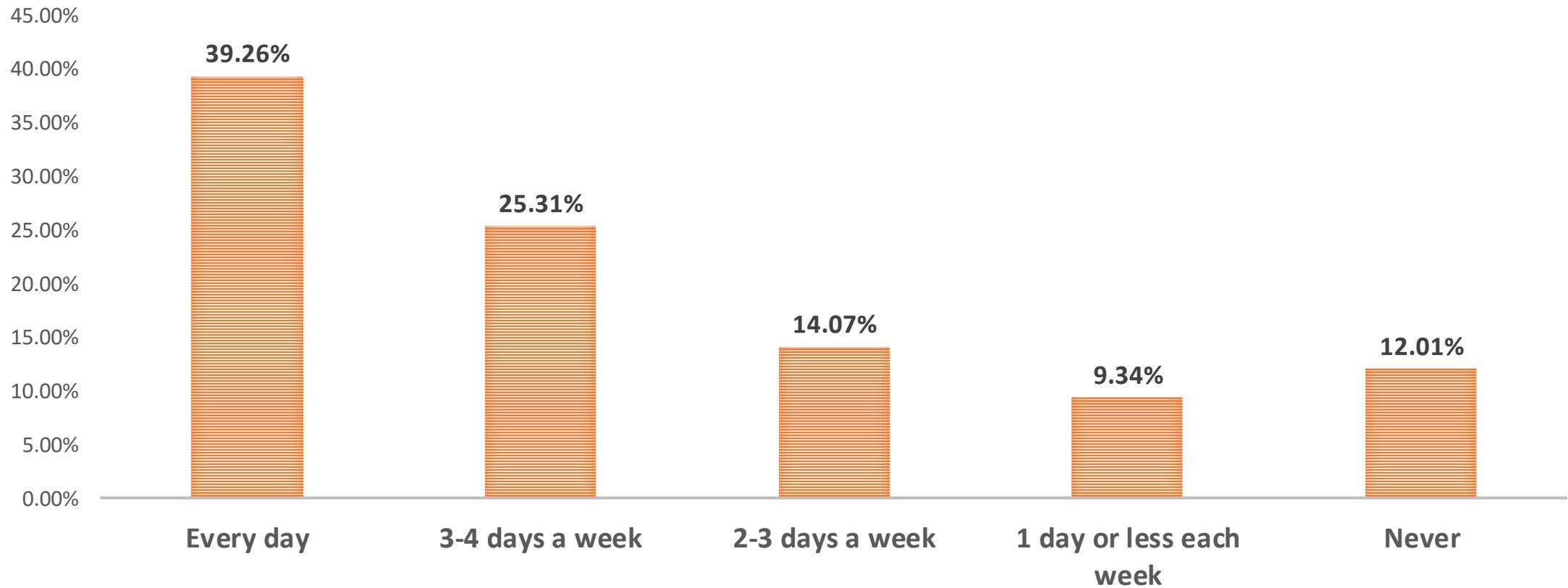
Q2. Please select all grade bands your child or children will enter in 2020-2021.



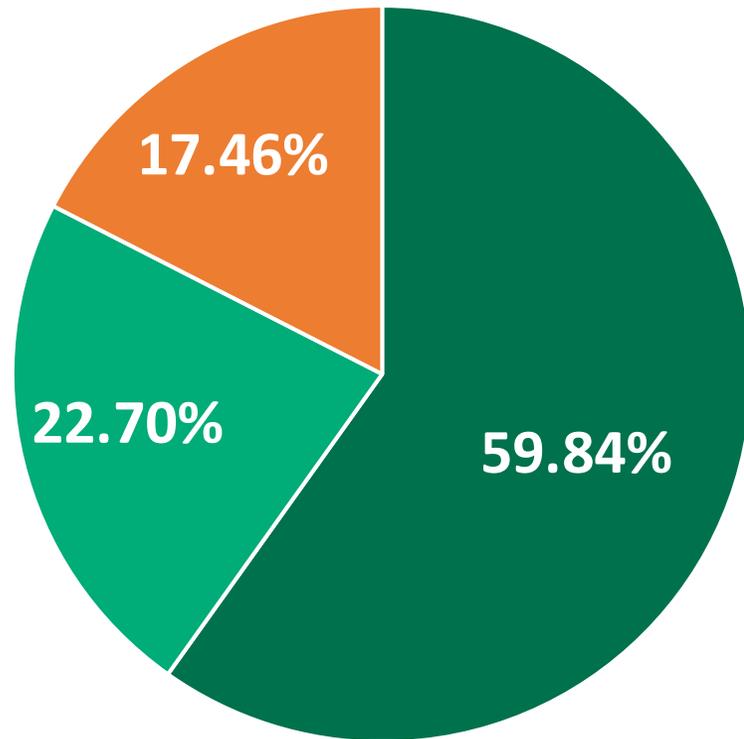
Q3. What do you think your household's work arrangement will be most similar to in Fall 2020?



Q4. In Fall 2020, how often do you anticipate work requiring caregivers to be out of the home during the school day?

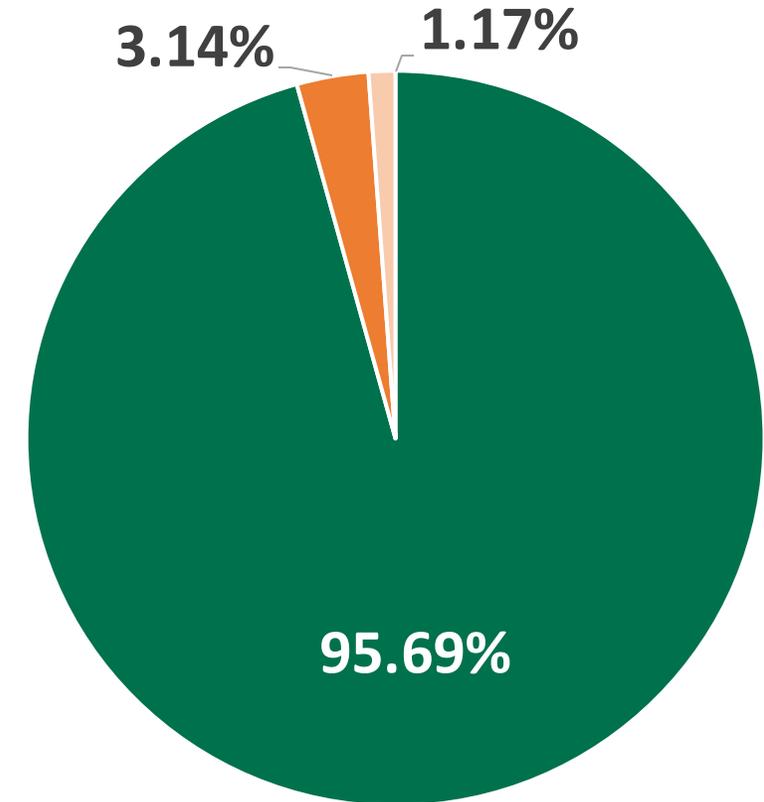


Q5. Does every child in your household have access to one or more tablets or laptops at home to complete assignments?



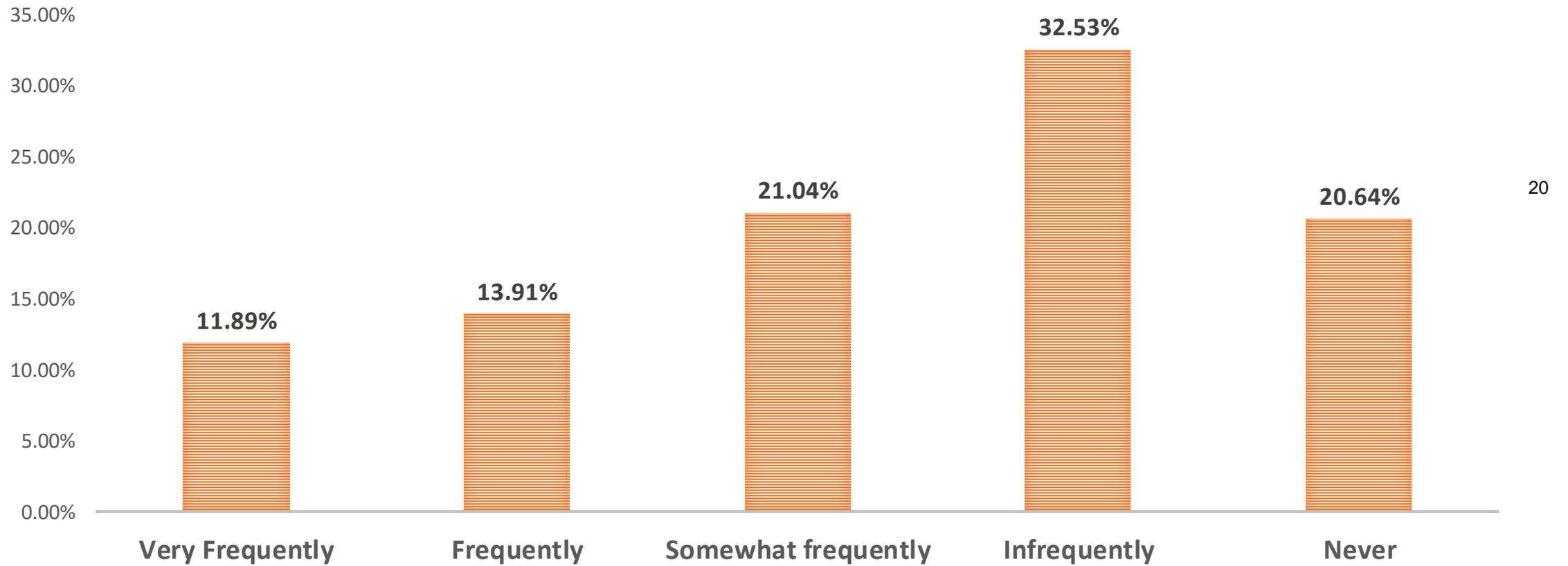
- Yes, every child has access to a personal device at home
- Yes, every child has access to a district-issued device at home
- No, not every child has access to a device at home

Q6. Do you have internet access at home?

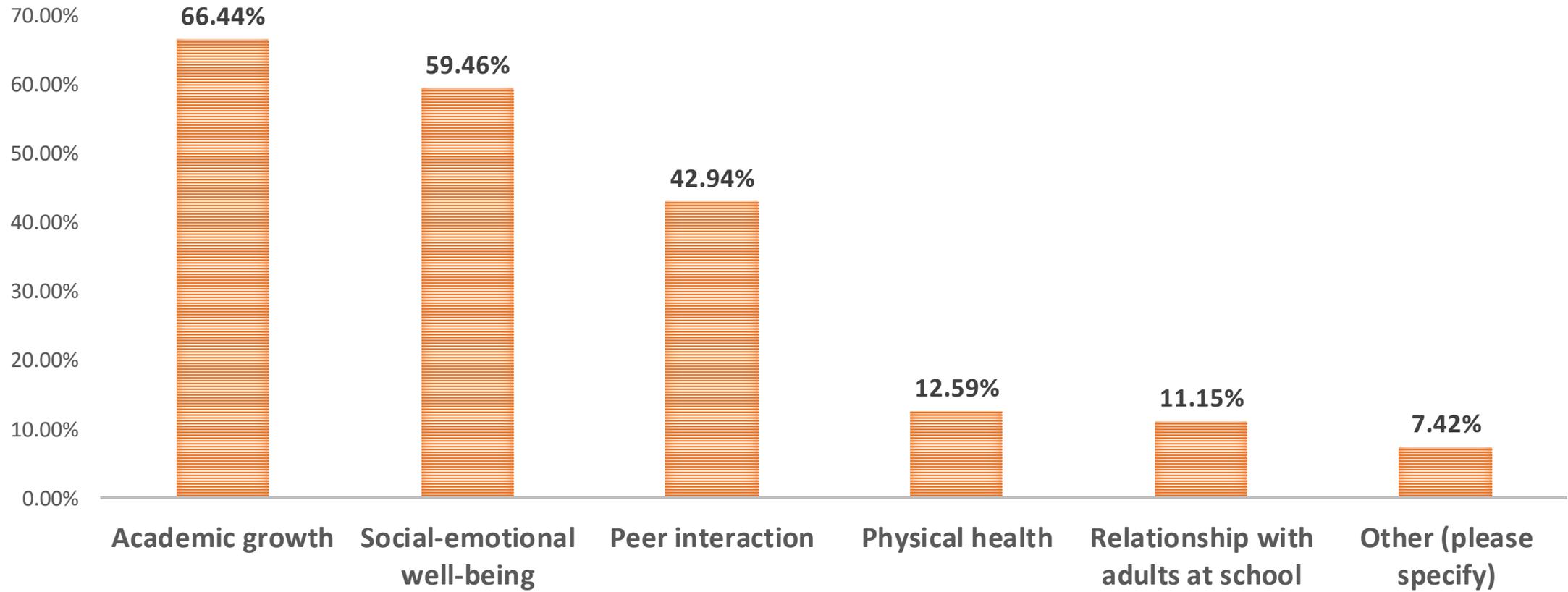


- Yes
- No
- Not sure

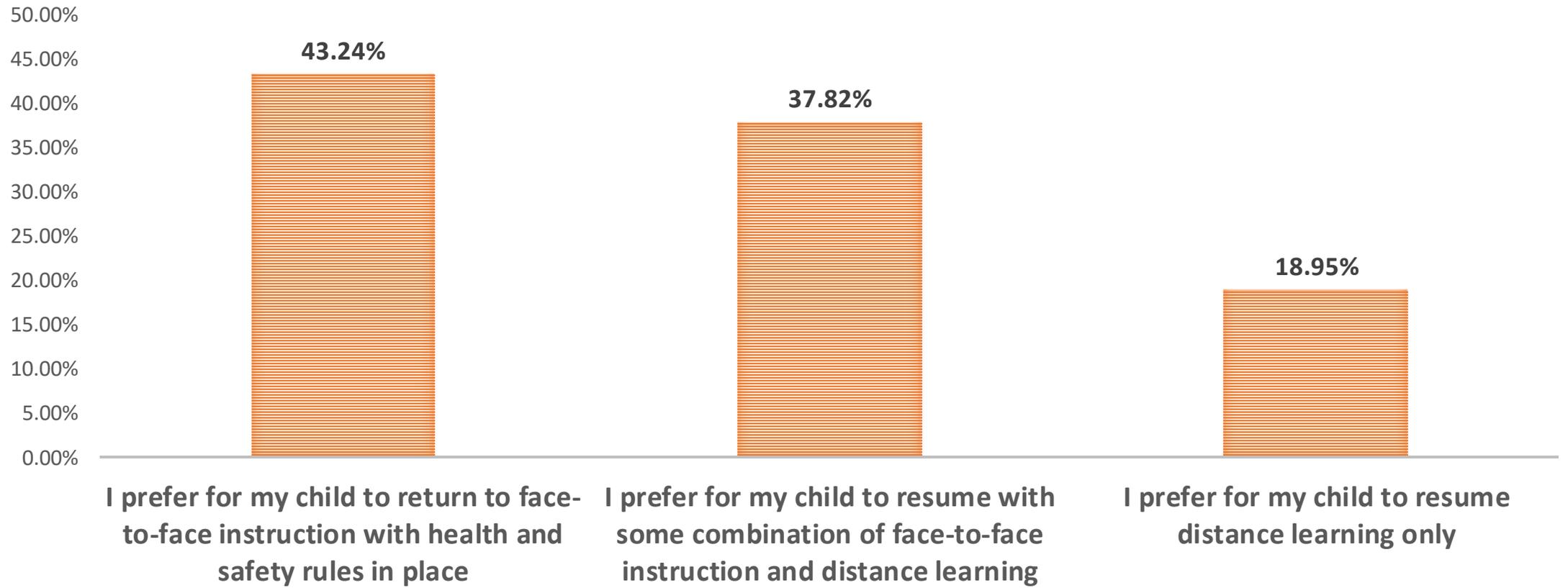
Q7. How often do you run into issues with multiple users online at the same time?



Q8. What do you think would be the most beneficial impact of your child returning to school? (two answers chosen)

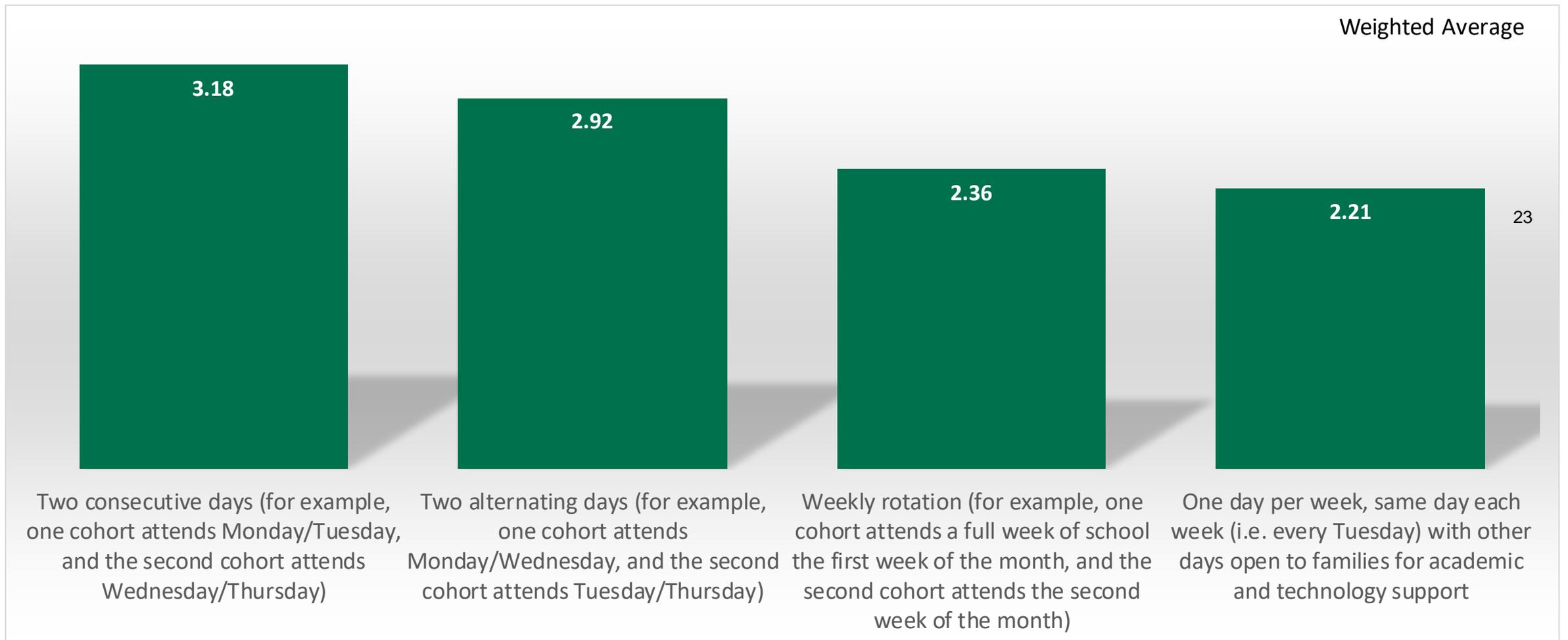


Q9. For the 2020-2021 school year, what choice do you prefer if the following options were your only choice?

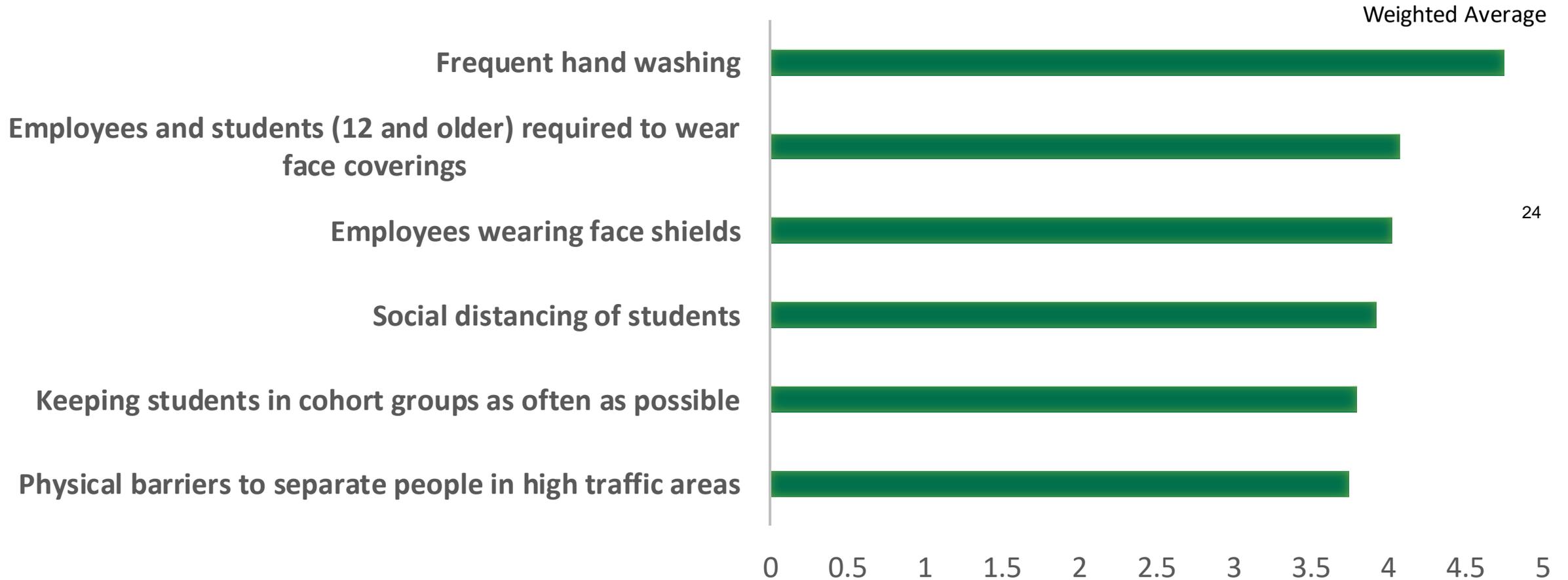


Q10. How much do you prefer the following options for face-to-face instruction?

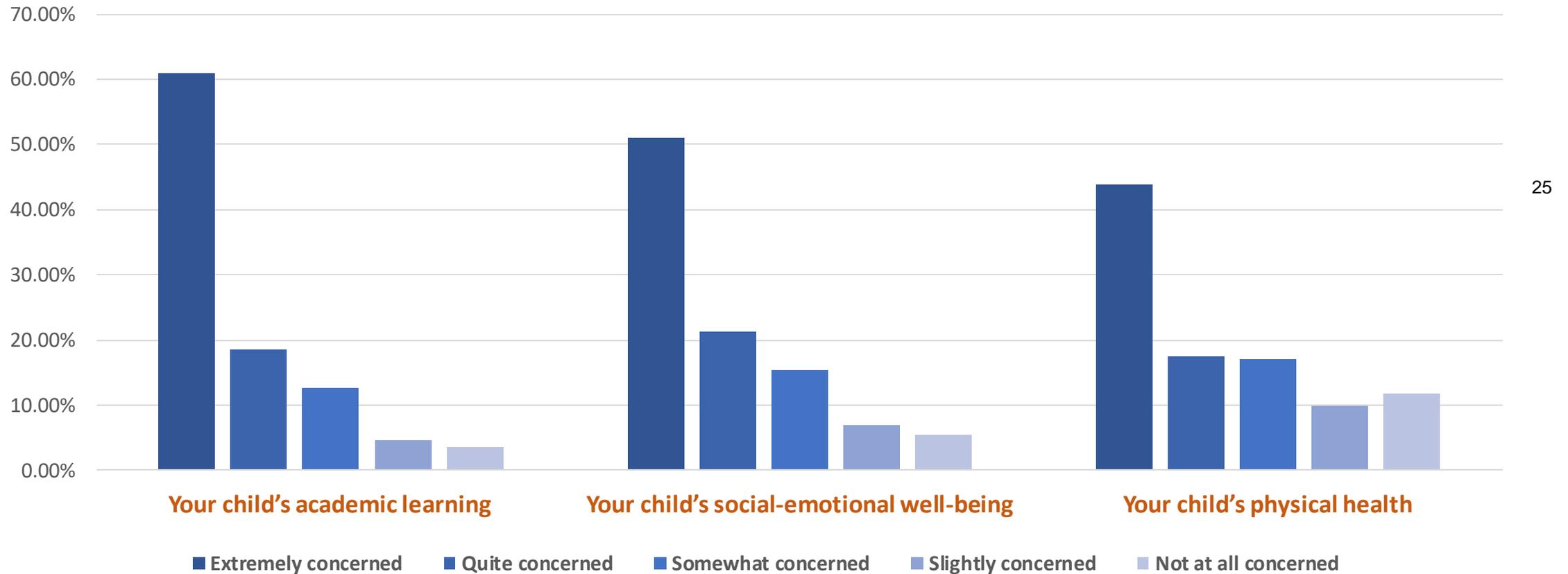
Cohorts in this question refer to a group of students that are consistently in contact with each other and assume that cohorts are stable. In all models, students will receive comprehensive distance learning on days not receiving face-to-face instruction during school week.



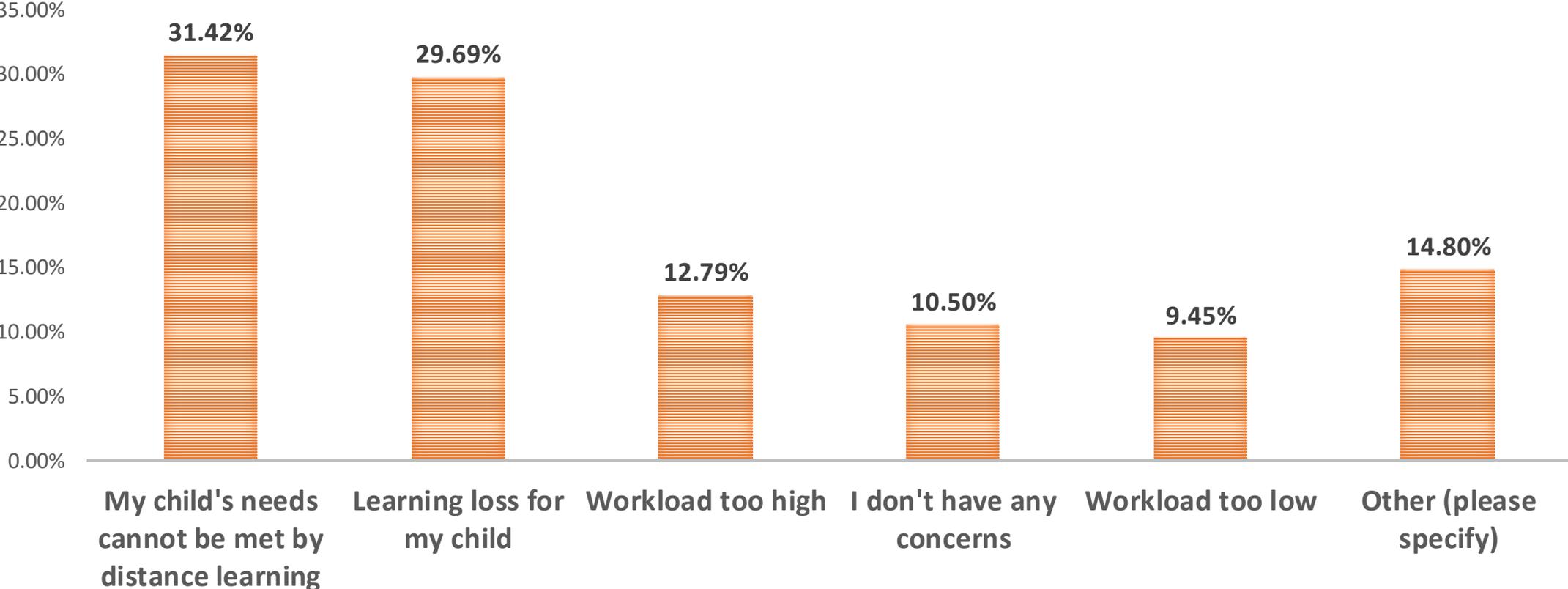
Q11. How important are the following health and safety rules to your comfort with having your child return to face-to-face instruction?



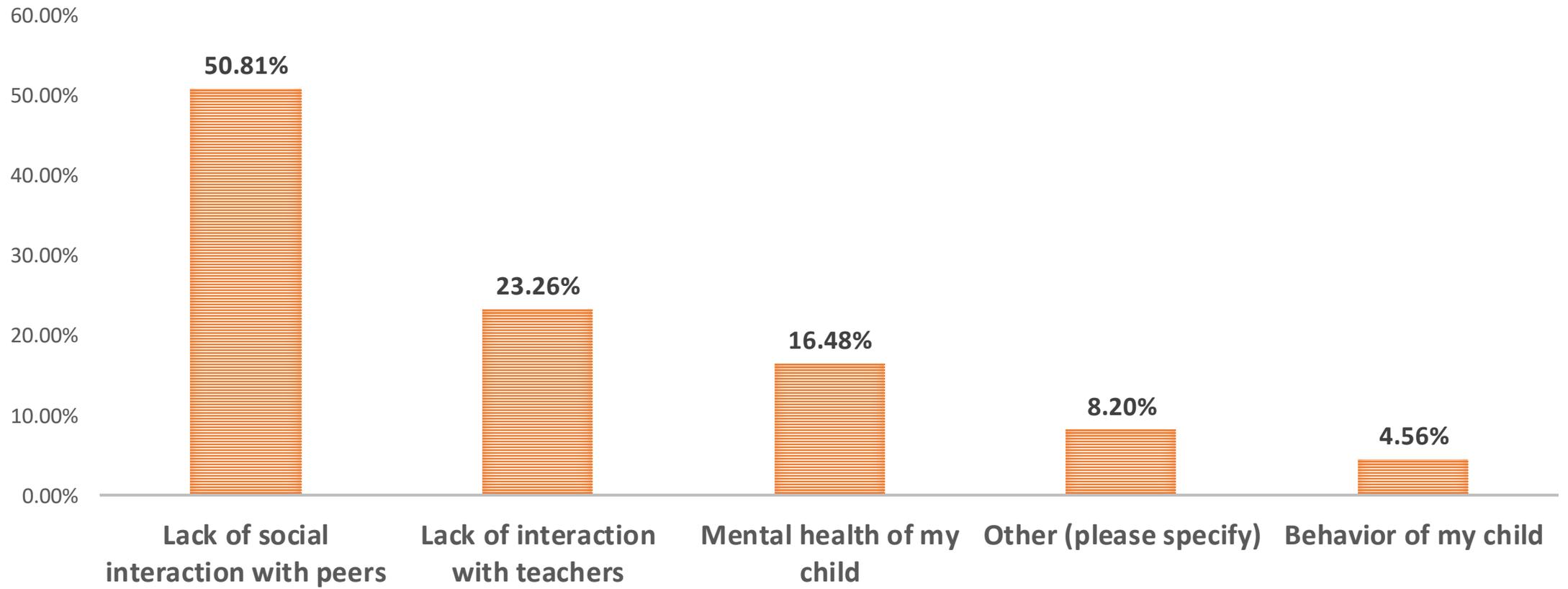
Q12. How concerned are you about the following?



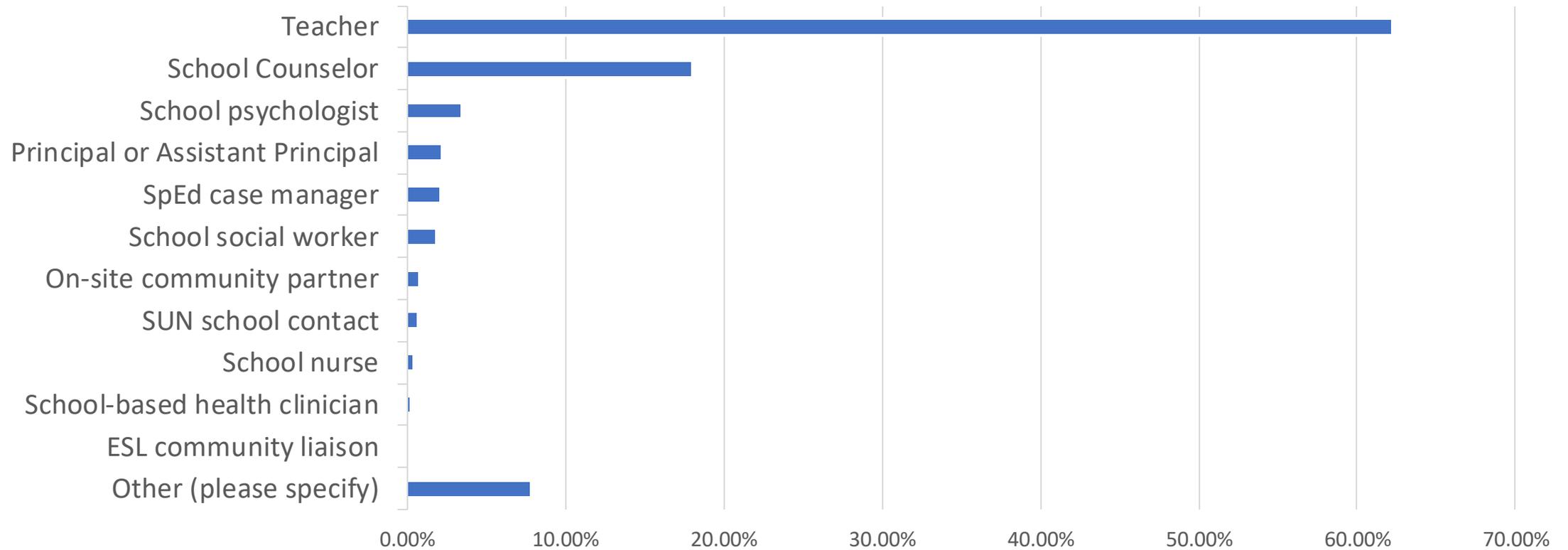
Q13. What is your top concern for your child's academic learning if distance learning continues in the fall?



Q14. What is your top concern for your child's social-emotional well-being if distance learning continues in the fall?



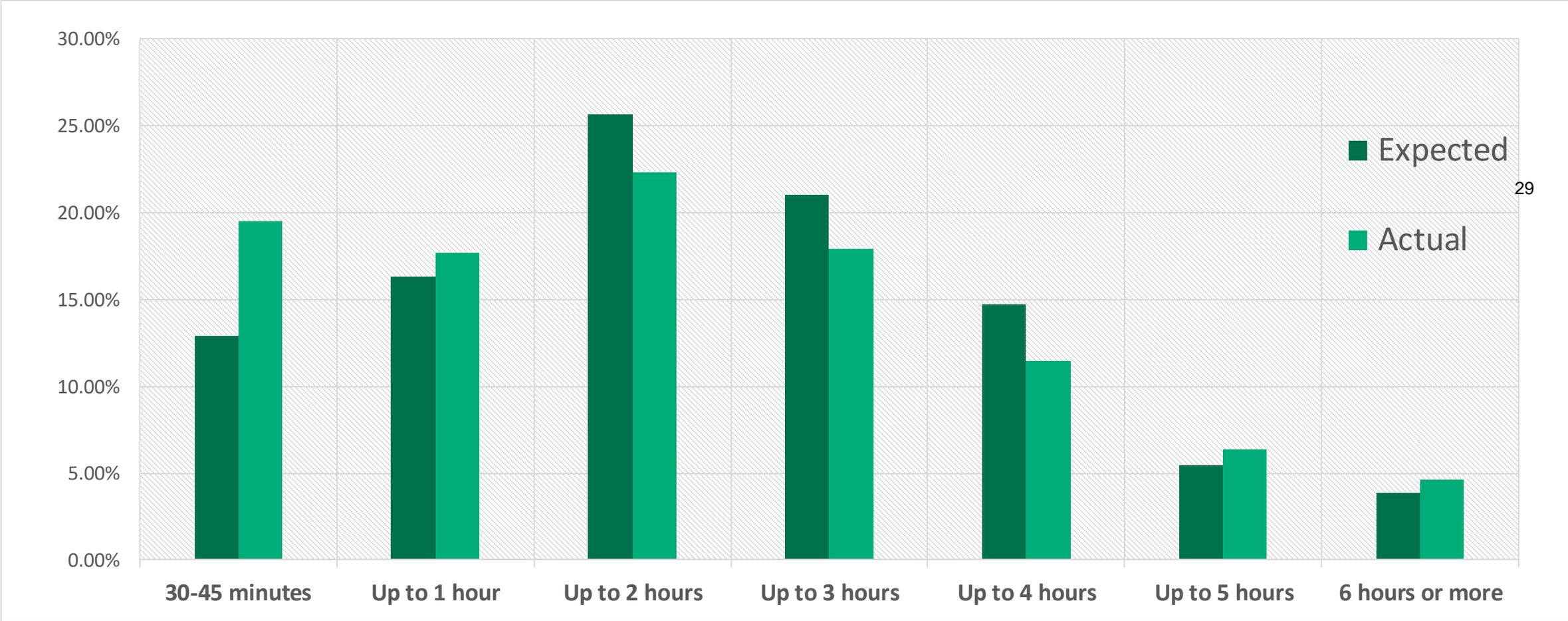
Q15. If I have concerns about my child's emotional well-being, the person/people I am most comfortable virtually connecting with via text/phone/computer is:



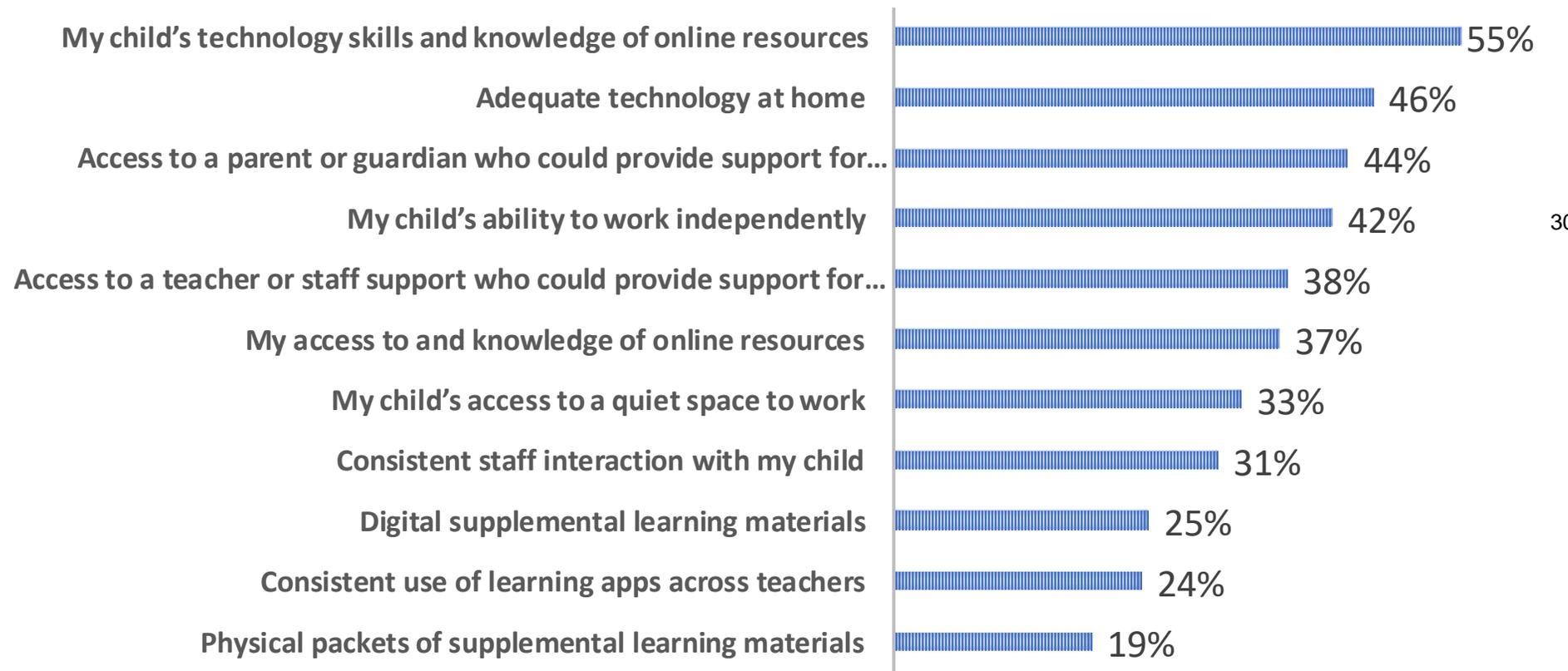
Q16. How much time was your child expected to spend every day in distance learning?

-VS-

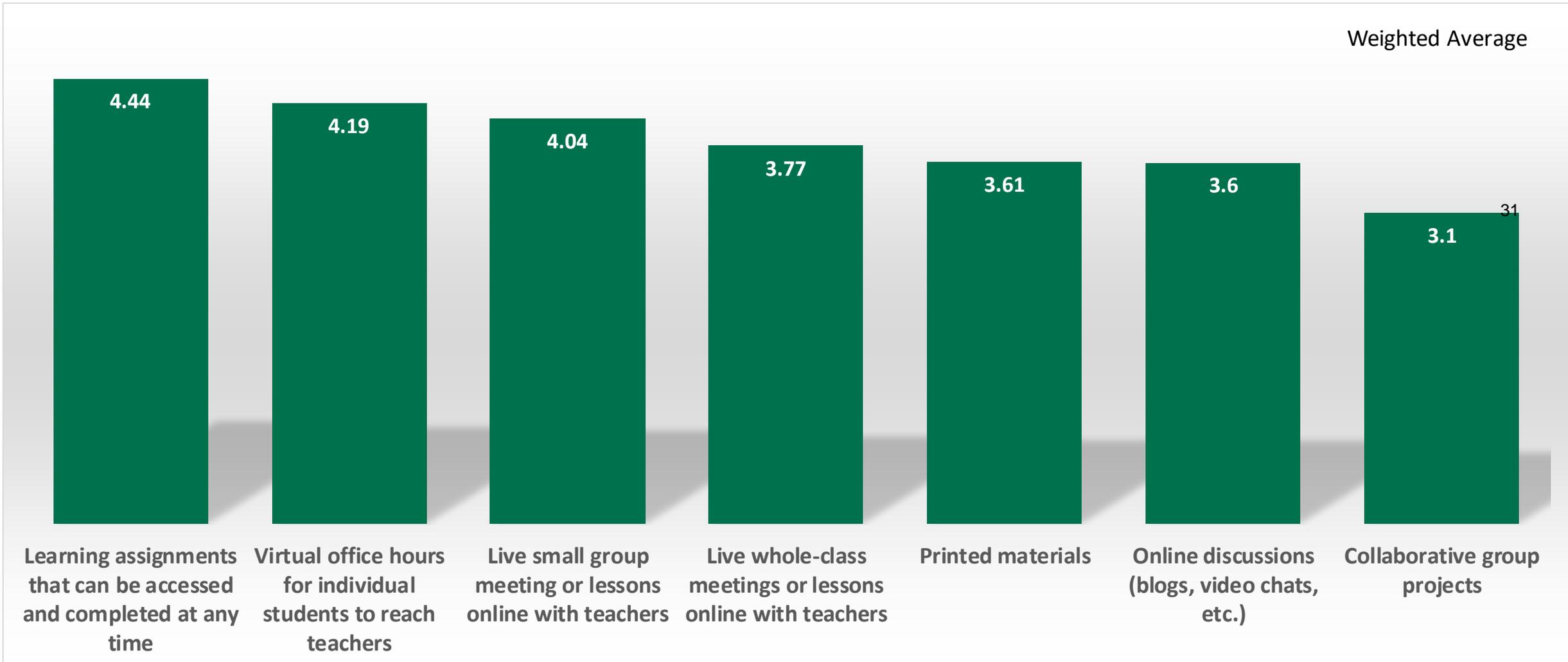
Q17. How much time your child spent on work every day in distance learning?



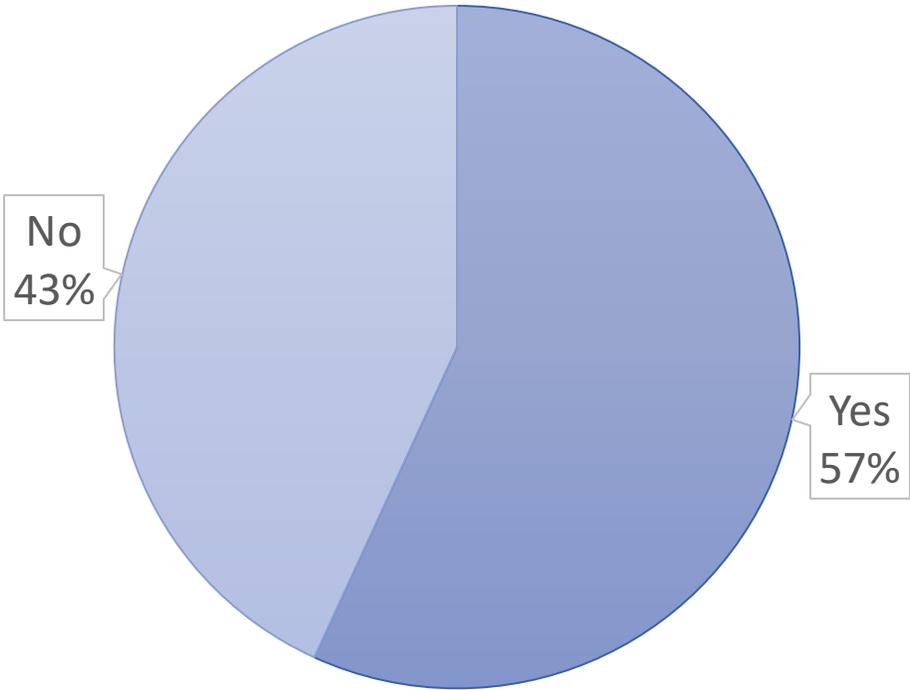
**Q18. Which of the following were helpful in your child's experience of distance learning from March to June 2020?
Please select all that apply.**



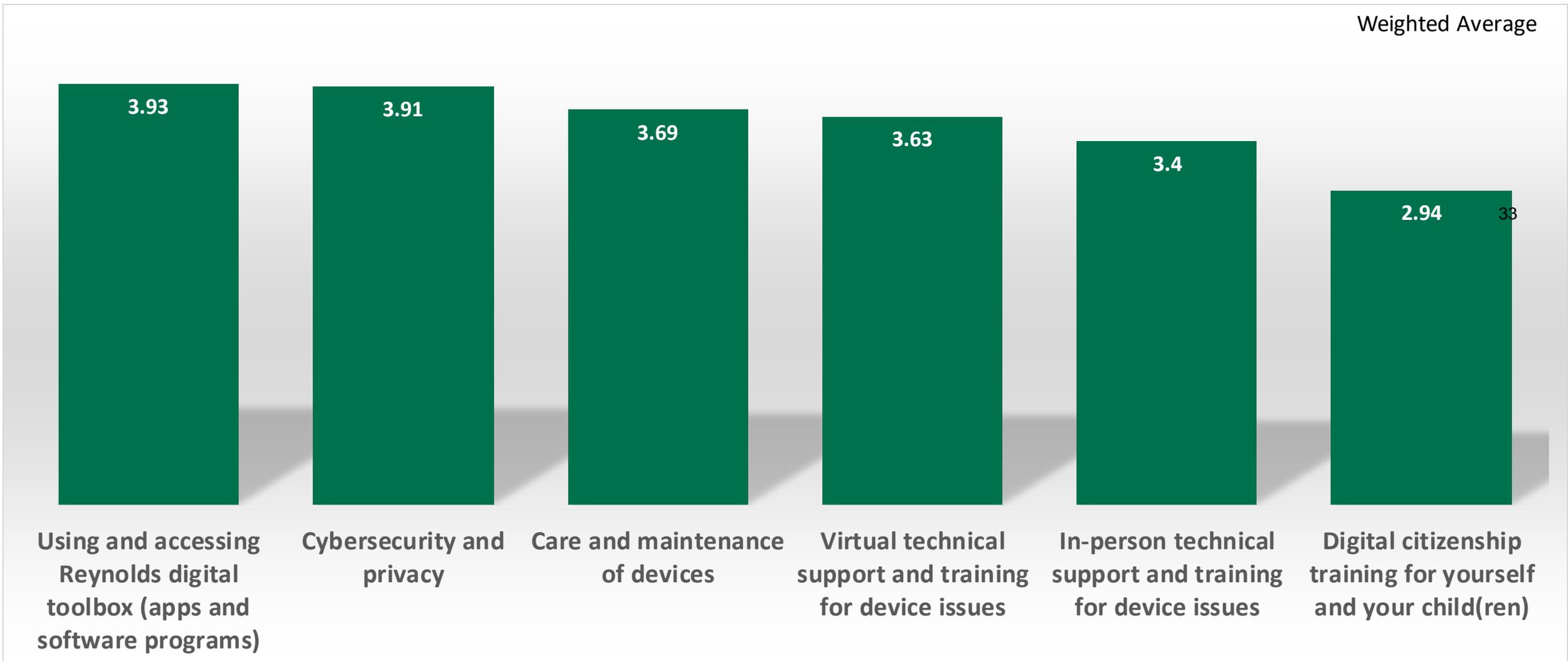
Q19. How important are the following aspects of distance learning?



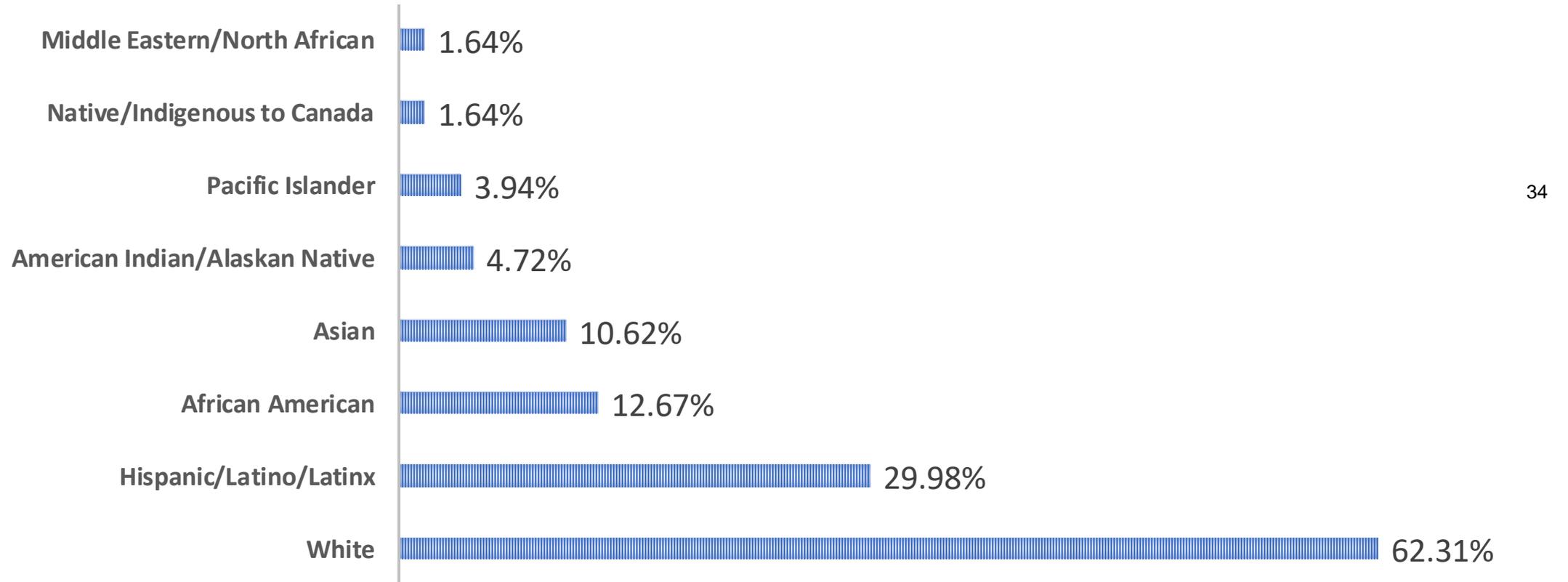
Q20. Did your child use district-supplied transportation for school in 2019-2020?



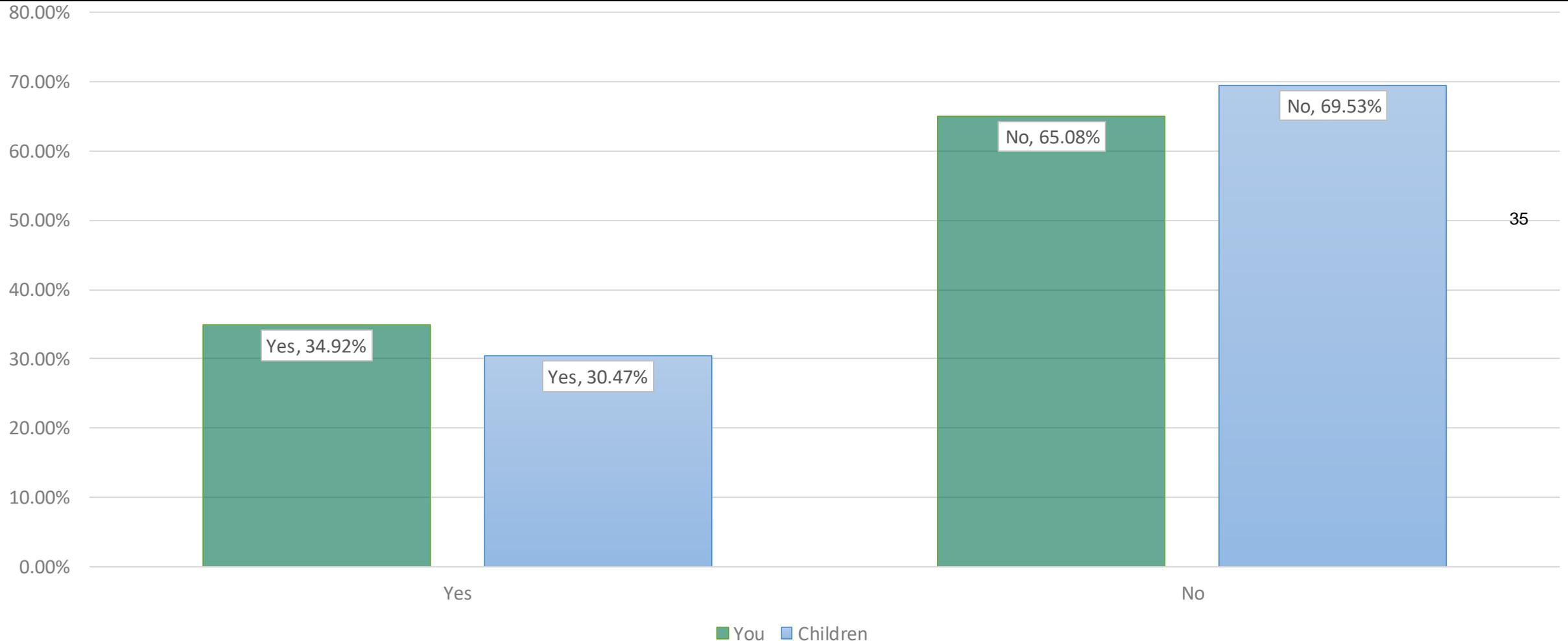
Q21. How much would you value the following technology supports?



Q22. What races/ethnicities do you identify with? Please select all that apply.



Q23. Do you use a language other than English at home? Q24. Do any children use a language other than English at home?





Questions?

Thank you!



*EACH AND EVERY CHILD PREPARED
FOR A WORLD YET TO BE IMAGINED*

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Christina Weinard, Director of Financial Services

Subject: June 2020 Financial Report

Policy: [Financial Reports and Statements - DIC](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals:

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4:

We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

The Board will review the financial reports for the General Fund and the Bond Fund.

Please refer to the following attachments:

- 1 GF 19-20 Board Report – June 2020
- 2 GF 19-20 Financial Statement by Function – June 2020
- 3 GF 19-20 Financial Statement by Object – June 2020
- 4 GF YOY by Function – June 2020
- 5 GF YOY by Object – June 2020
- 6 GF 19-20 Projections – June 2020
- 7 Bond 19-20 Board Monthly Report – June 2020
- 8 Bond Financial Statement by Function – June 2020
- 9 Bond Financial Statement by Object - June 2020

Previous Board Action:

- June 2020 - Board Adopted the 2020-21 Budget through Resolution 2019-2020-016

Background:

The board will receive monthly financial reports that include estimates of expenditures for the

general fund in comparison to budget appropriations, actual receipts in comparison to budget estimates, and the district's overall cash condition.

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable



Fiscal Year 2019-20
June 2020 Board Report - Estimated Annual
As of July 6, 2020

GENERAL FUND

	Working Budget	6/30/2020 MTD	Fiscal Year Projected*	Budget Versus FY Projected
RESOURCES				(Under) / Over
Beginning Balance	15,090,000	-	17,832,461	2,742,461
Local Sources	28,436,712	641,204	28,834,826	398,114
Intermediate Sources	1,896,800	1,654	388,509	(1,508,291)
State Sources	101,604,369	-	100,543,895	(1,060,474)
Federal Sources	65,000	11,994	53,009	(11,991)
Total Resources	147,092,881	654,852	147,652,700	559,819
REQUIREMENTS				Under / (Over)
Instruction	83,425,777	16,291,692	80,512,228	2,913,549
Support Services	55,212,249	6,859,610	53,284,025	1,928,224
Community Services	163,029	31,723	163,029	-
Other Uses	1,700,715	50,852	1,700,715	-
Contingency	1,620,145	-	-	1,620,145
Unappropriated End Balance	4,970,966	-	-	4,970,966
Total Expenditures	147,092,881	23,233,877	135,659,997	11,432,884
PERIOD NET ACTIVITY		<u>(22,579,025)</u>		
PROJECTED ENDING FUND BALANCE			<u>11,992,703</u>	
(Total Resources minus Requirements)				-
PROJ ACTUAL SPEND DOWN/ (ADD BACK) IN CASH RESERVE			5,839,758	

Notes :

- 1) *Beginning Balance is a pre-audit estimate.*
- 2) *Revenues estimate is based on ODE projection as of 1/31/2020
Based on \$9.0 Billion Legislative Approved Budget with 49/51 split, and
Total ADMw incl Charters: 14,402.16*
- 2) *Expenditures estimate is based on actuals to date and projected summer payroll and project costs.*
- 3) *The projection is an estimate which can and may vary up to 10%.*

Multnomah County School District #7

FINANCIAL STATEMENT - General Fund By Function For the Period 06/01/2020 through 06/30/2020

Fiscal Year: 2019-2020

Include Pre Encumbrance

	<u>Budget</u>	<u>Range To Date</u>	<u>Year To Date</u>	<u>Balance</u>	<u>Encumbrance</u>	<u>Budget Balance</u>	
INCOME							
Revenues							
Beginning Fund Balance (+)	\$15,090,000.00	\$0.00	\$17,832,460.53	(\$2,742,460.53)	\$0.00	(\$2,742,460.53)	-18.2%
Local Sources (+)	\$28,436,712.00	\$641,204.00	\$28,834,825.69	(\$398,113.69)	\$0.00	(\$398,113.69)	-1.4%
Intermediate (+)	\$1,896,800.00	\$1,654.26	\$388,508.62	\$1,508,291.38	\$0.00	\$1,508,291.38	79.5%
State (+)	\$101,604,369.00	\$0.00	\$100,543,895.10	\$1,060,473.90	\$0.00	\$1,060,473.90	1.0%
Federal (+)	\$65,000.00	\$11,994.20	\$53,008.62	\$11,991.38	\$0.00	\$11,991.38	18.4%
Sub-total : Revenues	\$147,092,881.00	\$654,852.46	\$147,652,698.56	(\$559,817.56)	\$0.00	(\$559,817.56)	0.4%
Total : INCOME	\$147,092,881.00	\$654,852.46	\$147,652,698.56	(\$559,817.56)	\$0.00	(\$559,817.56)	0.4%
EXPENSES							
Expenditures							
Instruction (-)	\$83,425,777.00	\$16,291,692.35	\$79,594,901.93	\$3,830,875.07	\$894,102.47	\$2,936,772.60	3.5%
Support Services (-)	\$55,212,249.00	\$6,859,609.93	\$48,311,510.99	\$6,900,738.01	\$1,944,399.88	\$4,956,338.13	9.0%
Enterprise & Community (-)	\$163,029.00	\$31,722.67	\$144,437.93	\$18,591.07	\$542.00	\$18,049.07	11.1%
Other Uses Transfers (-)	\$1,700,715.00	\$50,852.46	\$1,605,852.46	\$94,862.54	\$0.00	\$94,862.54	5.6%
Operating Contingency (-)	\$1,620,145.00	\$0.00	\$0.00	\$1,620,145.00	\$0.00	\$1,620,145.00	100.0%
Unappropriated Ending Fund Balance (-)	\$4,970,966.00	\$0.00	\$0.00	\$4,970,966.00	\$0.00	\$4,970,966.00	100.0%
Sub-total : Expenditures	(\$147,092,881.00)	(\$23,233,877.41)	(\$129,656,703.31)	(\$17,436,177.69)	(\$2,839,044.35)	(\$14,597,133.34)	9.9%
Total : EXPENSES	(\$147,092,881.00)	(\$23,233,877.41)	(\$129,656,703.31)	(\$17,436,177.69)	(\$2,839,044.35)	(\$14,597,133.34)	9.9%
NET ADDITION/(DEFICIT)	\$0.00	(\$22,579,024.95)	\$17,995,995.25	(\$17,995,995.25)	(\$2,839,044.35)	(\$15,156,950.90)	0.0%

End of Report

Multnomah County School District #7

FINANCIAL STATEMENT - General Fund by Object For the Period 06/01/2020 through 06/30/2020

Fiscal Year: 2019-2020

Include Pre Encumbrance

	<u>Budget</u>	<u>Range To Date</u>	<u>Year To Date</u>	<u>Balance</u>	<u>Encumbrance</u>	<u>Budget Balance</u>	
INCOME							
Revenues							
Beginning Fund Balance (+)	\$15,090,000.00	\$0.00	\$17,832,460.53	(\$2,742,460.53)	\$0.00	(\$2,742,460.53)	-18.2%
Local Sources (+)	\$28,436,712.00	\$641,204.00	\$28,834,825.69	(\$398,113.69)	\$0.00	(\$398,113.69)	-1.4%
Intermediate (+)	\$1,896,800.00	\$1,654.26	\$388,508.62	\$1,508,291.38	\$0.00	\$1,508,291.38	79.5%
State (+)	\$101,604,369.00	\$0.00	\$100,543,895.10	\$1,060,473.90	\$0.00	\$1,060,473.90	1.0%
Federal (+)	\$65,000.00	\$11,994.20	\$53,008.62	\$11,991.38	\$0.00	\$11,991.38	18.4%
Sub-total : Revenues	\$147,092,881.00	\$654,852.46	\$147,652,698.56	(\$559,817.56)	\$0.00	(\$559,817.56)	0.4%
Total : INCOME	\$147,092,881.00	\$654,852.46	\$147,652,698.56	(\$559,817.56)	\$0.00	(\$559,817.56)	0.4%
EXPENSES							
Expenditures							
Salaries (-)	\$64,658,883.39	\$11,803,697.42	\$60,678,085.17	\$3,980,798.22	\$0.00	\$3,980,798.22	6.2%
Benefits (-)	\$39,070,761.62	\$7,534,350.90	\$35,753,086.90	\$3,317,674.72	\$0.00	\$3,317,674.72	8.5%
Purchased Services (-)	\$26,180,633.58	\$2,179,458.47	\$24,922,460.72	\$1,258,172.86	\$1,986,988.63	(\$728,815.77)	-2.8%
Supplies and Materials (-)	\$5,479,362.32	\$729,162.90	\$3,955,081.97	\$1,524,280.35	\$635,792.18	\$888,488.17	16.2%
Capital Outlay (-)	\$2,150,710.00	\$923,696.58	\$1,570,865.44	\$579,844.56	\$202,259.74	\$377,584.82	17.6%
Other Objects (-)	\$1,546,419.09	\$12,658.68	\$1,371,270.65	\$175,148.44	\$14,003.80	\$161,144.64	10.4%
Transfers (-)	\$1,415,000.00	\$50,852.46	\$1,405,852.46	\$9,147.54	\$0.00	\$9,147.54	0.6%
Contingencies (-)	\$1,620,145.00	\$0.00	\$0.00	\$1,620,145.00	\$0.00	\$1,620,145.00	100.0%
Unappropriated Ending Fund Balance (-)	\$4,970,966.00	\$0.00	\$0.00	\$4,970,966.00	\$0.00	\$4,970,966.00	100.0%
Sub-total : Expenditures	(\$147,092,881.00)	(\$23,233,877.41)	(\$129,656,703.31)	(\$17,436,177.69)	(\$2,839,044.35)	(\$14,597,133.34)	9.9%
Total : EXPENSES	(\$147,092,881.00)	(\$23,233,877.41)	(\$129,656,703.31)	(\$17,436,177.69)	(\$2,839,044.35)	(\$14,597,133.34)	9.9%
NET ADDITION/(DEFICIT)	\$0.00	(\$22,579,024.95)	\$17,995,995.25	(\$17,995,995.25)	(\$2,839,044.35)	(\$15,156,950.90)	0.0%

End of Report

Operating Statement with Encumbrance



Fiscal Year 2019 - 2020
June 2020 Board Report - Estimated Annual
June 2019 and 2020 Respectively
As of July 6, 2020

GENERAL FUND								
FY 2018-19					FY 2019-20			
Revised Budget	6/30/2019 MTD	Fiscal Year Projected	Monthly %	Working Budget	6/30/2020 MTD	Fiscal Year Projected	Monthly %	
RESOURCES								
Beginning Balance	9,894,588	-	13,620,764	0.0%	15,090,000	-	17,832,461	0.0%
Local Sources	27,575,939	833,427	28,752,904	3.0%	28,436,712	641,204	28,834,826	2.3%
Intermediate Sources	2,157,805	-	794,539	0.0%	1,896,800	1,654	388,509	0.1%
State Sources	96,033,527	-	98,591,978	0.0%	101,604,369	-	100,543,895	0.0%
Federal Sources	75,000	6,338	62,436	8.5%	65,000	11,994	53,009	18.5%
Other Financing Source	-	-	-		-	-	-	
Total Resources	135,736,859	839,764	141,822,621	0.6%	147,092,881	654,852	147,652,700	0.4%
REQUIREMENTS								
Instruction	76,896,680	15,104,357	75,027,259	19.6%	83,425,777	16,291,692	80,512,228	19.5%
Support Services	50,559,312	6,035,477	48,685,871	11.9%	55,212,249	6,859,610	53,284,025	12.4%
Community Services	258,288	40,083	201,719	15.5%	163,029	31,723	163,029	19.5%
Other Uses	2,051,613	-	1,956,577	0.0%	1,700,715	50,852	1,700,715	3.0%
Contingency	1,000,000	-	-	0.0%	1,620,145	-	-	0.0%
Unappropriated End Balance	4,970,966	-	-	0.0%	4,970,966	-	-	0.0%
Total Expenditures	135,736,859	21,179,917	125,871,425	15.6%	147,092,881	23,233,877	135,659,997	15.8%
PERIOD NET ACTIVITY		(20,340,152)				(22,579,025)		
PROJECTED ENDING FUND BALANCE			15,951,195				11,992,703	
AVAILABLE PROJECTED ENDING FUND BALANCE			15,951,195				11,992,703	
PROJ. ACTUAL SPEND DOWN/(ADD BACK) IN CASH RESERVE			(2,330,432)				5,839,758	

Beginning Fund Balance - Projected Ending Fund Balance = Proj. Actual Spend Down/(Add Back)



Fiscal Year 2019-20
 Board Report by Major Object
As of July 6, 2020

Two Year Comparison as of Month Ending June 2019 and 2020 Respectively

GENERAL FUND				
	2018-19 EST YTD Jul - June	2019-20 EST YTD Jul - June	Compare to Prior Year Jul - June	Change %
REVENUES			<u>+/(-)</u>	<u>+/(-)</u>
Local Sources	28,752,904	28,834,826	81,921	0.3%
Intermediate Sources	394,539	388,509	(6,030)	0.0%
State Sources	98,591,978	100,543,895	1,951,918	2.0%
Federal Sources	62,436	53,009	(9,427)	-15.1%
Debt Financing Source	-	-	-	0.0%
Total Revenues	<u>127,801,857</u>	<u>129,820,238</u>	<u>2,018,381</u>	<u>1.6%</u>
EXPENDITURES			<u>+/(-)</u>	<u>+/(-)</u>
Salaries	58,877,990	60,678,085	1,800,096	3.1%
Benefits/Employer Costs	33,322,597	35,753,087	2,430,490	7.3%
Purchased Services	19,462,139	24,922,461	5,460,321	28.1%
Supplies and Materials	3,857,189	3,955,082	97,893	2.5%
Capital Outlay	1,286,403	1,570,865	284,463	22.1%
Other Objects (Debts, Dues & Fees)	1,511,641	1,371,271	(140,371)	-9.3%
Transfers	1,634,267	1,405,852	(228,414)	0.0%
Total Expenditures	<u>119,952,225</u>	<u>129,656,703</u>	<u>9,704,478</u>	<u>8.1%</u>
PERIOD NET ACTIVITY	<u><u>7,849,631</u></u>	<u><u>163,535</u></u>	<u><u>(7,686,097)</u></u>	<u><u>-97.9%</u></u>



REYNOLDS SCHOOL DISTRICT
Fiscal Year 2019-20
GENERAL FUND
Monthly Projections - As of June 30, 2020

REVENUES

Working Budget 2019-20	TOTAL Projected FY 2019-20	Projected FY 2019-20 Difference	* Actuals		
			July 2019 to June 2020	TOTAL Projected FY 2019-20	
		(Under) / Over			
Local (Taxes, Misc)	28,436,712	28,834,826	398,114	28,834,826	28,834,826
Intermediate	1,896,800	388,509	(1,508,291)	388,509	388,509
State	101,604,369	100,543,895	(1,060,474)	100,543,895	100,543,895
Federal	65,000	53,009	(11,991)	53,009	53,009
Total Revenues	132,002,881	129,820,239	(2,182,642)	129,820,238	129,820,238

EXPENDITURES

			Under / (Over)		
Salaries	64,658,883	62,178,085	2,480,798	60,678,085	62,178,085
Associated Payroll Costs	39,070,762	36,477,108	2,593,654	35,753,087	36,477,108
Purchased Services	26,180,634	26,422,461	(241,827)	24,922,461	26,422,461
Supplies and Materials	5,479,362	5,479,362	-	3,955,082	5,479,362
Capital Outlay	2,150,710	2,150,710	-	1,570,865	2,150,710
Other (Debts, Dues & Fees)	1,546,419	1,546,419	-	1,371,271	1,546,419
Transfers	1,415,000	1,405,852	9,148	1,405,852	1,405,852
Total Expenditures	140,501,770	135,659,997	4,841,773	129,656,703	135,659,997

SURPLUS / (DEFICIT)

	(8,498,889)	(5,839,758)	2,659,131
--	--------------------	--------------------	------------------

(Revenues minus Expenditures)

Beg. Fund Balance

			(Under) / Over
	15,090,000	17,832,461	2,742,461

End Fund Balance

	6,591,111	11,992,703	5,401,592
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(Sum of Surplus/Deficit and Beg. Fund Balance)

Assumptions: FY 19-20

Revenues: ODE estimates as of 03/25/2020 - Based on \$9 Billion Legislative Approved Budget with 49/51 split, total ADMw: 14,402.16 19-20 est. (inc Charters)

Expenditures: Estimate is a preliminary amount until spending plans and summer payroll are completed

Beginning Fund Balance : Audited amount

*Source of Actual figures - iVisions financial accounting system

The projection is an estimate which can and may vary up to 10%



Fiscal Year 2019 - 2020

2015 Capital Bond Projects June 2020 Board Report - Estimated Annual

As of July 6, 2020

BOND CAPITAL PROJECTS FUND

	Working Budget	6/30/2020 MTD	Fiscal YTD	Fiscal Year Projected	Budget Versus FY Projected
RESOURCES					(Under) / Over
Beginning Balance	5,500,000	-	4,133,897	4,133,897	(1,366,103)
Bond Sale Proceeds	-	2,054,952	2,054,952	2,054,952	2,054,952
Local Sources <i>(Incl. Interest Earnings)</i>	75,000	-	72,849	72,849	(2,151.15)
					-
Total Resources	5,575,000	2,054,952	6,261,698	6,261,698	686,698
REQUIREMENTS					Under / (Over)
Salaries	6,500	-	158	158	6,342
Employer Costs/Benefits	-	-	50	50	(50)
Purchased Services	1,000,330	3,676	417,121	700,000	300,330
Supplies and Materials	884,245	8,719	365,273	500,000	384,245
Capital Outlay	3,683,925	83,650	2,930,690	3,000,000	683,925
Other Objects	-	51,720	51,826	51,826	(51,826)
Contingencies	-	-	-	-	-
Total Expenditures	5,575,000	147,764	3,765,119	4,252,034	1,316,674
PERIOD NET ACTIVITY		1,907,188	2,496,580		
PROJECTED ENDING FUND BALANCE-ROLL TO 2020-21				2,009,664	
(Total Resources minus Requirements)					

Notes : 1) *Beginning Balance is a pre-audit estimate based on budgeted Beginning Balance.*
 2) *The projections are estimates which can and may vary up to 10%.*

Multnomah County School District #7

2015 Bond Capital Fund Report by Function For the Period 06/01/2020 through 06/30/2020

Fiscal Year: 2019-2020

	<u>06/01/2020 - 06/30/2020</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
INCOME					
Revenues					
Beginning Fund Balance (+)	\$0.00	\$4,133,897.49	\$3,500,000.00	(\$633,897.49)	118.1%
Local Sources (+)	\$0.00	\$72,848.85	\$75,000.00	\$2,151.15	97.1%
Bond Proceeds (+)	\$2,054,952.00	\$2,054,952.00	\$2,000,000.00	(\$54,952.00)	102.7%
Sub-total : Revenues	\$2,054,952.00	\$6,261,698.34	\$5,575,000.00	(\$686,698.34)	112.3%
Total : INCOME	\$2,054,952.00	\$6,261,698.34	\$5,575,000.00	(\$686,698.34)	112.3%
EXPENSES					
Expenditures					
Facilities Acquisition & Construction (-)	\$147,763.85	\$3,765,118.68	\$5,575,000.00	\$1,809,881.32	67.5%
Sub-total : Expenditures	(\$147,763.85)	(\$3,765,118.68)	(\$5,575,000.00)	(\$1,809,881.32)	67.5%
Total : EXPENSES	(\$147,763.85)	(\$3,765,118.68)	(\$5,575,000.00)	(\$1,809,881.32)	67.5%
NET ADDITION/(DEFICIT)	\$1,907,188.15	\$2,496,579.66	\$0.00	(\$2,496,579.66)	0.0%

End of Report

Multnomah County School District #7

2015 Bond Capital Fund Report by Object For the Period 06/01/2020 through 06/30/2020

Fiscal Year: 2019-2020

	<u>06/01/2020 - 06/30/2020</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
INCOME					
Revenues					
Beginning Fund Balance (+)	\$0.00	\$4,133,897.49	\$3,500,000.00	(\$633,897.49)	118.1%
Local Sources (+)	\$0.00	\$72,848.85	\$75,000.00	\$2,151.15	97.1%
Bond Proceeds (+)	\$2,054,952.00	\$2,054,952.00	\$2,000,000.00	(\$54,952.00)	102.7%
Sub-total : Revenues	\$2,054,952.00	\$6,261,698.34	\$5,575,000.00	(\$686,698.34)	112.3%
Total : INCOME	\$2,054,952.00	\$6,261,698.34	\$5,575,000.00	(\$686,698.34)	112.3%
EXPENSES					
Expenditures					
Salaries (-)	\$0.00	\$158.18	\$6,500.00	\$6,341.82	2.4%
Benefits (-)	\$0.00	\$49.52	\$0.00	(\$49.52)	0.0%
Purchased Services (-)	\$3,675.79	\$417,121.40	\$1,000,330.00	\$583,208.60	41.7%
Supplies and Materials (-)	\$8,718.51	\$365,272.83	\$884,245.00	\$518,972.17	41.3%
Capital Outlay (-)	\$83,649.72	\$2,930,690.27	\$3,683,925.00	\$753,234.73	79.6%
Other Objects (-)	\$51,719.83	\$51,826.48	\$0.00	(\$51,826.48)	0.0%
Sub-total : Expenditures	(\$147,763.85)	(\$3,765,118.68)	(\$5,575,000.00)	(\$1,809,881.32)	67.5%
Total : EXPENSES	(\$147,763.85)	(\$3,765,118.68)	(\$5,575,000.00)	(\$1,809,881.32)	67.5%
NET ADDITION/(DEFICIT)	\$1,907,188.15	\$2,496,579.66	\$0.00	(\$2,496,579.66)	0.0%

End of Report

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Stephanie Field, Director of Communications & Community Relations

Subject: Communications Report

Policy: [Community Relations - KAA](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

Stephanie Field will provide announcements/reports to the Board on Communications and Community Relations.

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Dr. Christopher Ortiz, Assistant Superintendent of District Operations and Student and Family Services

Subject: School Year 2019-2020 Chronic Absenteeism Report

Policy: [Attendance JE, Compulsory Education JEA, Compulsory Attendance Notices and Citations JEA-AR, Equity Policy - IKAAA/GCCB/GDCB, Instructional Goal - IA](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #1: We believe that all students, families and staff deserve a safe and secure learning environment. We commit to providing physical and emotional safety across the Reynolds community.

School Board Core Belief/Commitment #2: We believe that equitable practices allow everyone within the Reynolds community to thrive. We commit to using equity as a foundation in all decision-making processes in order to eliminate inequities.

Summary:

The Superintendent’s Action Plan includes goals to support improvements in District processes to address chronic absenteeism. Chronic absenteeism rates are the percentage of students that miss 10% or more of their enrolled days. Chronic absenteeism in Oregon has a disproportionate impact on specific populations: Oregon’s Indigenous Tribes; students with disabilities; students of color; students experiencing economic disadvantage; and students who have received at least one out- of- school suspension. Chronic absenteeism is a concern for students in every grade, with higher rates in kindergarten and 1st grade and then again across all high school grades. These high absenteeism rates lead to devastating outcomes such as students dropping out, low graduation rates, and even juvenile justice contacts. Chronic absenteeism is a complex issue that requires a thoughtful and complex response. Schools and students cannot fix this problem alone. Cross-sector partnerships with local and state health agencies, community-based organizations, community and business members, and with families must be leveraged to provide essential wrap-around support to address the root causes of chronic absenteeism for all students. Creating these partnerships and welcoming school environments can impact

absenteeism rates, as well as high school graduation, school discipline, and academic performance.

Attachments: District Chronic Absenteeism Report (9/4/19 - 3/13/20, Unduplicated)
EDM Statewide Data 2018-2019
School Attendance Research Brief 2015

Previous Board Action:

Not Applicable

Background:

The Superintendent's Action Plan includes goals to support improvements in District processes to improve chronic absenteeism. This report provides the Board of Directors with Reynolds School District's chronic absenteeism data for School Year 2019-2020.

Financial Implications:

Loss of Average Daily Maintenance estimated at \$33,383,000 based on 38% absenteeism rate

Alternatives:

Not Applicable

Staff Recommendation:

District staff will be developing a Chronic Absenteeism / Attendance Plan in 2020-2021 to support school sites in improving attendance.

Motion:

Not Applicable

Parameters: Active Only, 9/4/19 - 3/13/20, Unduplicated

Data Date: 6/9/20 - 6/10/20

Chronic Absenteeism by School and Population

School	Experiencing Homelessness		In Foster Care		All Students	
	#	%	#	%	#	%
Elementary						
Alder	29	42%	0	0%	128	27%
Davis	22	51%	1	33%	141	31%
Fairview	9	60%	3	60%	127	36%
Glenfair	32	48%	4	36%	182	35%
Hartley	30	48%	0	0%	156	33%
M. Scott	9	60%	3	60%	153	34%
Salish Ponds	13	54%	5	100%	173	38%
Sweetbriar	7	78%	0	0%	57	16%
Troutdale	20	59%	1	11%	139	29%
Wilkes	28	53%	2	40%	176	32%
Woodland	12	75%	4	80%	99	21%
Middle						
H.B. Lee	47	55%	4	44%	304	34%
Reynolds MS	44	69%	2	20%	401	38%
Walt Morey	4	33%	2	50%	160	25%
High						
Reynolds HS	109	72%	15	60%	1,391	50%
RLA	34	87%	6	75%	248	84%
District Total						
	449	59%	52	48%	4,035	38%

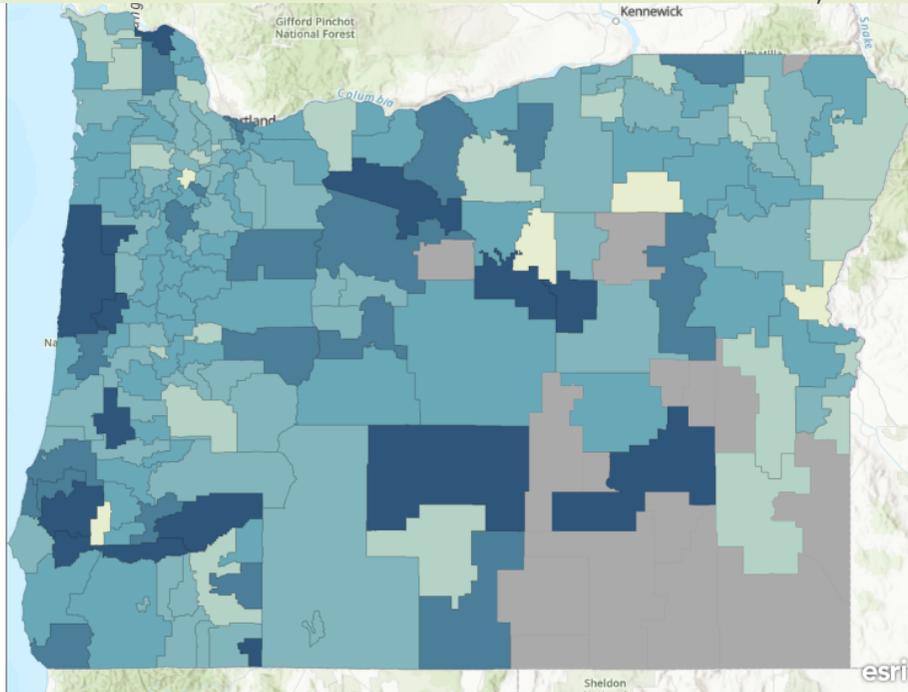
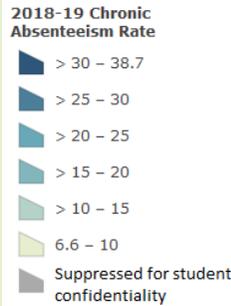
Chronic Absenteeism in Oregon

2018-19

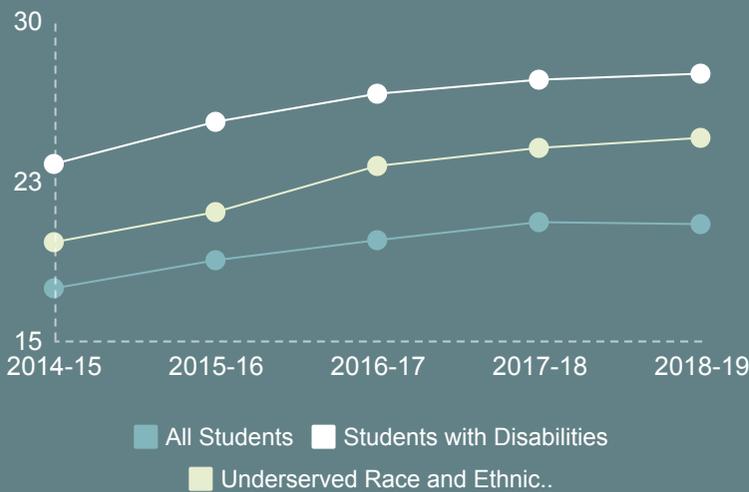
Chronic Absenteeism rates are the percentage of students that miss 10% or more of their enrolled days. Students included in the metric are enrolled on the first school day in May and are enrolled in the school district for at least 75 days. Students reported with hourly instruction, such as tutorial, are not included.

There are 197 school districts in Oregon. 99 school districts (50.3%) decreased their chronic absenteeism rates from 2017-18 to 2018-19.

CHRONIC ABSENTEEISM RATE BY SCHOOL DISTRICT, 2018-19



CHRONIC ABSENTEEISM IN KEY POPULATIONS



2018-19 saw the stop of an upward trend for chronic absenteeism rates. This was also the first year of implementation for the Every Day Matters initiative.

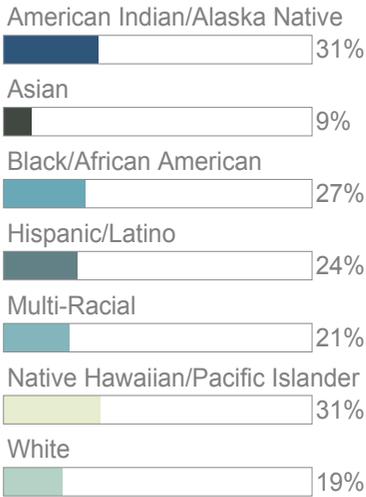
All high school grades experienced a decrease in chronic absenteeism rates statewide from 2017-18 to 2018-19.

CHRONIC ABSENTEEISM RATE BY GRADE LEVEL, 2018-19

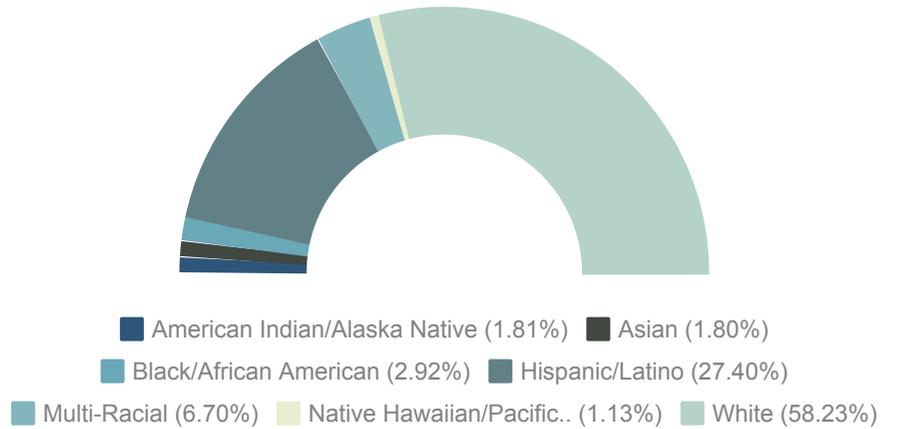


CHRONIC ABSENTEEISM BY RACE AND ETHNICITY, 2018-19

CHRONIC ABSENTEEISM RATE



PORTION OF ALL CHRONICALLY ABSENT STUDENTS



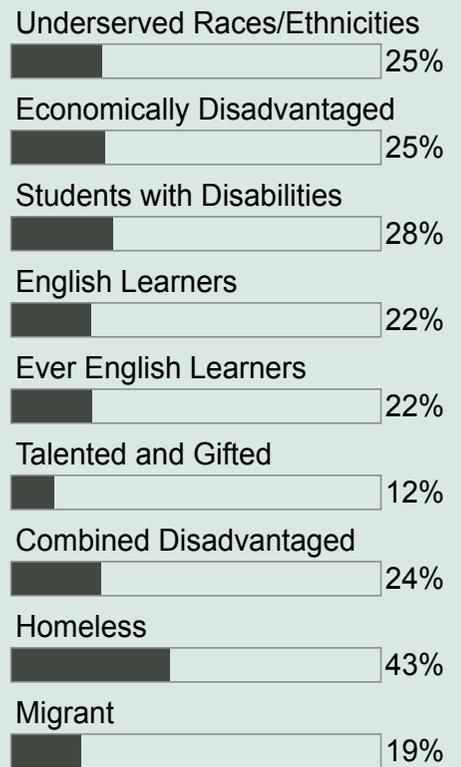
EVERY DAY MATTERS INITIATIVE

Based on Chronic Absenteeism rates and outcome indicators, school districts were identified for one of three tiers of support in 2018.

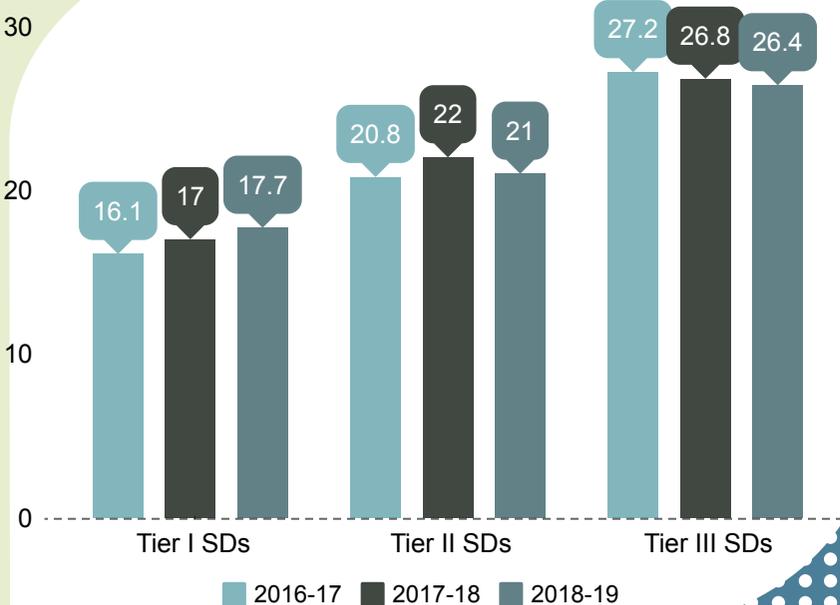
Tier II and Tier III school districts received the most support, through regional (ESD-based) supports, individual grants, or coaches. School Districts in these tiers showed improvements in their chronic absenteeism rates in 2018-19. Of the 91 school districts in these tiers, 53 (58%) had a decrease or stability in chronic absenteeism rates for all students. The Tier II and Tier III groups saw improvements in their chronic absenteeism rates overall.

The initiative was again funded for the 2019-21 biennium, with a statewide approach and continued individual grants.

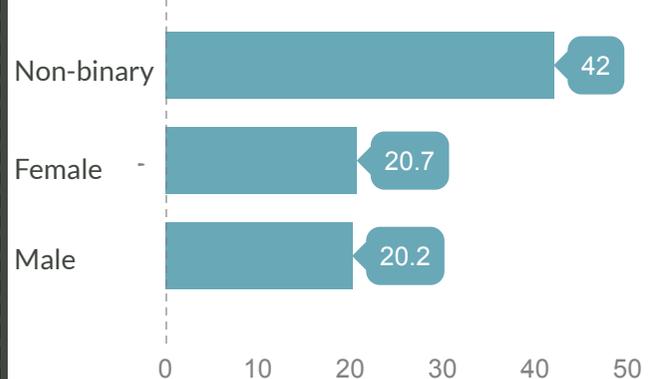
CHRONIC ABSENTEEISM BY STUDENT POPULATION



CHRONIC ABSENTEEISM BY SCHOOL DISTRICT TIER



CHRONIC ABSENTEEISM BY GENDER*



*Note that Non-Binary gender is in its first year of data collection. Data analysis indicates it is likely under-reported and reflecting a higher chronic absenteeism rate than is actually occurring.

School Attendance, Absenteeism, and Student Success

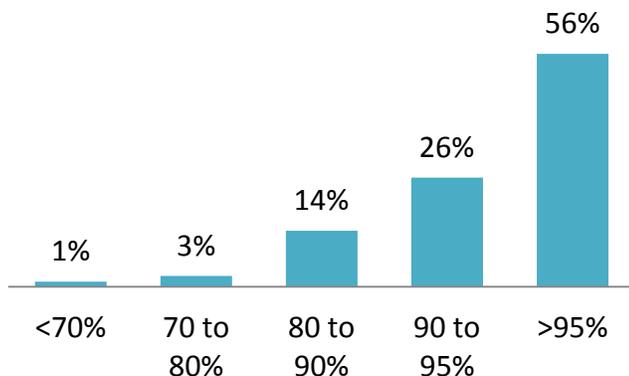
This brief highlights the high correlation between attendance, absenteeism, and student outcomes. We focus on students whose attendance rates are below 90 percent—students who are sometimes referred to as “chronically absent.” We first examine how chronic absenteeism and student characteristics are correlated. We then look at how chronic absenteeism relates to student success as measured by standardized test scores and high school on-time graduation rates.

We find that, in particular, students who are in poverty and American Indian/Alaska Native students have higher rates of chronic absenteeism than their peers. Female students have higher rates of chronic absenteeism than male students in later grades. Fewer chronically absent students meet state standards on math and reading tests than their peers. Chronically absent students have a lower on-time graduation rate than their peers, lagging about 16 percentage points behind.

Chronic Absenteeism affects about 17 percent of Oregon students

Attendance varies across racial and ethnic
About 83 percent of students attend school at least 90 percent of the time, while 17 percent are considered chronically absent. As Graph 1 shows, the vast majority of chronically absent students have attendance rates between 80 and 90 percent.

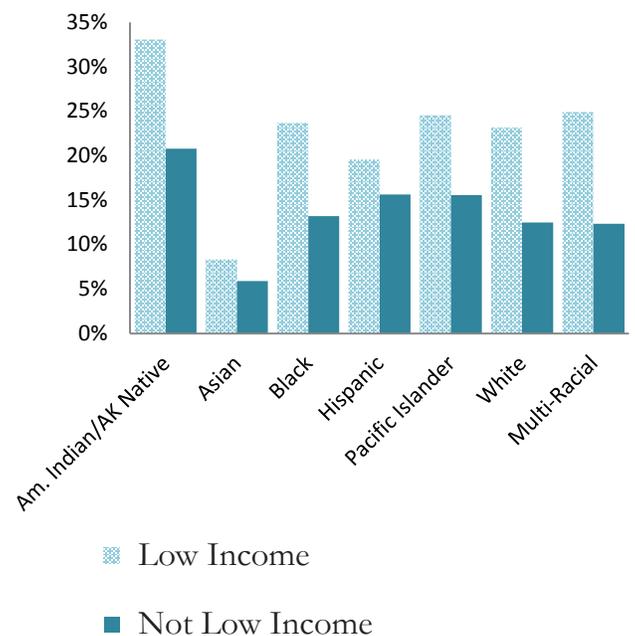
Graph 1: Share of Students by Attendance Rate Category



groups and across income levels

We observe differences in chronic absenteeism when we evaluate students by ethnicity and economic status. Students from lower-income families have higher rates of chronic absenteeism for all ethnic groups. Graph 2 shows that the share of students who are chronically absent varies by both ethnicity and economic status. Asian students stand out with dramatically lower rates of chronic absenteeism for both low-income and higher

Graph 2: Percent Chronically Absent by Ethnicity and Economic Status

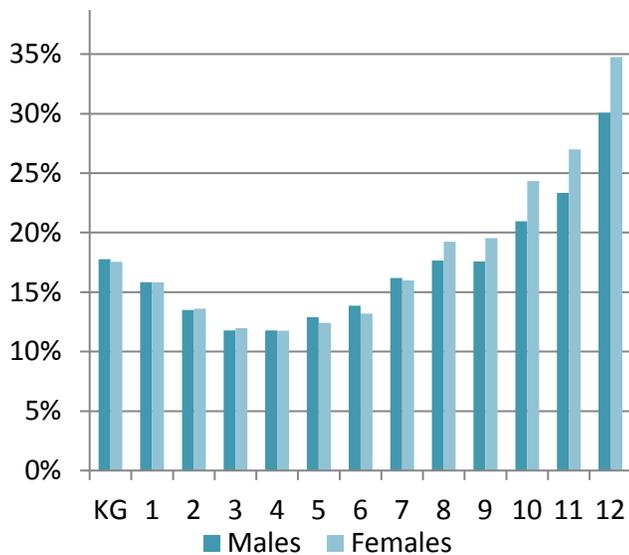


income students. American Indian/Alaska Native students have much higher rates of chronic absenteeism across both income groups. The gaps by economic status across racial and ethnic groups are relatively large, averaging about ten percentage points. The exceptions are for Asian students (2.4 percentage points) and Hispanic students (3.9 percentage points).

Male students have fewer instances of chronic absenteeism than female students in high school

Attendance rates by gender do not vary much in the early grades, but the trend changes in Middle School.

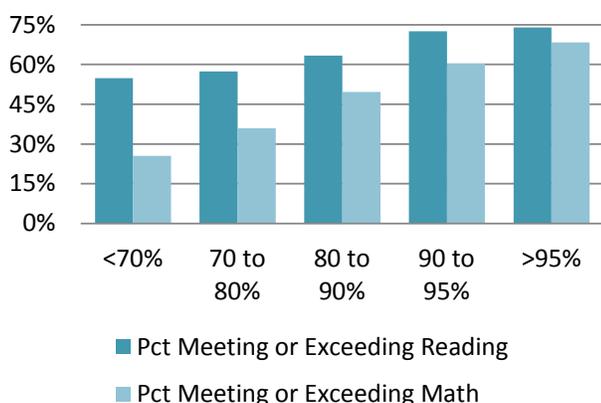
Graph 3: Percent Chronically Absent by Gender and Grade



Through 7th grade, a larger share of males are chronically absent in most grades, but starting in 8th grade, a larger share of females are chronically absent. Graph 3 shows the gap grows to nearly 5 percentage points by the 12th grade.

Students with higher attendance rates are more likely to meet academic standards

Graph 4: Percent of Students Meeting or Exceeding State Standards

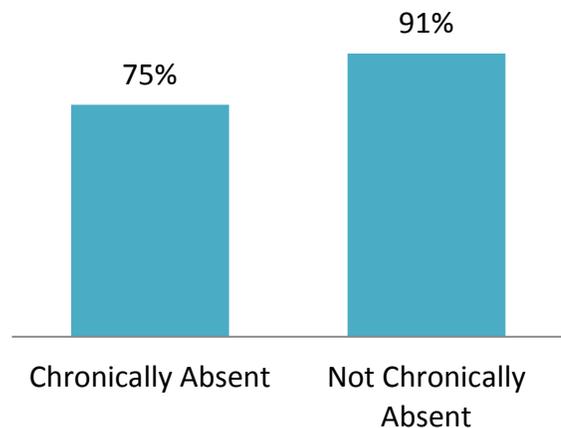


In Oregon, both attendance and chronic absenteeism vary among student groups, and those students who have higher attendance rates are far more likely to meet state academic standards, particularly in math. Graph 4 shows the gaps between chronically absent students and their peers. In math, 66% of students who are not chronically absent meet state standards, while only 46% of chronically absent students meet the standards. For reading, 74 percent of students who are not chronically absent meet standards, while only 62 percent of chronically absent students do.

Students with better attendance graduate on time at higher rates

We also see that high school graduation rates vary by attendance and absenteeism. Among students in the 12th grade, those with attendance rates of 90 percent or above had a graduation rate of 91 percent¹. For those with attendance rates below 90 percent, the rate is 75 percent, a difference of 16 percentage points.

Graph 5: On-Time Graduation Rate by 12th Grade Attendance



While low attendance, in itself, is not likely to be the cause of the lower probability of graduating from high school, measures taken to improve attendance have the potential to also improve high school graduation rates. With over 25 percent of 12th graders having attendance rates below 90 percent, and the strong relationship between attendance and on-time graduation, improvement of student attendance will likely improve graduation rates, perhaps substantially.

¹This calculation of the graduation rate is different than the Cohort Graduation Rate reported elsewhere in that it does not include students who dropped out prior to 12th grade in the denominator.

Examples of Success from the Field

ODE staff spoke with principals from five Oregon schools that had low rates of chronic absenteeism compared to schools with similar demographics during the 2014-15 school year: Echo Shaw Elementary School, Free Orchards Elementary School, Dayton Junior High School, Valor Middle School, and North Marion High School. Each school takes a unique approach to encouraging student attendance, yet they share some common threads.

- **A focus on making school a positive environment**
- **Routine review of attendance data with systematic follow-up**
- **Creative strategies and solutions to promote attendance**

A focus on making school a positive environment

Strong attendance starts with creating an environment in which students feel welcome, important, engaged, and connected. Some strategies to build this environment are as simple as administrators and teachers welcoming students in the hallway, taking the time to check in as they start their day.

Many of the schools interviewed use programs like Positive Behavioral Interventions and Supports (PBIS) as the framework to build a positive environment in which students participate in making the school a place where everyone feels welcome. One school altered its curriculum to help students connect their schoolwork to real world applications. The change has helped students understand the relevance of what they

are learning in school and increased engagement. Another school focuses on connecting students to activities and clubs. Methods varied widely based on the needs of students in each school, but all the schools highlighted focused on creating a positive school environment.

Routinely review attendance data

Staff at Free Orchards Elementary sit down together every week to review student attendance patterns. Their philosophy – don't let a kid slide, not even for a week or two. Staff at Dayton Junior High also meet weekly as a team to look for students struggling to make it to school. At Echo Shaw elementary, the counselor takes a close look at the data once a month. Valor Middle School relies on an automated process. Once a student hits a threshold, the administrative team automatically gets an alert. North Marion High School reviews data every three weeks.

Each school uses a different system, but each follows the process faithfully and routinely. Tracking the data is central to identifying students who may be in need of some extra help getting to school. It may help point out larger, systematic issues around school culture and engagement that need to be addressed.



Creative strategies and solutions to promote attendance

Each school has strategies and systems to help students overcome barriers to attending school and to help students become more engaged in school. Some examples are listed below.

Attendance club

The counselor at Free Orchards set up an attendance club for students struggling with attendance. Students in the club start their day by visiting the counselors office, putting a sticker on their chart, and receiving a warm greeting from the counselor.

Bad day trigger

At Valor, teachers notify the principal when they notice a student having a bad day. An administrator or counselor connects with the student as soon as possible to talk about what's going on. This helps staff identify problems before they start affecting attendance.

Class focused on college and career ready skills

At North Marion, students have a 30 minute class period 4 times a week dedicated to keeping students on track with schoolwork, attendance, grades and other issues that arise. Once a week the class uses curriculum provided by a counselor which focuses on skills that will help students become college and career ready.

Create a resource counselor position

Administrators at Valor decided that families face enough challenges that affect student attendance that the school needed a staff member to work on addressing these needs. The principal rearranged staffing to free up a teacher to fill this role.

Classroom Changes

Dayton Junior High is working with Innovate Oregon and other industry partners to restructure classes and make the connection between school and work clearer. Each department has at least one class that limits instruction to 3 days a week. The other two days are dedicated to class projects that require students to collaborate to solve a real world problem. For example, students designed an app to replace their binder organization system. The collaborative nature of the projects encouraged students to attend school because the work was engaging and students feel more dependent on each other. Missing school meant letting their group down.

Connection points

North Marion High supports multiple clubs to help as many students as possible participate in an activity or school group.

Home visits

At Echo Shaw, an administrator and the teacher do a home visit for new students. The principal commented that at least a few students ask her every year, "Do you remember when you visited my house?" The visit helps staff form positive relationship with parents and students.

Linking the learning

Dayton Junior High focuses on explaining why each lesson is important to the student. They link the explanation of the lesson to exams and the overall learning goals for the year. This helps students understand why they are being asked to complete a task.

Partnering with local dentist and doctor offices

Hillsboro School District works with local dentist and doctor offices to display table tents with messages encouraging parents not to schedule appointments during the school day whenever possible.

Tribe work

Echo Shaw Elementary staff use "tribe work" in their classrooms to help foster a sense of community among students. Each classroom is framed as a tribe and all the members (students) are important to making it work. The tribe misses them when they aren't at school.

Wake up call

A staff member at Echo Shaw started calling a student every morning to make sure he was awake and getting ready for school at an agreed upon time. At Dayton Junior High, staff purchased alarm clocks for students struggling with this issue.

Additional Resources

Attendance Works:

57 <http://www.attendanceworks.org/tools/>

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Consent Agenda

Policy: [Board Meetings - BD/BDA](#), [Conduct of Board Meetings - BDDF](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

- A. Approval of Personnel Order
- B. Approval of Prior Meeting Minutes
- C. Adoption of Resolution 2020-2021-001: Designating District Officers, Clerks, Agents, and Depositories of Funds
- D. Approval of the Calendar for the 2020-2021 Budget Cycle

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Staff recommends the Board approve all Consent Agenda items as presented.

Motion:

I move that the Board approve all Consent Agenda items as presented.

**Reynolds School District
Board of Education Business Meeting**

June 24, 2020
7:00 PM

Meeting Minutes

I. 6:00p - Executive Session

The Reynolds School Board and the Superintendent will recess into Executive Session at 6:00p, under ORS 192.660(2)(b) Personnel, ORS 192.660(2)(d) Negotiations, ORS 192.660(2)(e) Real Estate, and ORS 192.660(2)(h) Legal Counsel. Executive Session is closed to the public.

II. 7:00p - Call to Order and Land Acknowledgement

- Vice Chair Valerie Tewksbury called to order at 7:06p.
- Board members in attendance: Valerie Tewksbury, John Lindenthal, Ana Muñoz Gonzalez, and Diego Hernandez. Joe Teeny arrived at 8:15p. Ricki Ruiz joined at 10:42p.
- Board members absent: Chair Yesenia Delgado
- Cabinet members in attendance: Dr. Danna Diaz, Dr. Nicole MacTavish, Dr. Angela Freeman, Dr. Christopher Ortiz, Rob Neu, Stephanie Field, Christina Weinard, and Rachel Lopez Hopper

III. 7:05p - Budget Hearing

A. Public Comment

B. Board Discussion

- John Lindenthal: Thanks everyone for their input on the budget and their understanding on all of the unknowns and potential modifications that might have to come later. He appreciates all of the comments and will keep them in mind with regards to the budget moving forward.
- Ana Gonzalez Muñoz: Thanks staff and public for sending in comment. Also thanks Cabinet for all the hard work they have been putting in.

IV. 7:35p - Board Recognition

- Summary of all recognition for the 2019-2020 school year.

A. Student Recognition

B. Staff Recognition

C. Volunteer/Community Partner Recognition

V. 7:45p - Public to be Heard

VI. 7:55p - Presentation to the Board

A. Talented and Gifted (TAG) Policy (first reading)

- No major changes but working to make the policies more efficient by reducing the number but still covering all ORS requirements.

- Will also allow the district to established some more equitable operational procedures for identifying students as Talented and Gifted.
- Changes have been run through legal counsel.
- Will share policy bulletin at the second reading.
- Demographics of current TAG students are included in the report.
- Valerie Tewksbury: I like that this is removing any administrative barriers but there’s nothing about reducing disparities and using an equity lens?
 - Dr. Ortiz: Good point. Will circle back with our TAG TOSA and we will add more language about equity before we bring it back for the second reading.

B. Clarification on Dedicating Renovated Space at Reynolds High School

- There was some confusion regarding what was being named.
- The clinic is under the direction of the Multnomah County Health Department. The space being used for the clinic is what we dedicated in Emilio Hoffman’s honor.
- Valerie Tewksbury: What would we call it? If we told people that the Multnomah County Health Department operates a clinic in the Emilio Hoffman _____? What would we call it?
 - Rachel Lopez Hopper: We don’t really have one. It could be a “wing” or whatever we wanted to call it. I’ve been calling it the “renovated space.”
- Valerie Tewksbury: We should come up with one so we all call it the same thing because it would be easy to call it the Emilio Hoffman clinic.
- John Lindenthal: Is Emilio Inc aware of the designation of naming the space, not the clinic?
 - Rachel Lopez Hopper: Yes. All of my communication with them has been about dedicating the space. I am working with them on getting the plaque ordered as well.

VII. 8:10p - Board Reports

A. Board Announcements

I. Individual Board Members - Announcements and Reports

- Ana Gonzalez Muñoz: If you haven’t completed your census, please do! I have two juniors and four seniors on my volunteer team. They are hearing from our community and learning how people see the census. Exciting to see the students grow in this process. Campaign will be concluded in mid-July. Having a graduation ceremony virtually for all of the seniors on all 13 teams.
- Valerie Tewksbury: Graduation at RHS was a great event. Thank you to the group who put that together. Every family got a few moments to hear their child’s name called, get pictures taken, etc. It was really powerful to see the excitement and joy with the families up close. Thank you as a parent and as a part of the community.

II. Budget Committee Vacancies

III. Upcoming Board Meetings

The next meeting will be July 22, 2020 – it will be a Business Meeting.

VIII. 8:20p - Superintendent's Reports

A. Announcements/Reports - Dr. Danna Diaz

I. COVID-19 Update

- New Executive Order regarding K-12 Schools came out today
- Multnomah County is now in Phase 1.

- We established a task force in early June, knowing that the guidance would come out around June 10. Worked with principals this week. Created a timeline. Will meet again with task force next week – subcommittee work.
- Timeline:
 - June 10 – June 30: Reviewing Plan, Family Survey
 - July 1 – Aug 10: Developing Plans. Submit to DO on Aug 10
 - Aug 10 – 13: Reviewed by DO
 - Aug 14: Submit plans to ODE
 - Plans will be posted on district and school websites, communications sent out to families, students, and staff.
 - Aug 26: Present plans to the board
- Looking forward to working with students, staff, students, and partners. Intention, flexibility, and with safety in mind.
- Academics / Schools / Student and Family Services:
 - RLA: 36 graduation
 - RHS: 467 already, 20 more on track to finish this week
 - Over 80% graduation rate
 - 6,000 summer at home summer care packages for elementary
 - Educators so diligent about tracking, able to go through data and find rates of engagement for all. Lots of data to use to improve distance learning.
 - Language services – able to establish a dedicated line that’s available to request resources in languages other than English.
 - Highest participation in the last week of school:
 - 80% in elementary
 - 92% in middle school
 - 98% in high school (100% at RHS)
 - Digging into ODE’s guidance.
 - Departments put out teacher survey, challenges, successes, will be a part of the PD plans and how distance learning would work.
- Operations:
 - Noticeable impact on attendance from staff who cannot work remotely
 - Facilities and Grounds teams working with staffing shortages
 - Grounds – shout out to Edison Sanchez has been the only grounds employee working, managing 18 sites alone. Crew will grow to 4 next week.
 - Custodial operating at 74% attendance. Preparing facilities for summer work.
 - Staff measuring classrooms for social distancing requirements
 - Researching storage for excess furniture.
 - Nutrition Services just transitioned from regular school year meal programs to summer meals.
 - Number of kitchens have closed due to staffing, but transportation is helping keep all distribution sites open.
 - Full online registration.
 - Tech check-in and out location open at Salish Ponds. Devices also being delivered by transportation staff.
 - Transportation staff has been helping in all different departments.
 - Currently working on possible routes for next year.

- Transitioning departments to Dr. Ortiz has Rachel heads out of the district.
- HCM:
 - Staff wellness services. SEL needs for students are paramount but they are also paramount for our staff.
 - Training videos for expectations that have been brought about by the COVID-19 pandemic.
- Finance:
 - \$3.4 million estimated for CARES Act. Charter Schools want their share.
 - Special Legislative Session happening right now does not include budget. That meeting will take place later in the year.
 - FEMA and SAIF Grant. FEMA has no end date and will cover around 75% of expenditures. SAIF is around \$119,000. Good for expenditures through June 30. OSBO has given info on what the ODE reopening Guidelines will cost.
- Ana Gonzalez Muñoz: In terms of cases reported in the district, I heard that there was a positive case this week? Is that correct?
 - Dr. Danna Diaz: Correct. We are waiting to hear from the Health Department on next steps. The location of the staff member has been temporarily closed.

B. Fiscal Responsibility - Christina Weinard

- May Financial report. Ending fund balance of \$11.9 million in general fund and just over \$2 million in the bond fund. No changes at this point – still trying to wrap up the year and close all expenditures.
- John Lindenthal: Any financial information that was not presented that the board should be aware of.
 - Christina Weinard: No, everything is presented here.

C. Communications - Stephanie Field

- Website update
 - Process has slowed down. Working on getting info moved over to the new pages and open for beta testing. There are items that are broken or not working and there is filler content.
 - Easier to navigate
- Ana Gonzalez Muñoz: Any content in the “Contact Us” tab?
 - Stephanie Field: Not yet. It will go house “Let’s Talk”
- John Lindenthal: Likes the new lay-out. Much easier to find things. Love all the pictures of the kids. A lot more simple and cleaner.
 - Stephanie Field: Just sorry that it’s been pushed back so many times.
- Want to keep homepages clean. Clear navigation from there.
- Migrating all data over the summer. Cleaning up old data and content. Making sure content is relevant. Fixing links. Getting them ready for fall.
- Joe Teeny: Long-overdue. Been on the board for 11 year. Talking about new website for 10. How will emergent notice be posted? Is it mobile friendly?
- Emergent Notices: Pop-up when you first visit and page. Can also switch out banners easily.

D. Superintendent's Action Plan

I. Human Capital Management Review

- Chuck Christensen: Assistant Superintendent of Human Resources. Has done a series of major overhauls and reviews of Human Capital Management.

- See Boardbook for full presentation.
- John Lindenthal: Thank you for your assessment of HCM. Recommendations are spot on. Thank you for putting them down in a fairly concise way so we have frame to work from.
- Ana Gonzalez Muñoz: I've heard a lot of public comment about the name change – but as a non-native English speaker, Human Resources doesn't make much sense either. It's a department that manages this area of our district. To me, it's just a way to identify the area of work for this department. Does the name change really effect the education of our students?
- Valerie Tewksbury: Were you saying the HCM department is understaffed or district level management?
 - Chuck Christensen: This is strictly looking at the HCM department. Things like labor relationship, disciplinary proceedings, and legal proceedings take a lot of time and resources.

II. Facilities Report

- The full report can be found in the Boardbook.
- Valerie Tewksbury: Glad to see Flo Analytics being used. The enrollment projections provide a lot of really interesting data.
- John Lindenthal: Thank you to Rachel for all your work over the years.
- Joe Teeny: Rachel has put in years of hard work and we'll miss her.
- Ana Gonzalez Muñoz: Thank you so much. I didn't get to have as much interaction as other board members, but I know how much work you have put into the district. I'm not sure what's going to happen in that area, but you are definitely leaving a void.
- Valerie Tewksbury: Appreciated working on the bond committees with you. And all your hard work and dedication.

III. School and Department Improvement Plans

- All School and Department Improvement Plans can be found in the Boardbook.
- John Lindenthal: Technology – I noticed that the high schools and middle schools did well in regard to technology but some of the numbers for elementary schools were very low. My question is, moving forward, do we have a solid plan for getting a device in every student's hand in the district.
 - Dr. Diaz: We are working on that project. We did order some technology for next year. We are also using some CARES Act funding for more devices.
 - Dr. Angela Freeman: Clarification: The percentages on the handouts were students who didn't have one and needed one.
- John Lindenthal: Thank you for the clarification. I would like to know the number of actual students with devices. We need to aim for 100%.
- Dr. Nicole MacTavish: We are planning to use CARES Act funding for devices. We are waiting to see how some other expenditures come out, but we are aiming for getting devices for 100% of elementary students.
- Valerie Tewksbury: Appreciated seeing all of the celebrations of distance learning and the new things that have been learned. Even the excitement of learning new things came through. Appreciate what we will bring with us back into brick and mortar schools as well, like utilizing online presence when students are absent, etc.

IV. Organizational Chart Review

- Valerie Tewksbury: Who is this document available to and where can it be found?
- Stephanie Field: We still need to have that discussion at Cabinet but it's my opinion that we have it available to the public with the understanding that it is updated consistently

V. Board Recognition Summary

VI. Let's Talk Update

- John Lindenthal: How does the public access Let's Talk?
 - Stephanie Field: On our website, Let's Talk pops up at the bottom of the home page, with a "Contact Us" tab.
- John Lindenthal: Should community partners use this?
 - Stephanie Field: It's nice because it has an accountability loop. And there are people assigned to every topic. Those that get the inquiries can answer them or pass them along to the correct person. It's a great tool to encourage people to use for communication.
- Joe Teeny: That data is a really great resource and can really help us guide how we are putting ourselves out there and what people are needing from us.
- Ana Gonzalez Muñoz: I appreciate that this is offered in Spanish. Will this be in other languages?
 - Stephanie Field: That will be in phase ii. We plan to offer more languages.
- Ana Gonzalez Muñoz: If an inquiry comes in in a different language, is it translated?
 - We have someone specific assigned to each language. And the dialogues submitted in other languages will go straight to that person. They will either answer the question or translate the question and send it to the appropriate person to answer.

IX. 9:00p - Consent Agenda

- A. Approval of Personnel Order
- B. Approval of Prior Meeting Minutes
- C. Approval of the 2020-2021 Board Meeting Calendar
- D. Authorization of Mt. Hood Aquatics 2020-2025 Agreement for Pool Operations
- E. Authorization of the 2020-21 Fee Schedule
- F. Adoption of Active Classroom for Secondary Social Sciences Curriculum
- G. Approval of Settlement Agreement with Multnomah County for 238th Right of Way
- H. Approval of Reynolds Arthur Academy Charter Agreement Addendum
- I. Approval of KNOVA Leaning Oregon (RPA) Charter Agreement Renewal for 2020-2025
 - John Lindenthal moved to approve all consent agenda items as presented.
 - Diego Hernandez seconded the motion.
 - Vice Chair Tewksbury did a roll call vote and the consent agenda was unanimously approved.

X. 9:05p - Action Items

- A. Resolution Authorizing the Reallocation of Expenditure Appropriations in the 2019-2020 Budget
 - John Lindenthal: What's the approximate amount of the reallocations?
 - Christina Weinard: Increasing Capital Projects fund by \$715,000 and moving \$50,000 from support services to the community services and insurance reserve fund.
 - Valerie Tewksbury: Do we need to read the resolution, or can we just make the motion?
 - Christina Weinard: Just the motion is needed.

- Joe Teeny moved that the Board adopt Resolution #2019-2020-015 a resolution authorizing the reallocation of expenditure appropriations within the insurance reserve fund and the increase of appropriations of expenditure within the capital projects fund to update the 2019-2020 budget.
- Diego Hernandez seconded.
- Vice Tewksbury did a rollcall vote and the motion unanimously passed.

B. Resolution 2019-2020-016 Adopting the Annual Budget for Fiscal Year 2020-21

- Funds:
 - General Fund: \$147,829,808
 - Federal Program Fund: \$10,765,202
 - State and Other Program Fund: \$21,926,105
 - Nutrition Services Fund: \$8,315,050
 - Early Retirement Fund: \$300,000
 - Insurance Reserve Fund: \$650,000
 - 2005 Debt Services GO Bonds: \$1,500,000
 - 2015 Debt Service GO Bonds: \$13,861,230
 - Debt Services PERS Bond Fund: \$9,506,936
 - Capital Projects Fund: \$2,862,775
 - 2015 Capital Projects Fund: \$2,895,200
 - School Improvement Fund: \$175,000
- Valerie Tewksbury: When we say we are approving the budget; we are approving the total amount in each appropriation level. Not each individual line item. Correct?
 - Christina Weinard: Correct. Giving authority to spend in each appropriation.
- Joe Teeny moved that the Board adopt Resolution #2019-2020-016, a resolution adopting the 2020-21 budget and appropriating funds.
- John Lindenthal seconded the motion.
- Diego Hernandez: I know that we have had prolonged dialogue on this but there was a resolution at the budget committee meeting about restoring the RJ TOSA positions. I plan to vote no on the budget, knowing that it will move forward, to let the budget committee and the community know that I have heard them and their concerns. I know this is approving by general function. But my no vote will be to show my disagreement with the decision to remove the RJ TOSA positions. I also have a question about what our process will look like when the state numbers actually come in – if our funds come in higher or lower than the budget states.
- Ana Gonzalez Muñoz: Lots of public comment about the RJ TOSAs. I'm very conflicted.
- Valerie Tewksbury did a roll call vote. 2 nay votes (Ana Gonzalez Muñoz and Diego Hernandez) and 3 ayes (Valerie Tewksbury, John Lindenthal, and Joe Teeny). Motion does not pass.
- Valerie Tewksbury: From those that voted nay, do we have a change to propose? These are done at the function level.
- Diego Hernandez: That's the challenge because the change that I was voicing still fits within the same function so there would be no way for us to make a change proposal.
- Valerie Tewksbury: Moving forward, the board has more work to do as far as learning about areas of authority and what our levels of oversight are. There's a lot for us to learn from this process and move forward in governance as a board.

- Diego Hernandez: I hear you and understand. We could also give more detail in terms of our policies, particularly when it comes to goal setting. Nothing limits us from being more specific on our goals. How do you justify setting a goal around restorative justice and then saying that what we are moving towards fits in that scope when we are getting rid of those positions? I think there's a way for us to lead the district in a certain direction and I think that is part of the Board's responsibility. We are responsible for holding the district accountable and for the environment and culture that our employees face.
- Valerie Tewksbury: We can move on to the other action items and return to this discuss? Or we could offer to hold an emergency board meeting in a few days.
 - Christina Weinard: We have to publish any budget hearings 5 days prior to meetings.
- Joe Teeny: This issue is not about the budget itself. It's about how we arrived at certain decisions around the allocations. The issue is being taken with process and outcomes for what is inside those allocations and not on the numbers themselves, which are what we are voting on tonight.
- Dr. Danna Diaz: We are in a pandemic. We have expenses. If the budget isn't approved, we will have to shut down on July 1.
- Leave this standing as a failed motion and come back to it later in the meeting.
- John Lindenthal: What do the two board members that voted nay want changed in the budget so we can move forward. If there's not a specific proposal, I'm not sure why they are voting no. If they want follow-up on RJ TOSAs, that's a different subject than the budget. So what are you looking for?
- Diego Hernandez: I gave notice to Dr. Diaz and Chair Delgado a while ago, that I was going to be a "no" vote on the budget. I tried to be proactive in my communication and my advocacy. I feel I've been able to explain my positions and where I'm coming from. Last board meeting we talking about the direction we've gone and the harm that we've caused.
- Ana Gonzalez Muñoz: For me, it's just that I hear the cry in public comment over and over and over about what we are doing with the budget and it's really hard to listen to all of those comments and hear how this budget is really hurting our staff and students in many different ways. It's the advocacy piece that we need to put in place and let our teachers and students know that we are behind them. It's a way to be able to say that we need to stop. If we are claiming that we are listening to our teachers, students, and community, then we need to show them that we are actually listening. I am behind Dr. Diaz and the district, but I am also behind the community and our teachers and students. We need to listen and act.
- John Lindenthal: I agree. But our support as a board is to the superintendent. Our direction to the superintendent is to execute the plans that have been put forward to make the district a better place. If we are disagreeing with that approach, then that's a discussion the board needs to have with Dr. Diaz because I believe that she feels like she is following board direction based on what has been said in the past. What we are doing with not passing the budget is impacting everyone. I am more than willing to have a discussion with Dr. Diaz as a board and talk about how things are being administered but not adopting this budget tonight – we won't be able to have those discussions because there won't be any staff to have those discussions with. I totally understand where you are coming from and I don't disagree. I'm just taking the perspective that our job as a board is to adopt the budget and then give clear direction to the superintendent to execute board goals and directive. The superintendent has flexibility within that direction as to how it is administered. She has clearly provided information to the board about MTSS and how the RJ TOSAs were going to go away. The

main reason we are having this discussion is because of COVID-19. We can't execute our full plan. We will have to adjust. But does that mean that we are going to throw out everything we have been planning and talking about all year. If that's the case, that's not supporting a long-term planning process and strategic plan.

- Valerie Tewksbury: A lot of the public comments we have gotten have asked for us to reject the budget. The problem is that a lot of the suggestions we get don't actually address the problem that they are concerned about. Program decisions are handled in a different way than fund allocations in the budget. We are being asked to deal with a program decision by not adopting the budget. We can address some of the concerns that have come up outside of the budget discussion. Sometimes the solution that is presented isn't going to solve the problem. Sometimes, I guess it is. Maybe holding up the budget process is a way to get further discussion and actions taken.
- Joe Teeny: Unless there is a change to the proposed budget, then there's no way we can't approve this budget. There are going to be cuts moving forward. The economy tells us that. If this decision is difficult, there are going to be harder ones coming. Not adopting this budget tonight is a failure of the board.
- John Lindenthal: I just reviewed the rest of the agenda and if we don't move forward with the agenda, then this meeting is over because we can't approve anything else without a budget.
- Diego Hernandez: I made an assumption earlier - I don't want to hold the rest of the action items or stop the budget from being passed. I gave advanced notice to Chair Delgado and Dr. Diaz hoping this wouldn't be an issue because I understand the gravity of where we are the need to use resources. There's been a lot of community and stakeholder feedback. I'd like to have more conversations about goal setting moving forward. I don't want to be setting macro-level goals. For me, it's more about how we as a district decided to make this change. I didn't understand why we would take an approach that would cause more division and alienation when we could have gone a different route that would still move us towards MTSS. I know that that is not my specific role in governance as a board member, but I made an assumption that when we set goals, that's the direction we are moving towards and I'm hearing something different now. I want to be different moving forward – more clarity in the goals we set. With that being said, I will change my vote as a curtesy yes to move us forward and I hope that my message is getting across.
- John Lindenthal: I hear your message. There were some miscommunications and we all heard things differently. We as a board need to work together to make sure we are clear about where we are trying to get it. I'm fully on board with that.
- Valerie Tewksbury: The board has some opportunities coming up to have some discussions and trainings. Board leadership has been talking with our trainer from last year. We did a lot of work on phase I of goal setting, but phase II of the conversations got postponed this spring. Hoping that those conversations can improve and repair the issues that are happening now. I hear you and think we can definitely work on the goal setting process going forward. I respect where you are coming from and your willingness to move forward tonight.
- Ana Gonzalez Muñoz: I understand that we are here to offer direction to the superintendent and then she does the work on the ground, but my personal conflict is that I came to this board really saying that I wanted to represent students, teachers, and the community. And if I'm not doing that then I don't know what I'm doing. I appreciate knowing that there are

trainings coming up to help me know how to handle listening to the community and supporting the superintendent.

➤ John Lindenthal: I appreciate both of you for advocating what you believe in. You are trying to give a voice to those that don't have voices but let's work together as a board to make things better. It's clear to me today that we had a communications breakdown about where we thought we were going over the last few months so let's work on that.

➤ Valerie Tewksbury: Do have a motion?

➤ Joe Teeny moved that the Board adopt Resolution #2019-2020-016, a resolution adopting the 2020-21 budget and appropriating funds.

➤ John Lindenthal seconded the motion, reiterating that the board needs to get together and have a discussion about our priorities and how we communicate with the superintendent when there are certain things we want. If we don't give clear direction, the superintendent can't be successful.

➤ Vice Chair Tewksbury did a roll call vote. 5 ayes. The motion to adopt the budget passed unanimously.

C. Resolution #2019-2020-017 Declaring, Imposing, and Categorizing Taxes for Fiscal Year 2020-2021

➤ John moved that the board adopt Resolution 2019-2020-016, a resolution declaring, imposing, and categorizing taxes for fiscal year 2020-2021.

➤ Joe Teeny seconded

➤ Valerie Tewksbury did a roll call vote and the motion unanimously passed.

D. Authorization to Spend over \$150,000 for RHS Roofing Project Phase II

➤ This is not funded through the General Fund – this will be a part of the Bond fund.

➤ Ana Gonzalez Muñoz: has Anderson been working for us?

○ Rachel Lopez Hopper: Yes, they gave us a full bid last year, but we could only afford to complete Phase I. We are now ready for them to come in and do Phase II.

Joe Teeny moved that the Board authorize staff to expend more than \$150,000 for the purchase of roofing materials and contracted installation work as proposed for the second and final phase of the roof restoration project at Reynolds High School

➤ John Lindenthal seconded the motion.

➤ Valerie Tewksbury did a roll call vote and the motion unanimously passed.

E. Acceptance of Agreement with Office of Emergency of Management to Receive Funds from FEMA related to COVID-19

John Lindenthal moved that the Board authorize staff to accept the agreement with Office of Emergency Management to receive reimbursements of FEMA funds for expenses related to COVID-19

➤ Joe Teeny seconded the motion.

➤ Valerie Tewksbury did a roll call vote and the motion unanimously passed.

F. Acceptance of Grant from SAIF Coronavirus Worker Safety Fund

Joe Teeny moved that the Board approve acceptance of the grant from SAIF in the amount of \$119,936 from their Coronavirus worker safety fund to be used for the purchase of personal protective equipment for the reopening of school.

➤ John Lindenthal seconded the motion.

➤ Valerie Tewksbury did a roll call vote and it unanimously passed.

G. Authorization to Spend Over \$150,000 on Computer and Technology Equipment Purchases in 2020-21

Ana Gonzalez Muñoz moved that the Board authorize an expenditure in excess of \$150,000, up to an amount not to exceed the adopted budget for technology, to OETC for 2020-21 computer and technology equipment.

- Ricki Ruiz seconded the motion.
- Valerie Tewksbury did a roll call vote and the motion was unanimously passed.

XI. 9:35p - Board Discussion

- Valerie Tewksbury: Dr. Diaz brought a couple of anti-racism resolutions to Board leadership. I wanted to ask the board about how to move forward since our next meeting is a month away. I was wondering if we could have Board Leadership, and maybe one other member, get together to draft something and sign it without it going to the whole board?
- Diego Hernandez: If we are going to move forward with something like that, I would recommend that we reach out to the community and community based organization who have been doing this sort of work for a while. We have also had student leadership groups that are really focused on equity. I think this is an opportunity for us to engage a number of stakeholders.
- Valerie Tewksbury: A lot of the samples I saw didn't include the actual work – just a recognition that the work needs to be done. We could do that as the board to show out commitment. We could add that we will move forward in a collaborative fashion with stakeholders to do the actual work.
- Ana Gonzalez Muñoz: I agree. I think more than a commitment – it's an opportunity for us to show how we are willing to work with our communities. That collaboration could really be shown in this effort.
- Joe Teeny: Clarity: Basically a statement or commitment from the board to lead our district in the process of eliminating racial issues within our district. Acknowledging that we will lead the discussion. The actual discussion needs to include all stakeholders. But you are talking about putting out a statement.
- Valerie Tewksbury: yes – showing our support for Black Lives Matter. Perhaps Dr. Diaz could send all of the samples out to the whole board where they could give feedback. Since we can't get together, Yesenia and I could put a statement together from just the two of us for now and bring it to July.
- Ricki Ruiz: Fully in support and glad we are in support of black lives matter and will stand with them. I would also encourage us to invite REA, OSEA, community, etc to come together for a resolution that really ends the systemic institutional racism and oppression in our school district.
- Diego Hernandez: Every time I see a statement from an organization or a business, I roll my eyes. I'm tired of resolutions and statements. I think we need to act. I think it takes a conversation about how we are going to move forward. I think we need to ask the black community how they would like us to lead moving forward rather than us just doing a resolution.
- Joe Teeny: Agree with action. There isn't a policy or procedure that we can make that will fix the problem. We have to actually take action.
- Start with sending examples to the board for feedback and then we will move forward from there.
- John Lindenthal: Circle back to discussion about the budget – can we add some scheduled time during our August and September meetings to talk about this and make some changes. I need to know that we are all together moving forward. I don't feel that right now. We need

to figure out where we all sit and come to a consensus. We need to make changes and make a difference. I also want to apologize if my voice came across heavy during the budget discussion. I just want to make sure that I have heard everything everyone has said and that I am willing to listen. Thank you for being a voice and please continue to do that.

- Ana Gonzalez Muñoz: I'm fully on board and supportive. There's nothing wrong with agreeing to disagree. This vote for the budget kind of showed where we stand. The opportunities of the trainings in August and September will really help. I'm fully willing to work with the board. I don't feel a separation. I feel an opportunity to step up and represent the community at this board level. I just need to learn how to do it without getting pushback for disagreeing. We won't always agree. We have different backgrounds and different perspectives. I just don't want it to come across as me being against the board or not wanting to work with the board because that's not true.
- Valerie Tewksbury: I'll share this info with Chair Delgado, and we can work together to plan our upcoming meetings to reflect what we're hearing tonight, even before we get to the process of goal setting.
- Valerie Tewksbury: We also said we would circle back on how changes to the budget will be made when we have more information. What does that process look like?
- Dr. Danna Diaz: I will work with my team to create a timeline and share that with the board in the weekly update or send it to you. We'll need a couple of weeks to get that together. Once we have the date of the legislative budget meeting, we will work backward and create

XII. 9:45p – Adjourn

- Vice Chair Tewksbury adjourned the June 24, 2020 Board Business Meeting at 11:13p

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Christina Weinard, Director of Financial Services

Subject: Resolution #2020-2021-001 Designating District Officers, Clerks, Agents and Depositories of Funds

Policy: [Authorized Signatures – DGA](#), [Depository of Funds - DG](#)

Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals:

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4:

We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

The Board will consider this annual resolution, designating District officers, clerks, agents, and depositories of funds.

Please refer to the following attachments:

- Resolution 2020-2021-001 Designation of District Officers – Depositories of Funds

Previous Board Action:

Not Applicable

Background:

Oregon Revised Statutes and District practice require that certain areas of fiscal authority be delegated on an annual basis. This process allows the School Board to review the resolutions that will be in effect for the new fiscal year.

This resolution is renewed annually to allow for the continued operation of District business. The Board is required to review the delegation of authority, ask questions, and make changes where appropriate. As stated above, some of the resolutions, such as appointment and

authorization of Custodian of Funds, etc., are required by statute, while other are submitted as a matter of practice.

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Staff recommends the Board adopt Resolution #2020-2021-001 as presented.

Motion:

I move the Board adopt Resolution #2020-2021-001, Designating District Officers, Clerks, Agents, and Depositories of Funds for the 2020-2021 fiscal year.

RESOLUTION 2020-2021-001

**A RESOLUTION DESIGNATING DISTRICT OFFICERS, CLERKS, AGENTS, AND DEPOSITORIES OF FUNDS
FOR THE 2020-2021 SCHOOL YEAR**

DISTRICT CLERKS

WHEREAS, Dr. Danna Diaz, Superintendent of Reynolds School District #7, is designated by law as Clerk/Chief Executive Officer of said District for the 2020-2021 fiscal year;

WHEREAS, it is advisable for an additional staff member to be designated as Deputy Clerk;

BE IT RESOLVED, that Christina Weinard, Director of Financial Services, is appointed as Deputy Clerk for the 2020-2021 fiscal year.

BE IT FURTHER RESOLVED, that adequate bonds or insurance coverage be obtained for the named Clerk and Deputy Clerk.

BUDGET OFFICER

BE IT RESOLVED, that Dr. Danna Diaz is hereby designated to serve as Budget Officer of the Reynolds School District #7 for the fiscal year 2020-2021.

GRANT OFFICER

WHEREAS, grant funding may become available through Federal, State or other sources; and

WHEREAS, certain available grant funds may be deemed beneficial toward improvement of the District's educational system;

BE IT RESOLVED, that the Superintendent, Director of Financial Services, or designees as assigned by the clerk be named as the Local Agency Representative and shall hereby be authorized to execute and file application(s) for and on behalf of the District and otherwise act as District officials in all activities related to grants during fiscal year 2020-2021.

LEGAL COUNSEL

BE IT RESOLVED, that Garrett Hemann Robertson, The Hungerford Law firm, Miller Nash Graham and Dunn, LLP, and Hawkins Delafield & Wood are hereby designated to serve as General, Labor, or Bond Counsel for the Reynolds School District #7 during fiscal year 2020-2021.

AUTHORIZATION TO FILL VACANCIES

BE IT RESOLVED, that the Superintendent or designee is hereby authorized to accept resignations, fill vacancies, and report them to the Board, for the Reynolds School District #7 during fiscal year 2020-2021.

APPLICATION FOR FEDERAL IMPACT AID

BE IT RESOLVED, that Deputy Clerk is designated as the authorized representative of the District in connection with filing for Federal Impact Aid. Public Law 874 for Reynolds School District #7 during fiscal year 2020-2021.

DISTRICT REPRESENTATIVE FOR ASBESTOS HAZARD EMERGENCY RESPONSE ACT (AHERA)

BE IT RESOLVED, that the Facilities Services Administrator is appointed as representative for the Reynolds School District #7 during fiscal year 2020-2021.

DESIGNATION OF DISTRICT SAFETY OFFICER and ASSISTANT SAFETY OFFICER

BE IT RESOLVED, that Dr. Christopher Ortiz, the Assistant Superintendent of District Operations and Student and Family Services is appointed as the Official District Safety Officer and the Facilities Services Administrator is appointed as the Official Assistant Safety Officer, for Reynolds School District #7 during fiscal year 2020-2021.

AUDITOR

BE IT RESOLVED, that Pauly & Rogers P.C., Certified Public Accountants, are hereby designated to serve as Auditors for the Reynolds School District #7 during fiscal year 2020-2021.

AMERICANS WITH DISABILITIES ACT (ADA)

BE IT RESOLVED, that Dr. Christopher Ortiz, the Assistant Superintendent of District Operations and Student and Family Services, Robert Neu, Assistant Superintendent of Human Capital Management, and the Facilities Services Administrator are appointed as District coordinators for the Reynolds School District #7 for the fiscal year 2020-2021.

AGENT OF RECORD, PROPERTY INSURANCE

BE IT RESOLVED, that Brown & Brown Northwest Insurance, Oregon, is hereby designated to serve as Agent of Record for the Reynolds School District #7 for all insurance other than Health Benefits during fiscal year 2020-2021.

NEWSPAPERS FOR LEGAL NOTICE

BE IT RESOLVED, that *The Gresham Outlook* be designated as the newspaper in which legal notices will be published.

INVESTMENT DEPOSITORIES

WHEREAS, Reynolds School District #7 has statutory authority for investment of funds,

BE IT RESOLVED, that the following depositories are hereby, approved as official depositories of Reynolds School District #7 funds during the 2020-2021 fiscal year:

Institution

US Bank
Bank of America
Piper Jaffray – Seattle NW Division
UBS Financial Services, Inc.
Oregon State Local Government Investment Pool

BE IT FURTHER RESOLVED that the investment instruments listed below are permitted for 2020-2021.

Federal Agency Securities
U.S. Treasury Securities
Commercial Paper
Repurchase Agreements
Savings Accounts
Time Certificates
Banker's Acceptances

BE IT FURTHER RESOLVED, that the Clerk of the District, the Deputy Clerk, or designees as assigned by the Clerk, as Custodian of Funds, are authorized to establish accounts and to issue checks against such accounts bearing the original signature of the Clerk or the Deputy Clerk or the facsimile signature of the Clerk and/or the Deputy Clerk in accordance with District Policy.

SIGNING OF AGREEMENTS

BE IT RESOLVED, that the Clerk, the Deputy Clerk, or designees as assigned by the Clerk be authorized to sign contracts, conveyances or other documents for products, materials, supplies and other services that are in the current budget appropriations and make appropriate payments on behalf of the District as necessary in accordance with District Policy DJA, District Purchasing.

DISPOSAL OF SURPLUS PROPERTY

BE IT RESOLVED that the Deputy Clerk hereby is authorized to dispose of surplus property in accordance with Board Policy DN – Disposal of District Property.

DESIGNATION OF LOCAL PUBLIC CONTRACT REVIEW BOARD

BE IT RESOLVED that the governing body of Reynolds School District #7, the Board of Directors, be designated as the Local Public Contract Review Board for 2020-2021, in accordance with ORS 279.

Duly passed this 22nd day of July 2020, at the regular meeting of the Board of Directors of Reynolds School District #7.

Reynolds School District Board Chair

Dr. Danna Diaz, Superintendent of Schools
District Clerk

To: Board of Directors
From: Dr. Danna Diaz, Superintendent of Schools
Prepared by: Christina Weinard, Director of Financial Services
Subject: Approval of Budget Calendar for 2020-2021
Policy: [Budget Calendar - DBC](#)
Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals:

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4:

We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

The District is required to set a budget calendar at the beginning of each school year. The Board is asked to approve the draft budget calendar as presented.

The following document is attached:

- 2020-2021 Calendar for Budget

Previous Board Action:

Not Applicable

Background:

The proposed budget calendar is similar to those of prior years with the continuation of internal and external listening sessions proposed to be held between October and November to share early budget framework assumptions and gather input as the budget draft is being created.

Financial Implications:

Not Applicable

Alternatives:

The Board could approve a modified calendar.

Staff Recommendation:

Staff recommends the Board approve the 2020-2021 Calendar for the 2021-2022 Budget as proposed.

Motion:

I move the Board approve the 2020-2021 Calendar for the 2021-2022 Budget as proposed.



Budget Calendar July 1, 2020 to June 30, 2021

Board of Directors Meeting **July 22, 2020**

- √ Board Appoints Budget Officer
- √ Board Considers 2020-2021 Budget Calendar for 2021-2022 Budget

Staff and Community Input Sessions **October 15, 2020 and November 5, 2020**

- √ Staff Input
- √ Community Input

Budget Priorities Discussion **December 09, 2020**

Adoption of 2021-2022 Budget Priorities **January 27, 2021**

Conduct 1st Budget Committee Work Session **April 08, 2021**

Publish 1st Notice of Budget Committee Meetings **April 09, 2021**

- √ 5 to 30 Days Before the 1st Meeting (Gresham Outlook)

Conduct 2nd Budget Committee Work Session **April 15, 2021**

Publish 2nd Notice of Budget Committee Meetings **April 16, 2021**

- √ 5 to 30 Days Before the 2nd Meeting (Gresham Outlook)

Proposed Budget Published **April 29, 2021**

1st Budget Committee Meeting **May 6, 2021**

- √ Appoint Presiding Officer
- √ Receive Budget Message
- √ Receive Proposed Budget Document and Discuss Relevant Changes
- √ Respond to Questions from Budget Committee

2nd Budget Committee Meeting **May 13, 2021**

- √ Receive Public Testimony
- √ Budget Committee Deliberations
- √ Respond to Questions from First Meeting

3rd Budget Committee Meeting (if needed) **May 20, 2021**

Publish Notice of Budget Hearing (only once) **May 28, 2021**

- √ 5 to 30 Days Before the Hearing (Gresham Outlook)
- √ Publish Financial Summaries

Board of Directors Meeting - Conduct Budget Hearing **June 23, 2021**

- √ Conducted by School Board
- √ Open to Public
- √ Run Budget Hearing Concurrent with Board Meeting

Board of Directors Meeting - Enact Resolutions **June 23, 2021**

- √ Adopt Budget, Authorize Appropriations & Impose and Categorize Taxes
- √ Amend 2020-2021 Appropriations (if necessary)

Submit Tax Certification Documents **July 15, 2021**

- √ To County Assessor Office by July 15, 2021
- √ File Budget Document with County Recorder and Designated Agencies

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Dr. Nicole MacTavish, Chief Academic Officer

Subject: Authorization to Spend Over \$150,000 on Student Devices

Policy: [District Purchasing - Policy DJ](#)

Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #3: We believe that high-quality first-time instruction will eliminate the opportunity gap. We commit to setting high expectations and providing intentional professional development for instructional leaders.

Summary:

Staff is requesting that the Board authorize an expenditure of more than \$150,000 to purchase student devices with funds from the CARES Act. This purchase will help achieve a 1:1 take-home devices for all K-5 students. Students in first and second grades will receive iPads and third through fifth grade students will receive Chromebooks. As we anticipate students participating in some form of distance learning over the course of the 2020-2021 school year, it is important that each child have access to a device.

Previous Board Action:

In April 2020 the Board approved the purchase of 1500 Chromebooks for K-5 students. While this was a welcome purchase, it was not enough to get each elementary student their own device.

Background:

In April 2020, the Board approved the purchase of 1500 student Chromebooks for elementary students. This purchase allowed for one device to be provided to each K-5 family. This purchase insured that each student had access to technology but still provided obstacles during Distance Learning. Families expressed that each child not having their own device was a

challenge during synchronous learning when their children needed to be online with their class or to complete work at the same time.

Financial Implications:

The cost for this purchase will be \$986,067.36 which will come from the CARES Act funding.

The K-2 purchase will include:

- An iPad for each K-2 student
- 5% extra devices to support students that need a replacement device if their device needs repair
- iPad cases
- Jamf mobile device management software
- Securly cloud-based web filter

The 3-5 purchase purchase will include:

- A Chromebook for each student
- 5% extra devices to support students that need a replacement device if their device needs repair
- Securly cloud-based web filter

Alternatives:

The Board could deny this purchase.

Staff Recommendation:

Staff recommends the Board authorize the expenditure of more than \$150,000 to help achieve a 1:1 take-home device for all K-5 students for a total not to exceed \$986,067.36.

Motion:

I move that the Board authorize the expenditure of more than \$150,000 to help achieve a 1:1 take-home device for all K-5 students for a total not to exceed \$986,067.36.

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Robert Neu, Assistant Superintendent of Human Capital Management

Subject: REA Bargaining Agreement Package Proposal

Policy: [Board Powers and Duties - BBA](#)

Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #1: We believe that all students, families and staff deserve a safe and secure learning environment. We commit to providing physical and emotional safety across the Reynolds community.

Summary:

Reynolds School District (RSD) and Reynolds Education Association (REA) had started the process of negotiating a new Collective Bargaining Agreement (CBA) prior to Governor Brown’s executive orders which resulted in the closure of schools and required instruction to be delivered to students virtually.

As RSD and REA had held two bargaining sessions prior to the emergency school closure, agreements had already been reached on “Article 4 – Association Rights and Privileges” and “Article 21 – Dues and Payroll Deductions”

Additionally, agreements have been reached on the following articles for one year:

“Article 19 – Tuition, Project and/or Workshop Reimbursement”

“Article 22 – Employee Compensation”

“Article 23 – Fringe Benefits”

“Article 30 – Duration of Agreement”

Attached is the following document: “REA Package Approval 6/23/2020”

The articles presented are the “marked up versions” so that the Board can see the changes. New appendices will be created (currently represented with question marks until official numbers can be assigned). Once the Board approves the revised articles, new version will be created and signed by all parties.

Previous Board Action:

Not Applicable

Background:

Oregon Governor Brown issued Executive Order 20-08 on March 17, 2020 which included the temporary closure of public schools due to a public health threat. The closure created 7 days of non-student contact for staff and the District’s contract language for emergency closure was implemented. Governor Brown issued another Executive Order 20-12 on March 23, 2020 which included the extension of the temporary school closure to April 28 and called for all Oregonians to stay at home and practice social distancing measures.

On March 30, 2020, RSD and REA agreed to postpone negotiations due to the circumstances brought about by the COVID-19 pandemic. Both parties agreed to narrow the focus on bargaining to employee compensation for a one-year agreement. The Board approved that agreement on April 8, 2020. Also on April 8, 2020, the Governor announced that school closures would be extended through the end of the current academic term and school year.

The “REA Package Proposal” was negotiated with the expectation that negotiations would resume early in 2021 and would extend the current CBA, with exceptions of agreed upon Articles, through June 30, 2021.

Staff is requesting that the Board formally approve the “REA Package Proposal” which will serve as the new REA Collective Bargaining Agreement until June 30, 2021.

Financial Implications:

Est. \$814,520

Alternatives:

The Board could require additional information prior to taking action on this agenda item.

Staff Recommendation:

Staff recommends the Board approve the agreement between Reynolds School District and Reynolds Education Association as proposed.

Motion:

I move that the Board approve the REA Package Proposal between the Reynolds School District and the Reynolds Education Association that will serve as the new REA collective bargaining agreement until June 30, 2021.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Article 4

Association Rights and Privileges

A. Information

Upon request, the Board agrees to make available to the Association all public records necessary for its functioning as exclusive bargaining agent. The Association agrees to pay any costs incurred by the District to supply requested information that is not produced in the District's ordinary course of business.

B. Bulletin Boards

The Association shall have, in each school building, the use of a portion of an existing bulletin board in each staff room.

C. Mail Facilities and Mailboxes

The Association shall have the right to use the inter-school mail facilities in accordance with postal regulations and school mailboxes so long as all mail or material is identified as Association business.

D. Fall Orientation Program

1. On the fall orientation day, the District shall not schedule any meeting prior to nine o'clock AM (9:00 AM) for new unit members so that they may, if interested, attend an Association-sponsored breakfast.
2. Upon request, the Association will be given up to fifteen (15) minutes to make announcements and distribute materials at the District-wide meeting held during the orientation/in-service at the beginning of the school year.

E. Roster

~~The District shall provide the Association with a list of all names, addresses, and assignments of bargaining unit members by the end of September of each school year. The District shall also supply the Association with a monthly update of new unit members.~~

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E. Roster (INCORPORATED FROM JANUS MOU)

By November 1 of each year, the District shall provide to the OEA an electronic database of each employee in the bargaining unit (both active and non-members) that includes name, employee ID number, first date of service, FTE, classification or title, PERs classification, worksite (i.e. check location), position on the salary schedule, and residential address and phone number (unless requested to be withheld by the employee). Whenever a new employee is hired into the bargaining unit, the District shall provide this information within thirty (30) days of hire.

F. New Unit Member Information

The Association will have the right to have placed in the **District Personnel information** Superintendent's package to all new unit members a letter prepared by the Association, informing said unit members that the Association is recognized as the exclusive negotiating representative for all licensed employees in the Reynolds School District. **In addition, Association representatives shall have the right to attend any new member orientations held throughout the year and to provide relevant association materials and information.**

G. Use of School Buildings

The Association and its representatives, including representatives for Association sponsored unit member benefit programs who are guests of REA building representatives, shall have the right of access to school buildings, including meetings with unit members during their duty-free lunch period, providing there is no interference with school or community programs. Upon arrival, the representative will notify the office of his/her presence. The Executive Director of Human Resources will be notified in the event the Association wishes to hold a general meeting in District buildings.

H. Right to Speak at Meetings

Upon request, an Association representative shall be granted a period of up to ten (10) minutes to make announcements at any staff meeting. Longer presentations are permissible if approved by the administration.

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I. Association Representative

The Association may designate representatives for each building to function as the Association representative on matters relating to contract maintenance. The District agrees to permit the individual to function as an Association representative during the workday if the activities do not interfere with or interrupt his/her own work assignments nor the assignments of other employees.

J. Use of Electronic Communication

Representatives of the Association will have the right to use school phones, FAX machines and other forms of electronic communication relating to Association business, in so far that such use by the Association would not interfere with District operations. The Association shall be liable for additional costs in connection with such use.

K. Association Leave

1. Unpaid leaves of absence for up to two (2) years in increments of no less than a semester shall be granted, upon request, for the purpose of serving as an officer of the NEA/OEA/REA or on its staff. This leave shall be extended for as long as the unit member is serving as an officer in NEA/OEA. No more than the equivalent of two (2) full time leaves will be granted per year.
2. If a qualified replacement is available, the District agrees to release the Association President for the equivalent of one-half teaching time on a schedule that is mutually agreeable to the District and the Association. The full cost of the temporary replacement, including salary, payroll costs, and insurance benefits, will be paid by the Association. The Association President shall be considered a full-time unit member with all the benefits of a full-time unit member under this Agreement. In the event that the Association President is not released half time, if qualified substitute(s) can be found, there will be up to forty (40) days available for use by the President for Association work on a regular schedule mutually agreed upon by the Association and the District.
3. An additional twenty-five (25) days of release time will be granted, usable by unit members in not less than half-day portions upon approval by the President. The Association shall reimburse the District for the cost of substitutes, including salary and payroll costs. Additional days

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may be granted upon mutual agreement between the District and the Association.

4. If the District needs to meet during the workday with unit members who are Association leaders, the District shall release the unit members without loss of pay.

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Article 19

Tuition, Project and /or Workshop Reimbursement

(Modified for the 2020-2021 School year per MOU-Appendix ??)

A. Reimbursement Allocation and Authorization

For the duration of this agreement, each unit member shall be entitled to tuition reimbursement at a prorated amount in accordance with the unit member's percentage of full-time FTE as follows:

Each full-time unit member shall have a reimbursable amount equivalent to six (6) hours each year during the life of the contract at the Fall Portland State University graduate rate for that year (i.e.2020-21, 2017, 2018, 2019). Hours may accumulate during the term of the contract. Members may borrow up to six (6) credits from their future entitlement in any one (1) year for the purpose of tuition for classes. Any member who borrows from her/his future entitlement and leaves employment with the District prior to earning the borrowed hours shall have the dollar value repaid through a mutually agreed upon payment plan, provided all funds owed are repaid prior to separation of employment.

Tuition money may be used in the following manner:

1. At the unit member's request to pay for tuition and materials embedded in the cost of the classes, workshops, and conferences that align with the unit member's professional goals, building goals, district goals, and/or license/credential requirements. Any materials paid for with tuition dollars are the property of the unit member.

Each unit member shall be eligible to use up to \$250 of their tuition reimbursement allocation over the life of the contract toward the cost for membership in professional organizations that relate to the unit member's assignment. Approval for professional organization memberships will follow the process for meeting, workshop, and conference approvals.

2. If the unit member's request meets any of the stipulations listed in A.1. above, then she/he may use the equivalent of up to six (6) credits on one (1) occasion during the life of the contract, to pay for domestic travel

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and related costs for classes, workshops and conferences not available or offered in the Portland Metropolitan Area or the state of Oregon.

The District shall cover all costs for unit members who are required by the District to present at conferences.

3. At the unit member's request, to pay for the cost of a substitute (if one is required) necessary to attend classes, workshops or conferences. The member shall give the building administrator prior notification when days off are being taken to attend classes, conferences or workshops.
4. District approved projects.
5. The District at its discretion may approve additional tuition grants for areas such as, but not limited to:
 - a. Additional endorsement programs.
 - i. for members who have been or may be RIFed from current position.
 - ii. for members adding endorsements that complement current endorsements and District curriculum goals
 - iii. additional state requirements to maintain a current position.
 - b. Programs meeting District-identified needs.
Such grants shall be for a specified dollar amount that may be used during an identified time period.

The District shall on an annual basis identify criteria used for the authorization of costs that require District approval. Upon request, the District shall provide a unit member with an itemization showing amount of tuition dollars used and remaining.

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B. Reimbursement Procedure

To qualify for reimbursement for classes taken, the unit member shall notify the District of intent to seek reimbursement prior to the start of the class.

Following the conclusion of the class, the member will submit a grade slip indicating successful completion of the class to the District. The grade slip or verification of completion shall be submitted within one (1) month of its receipt by the member. Additionally, the member shall submit verification of cost for classes taken.

All notices of intent for tuition reimbursement shall be submitted on or before June 30th of the fiscal year in which the course began so funds may be reserved. Notices of intent submitted after that time will not be reimbursed. Classes qualify for funds available in the contract cycle in which the class begins.

The unit member shall receive reimbursement, prior to the receipt of grade slip, by submitting verification of completion of the class or workshop. The granting of early reimbursement does not relieve the member of the responsibility of submitting grade slips as outlined in this section. Members who fail to submit a grade slip within sixty (60) days of the completion of the term shall be subject to having their next regular paycheck reduced by an amount equal to the early reimbursement they received.

While the normal circumstances are outlined above, the District understands that in some situations this may create a financial hardship, thus preventing the member from taking classes. In these instances, the member may apply to the District for consideration for prepayment.

The District shall not be responsible for payment for the course if the member receives a failing grade, leaves the district's employment before completing the course, or does not complete the course. Any fees already paid may be recovered through payroll deductions or other means.

C. Tuition Vouchers

Any unused tuition vouchers shall be made available to unit members on a first-come-first-served basis.

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Article 21

Dues and Payroll Deductions

(Incorporated from the Janus MOU)

A. ~~Deductions Authorization~~

~~Any employee who is a member of the Association or who has applied for membership may sign and deliver personally or through the Association to the Superintendent, an assignment authorizing deductions for membership dues in OEA-NEA-REA. Such authorization shall continue in effect from year to year, unless revoked in writing as hereinafter provided. Pursuant to such authorization, the District shall deduct one-tenth (1/10th) of such dues from the regular salary check of the employee each month for ten months, beginning in October and ending in July each year. Deductions for employees who join the Association after the commencement of the school year shall be appropriately prorated so that payments will be completed by the following July.~~

B. ~~Withdrawing Deductions~~

~~Withdrawing the payroll deduction for such dues may be accomplished by writing a letter to the office of the Association and the office of the Superintendent and delivered prior to the fifteenth (15th) day of October of any year.~~

C. ~~Association Notification~~

~~A computer printout of employees on Association dues deduction shall be sent to the Association together with the remittance due to the OEA-NEA-REA, as soon as possible after the monthly salary checks have been received by the employees of the District.~~

D. ~~Approved Deductions~~

~~Upon appropriate written request from the employee, the District shall deduct from the salary of any employee and make appropriate remittance for the following approved deductions monthly:~~

- ~~• Association Dues or Equivalency~~
- ~~• Fringe Benefits under Article 23~~
- ~~• United Way~~
- ~~• Credit Union all summer credit union payments will be made in a lump sum at the end of June~~

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~~E. Authorization Approved by Association and Board~~

~~The District, upon appropriate authorization of the employee, shall deduct from the salary of any employee and make proper remittance for any other plans or programs jointly approved by the Association and the Board.~~

~~F. Itemization~~

~~Employee's payroll checks shall itemize all sources of pay and payroll deductions.~~

~~G. Payroll~~

- ~~1. An employee's salary shall be divided into twelve (12) equal payments. The pay day shall be on the 20th of each month. If the pay day falls on Saturday or Sunday, employees will receive their checks on the preceding Friday. The only exceptions are that all employees will be paid on the Wednesday before Thanksgiving and the last teaching day before Christmas, where appropriate, and the last working day in June. All employees shall receive their June, July, and August paychecks on the last working day in June. However, if an employee wishes to receive his/her summer checks monthly, a written request must be submitted to the Human Resources Office by May 1st~~
- ~~2. The District shall maintain an example payroll check on its website that provides explanations of various deductions and contributions.~~

~~H. Local Dues~~

- ~~1. To assure that employees covered by this Agreement are adequately represented by the Association, the District shall deduct an amount equal to one hundred percent (100%) of REA OEA NEA dues from the salary of each employee who is not a member of the Association.~~
- ~~2. The District and the Association agree that ORS 243.650 and ORS 243.666 shall apply which provides for the payment of dues to a non-religious charity or another charitable organization provided the religious tenets of the employee do not allow him/her to belong to a union.~~
- ~~3. Any employee who has not requested local Association dues or who has~~

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~~not certified to the District that s/he has paid, or is paying his/her dues directly to the Association, shall be subject to the provisions of this Article. Such request for payroll deduction or certification of direct payment of dues shall be made by October 15.~~

~~I. Indemnification~~

- ~~1. The Association agrees to hold the District harmless against any and all claims, suits, orders or judgments brought against the District as a result of all deductions provided for in this Article, paragraph H.~~
- ~~2. Individual payroll errors shall be adjusted within five (5) working days after informing the District.~~

Article 21--Dues and Payroll Deductions

A. Dues Authorization

- 1. By October 1, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify the District of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The District will enact dues deduction during the pay period following notification.**
- 2. The Association shall provide a formal letter from the OEA Membership Department that confirms that OEA possesses sufficient documentation of dues deduction authorization for those members. Upon request by the District, the Association shall make available to the District for its review documented proof of dues deduction authorization for employees.**
- 3. Employees who wish to withdraw authorization for dues deduction must notify the Association and District in writing no later than September 30th (thirtieth) of any year. The Association shall notify the District when a bargaining unit member should no longer have dues deducted. The District shall cease dues deductions in**

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accordance with OEA policies and procedures regarding membership dues withdrawal.

B. Deductions

1. **Upon written notification from the OEA authorizing the District to make a payroll deduction for Association membership dues, the District shall deduct one tenth (1/10) of the OEA/NEA national dues each month from October through July. Within ten (10) business days after each pay period, the District shall remit to the Oregon Education Association, in a single payment, the combined OEA/NEA dues, including voluntary association contributions, deducted for the month.**
2. **The District shall deduct one-tenth (1/10) of the local REA dues from the October through July pay of each member and promptly remit the amount collected to the local association.**
3. **Deductions for members hired after the commencement of the school year shall be prorated so that the required amount will be deducted by July.**

C. Employee information

1. **Each month, the District shall provide to the OEA Membership Specialist an electronic spreadsheet of each employee in the bargaining unit (both active members and non-members). Information shall include the employee ID number, FTE, classification or title, worksite (i.e. check location) and any NEA/OEA dues paid, including voluntary Association contributions.**
2. **The District shall notify the OEA Membership Specialist monthly whenever an employee in the bargaining unit is placed on an unpaid leave of absence for more than thirty (30) days, retires, is laid off, resigns, or changes their name.**

D. Approved Deductions

Upon appropriate written request from the employee, the District shall

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deduct from the salary of any employee and make appropriate remittance for the following approved deductions monthly:

- **Fringe Benefits under Article 23**
- **United Way**
- **Credit Union—all summer credit union payments will be made in a lump sum at the end of June**

E. Authorization Approved by Association and Board

The District, upon appropriate authorization of the employee, shall deduct from the salary of any employee and make proper remittance for any other plans or programs jointly approved by the Association and the Board.

F. Itemization

Employee's payroll checks shall itemize all sources of pay and payroll deductions.

G. Payroll

1. **An employee's salary shall be divided into twelve (12) equal payments. The pay day shall be on the 20th of each month. If the pay day falls on Saturday or Sunday, employees will receive their checks on the preceding Friday. The only exceptions are that all employees will be paid on the Wednesday before Thanksgiving and the last teaching day before Christmas, where appropriate, and the last working day in June. All employees shall receive their June, July, and August paychecks on the last working day in June. However, if an employee wishes to receive his/her summer checks monthly, a written request must be submitted to the Human Resources Office by May 1st**
2. **The District shall maintain an example payroll check on its website that provides explanations of various deductions and contributions.**
3. **The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or**

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judgments against the District concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or actions brought against the District by the Association. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

4. Individual payroll errors shall be adjusted within five (5) working days after informing the District.

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Article 22

Employee Compensation

A. Salaries

The basic salaries for the ~~2017-18, 2018-19 and 2019-20~~ **2020-21**, school years shall be set forth in Appendix A. The salary index appears in Appendix B.

~~Effective July 1, 2017, the 2016-2017 base salary shall become the 2017-18 salary schedule.~~

~~Effective July 1, 2018, the 2017-2018 base salary shall increase by one percent (1%). Unit members who were at the top step of a column during the 2016-17 school year or who were hired at the top step of a column during the 2017-18 school year shall receive a one-time lump-sum stipend payment, payable in July, 2018, which is equivalent to one and a half percent (1.5%) of their annual salary.~~

~~Effective July 1, 2019, the 2018-2019 base salary shall increase by one percent (1%).~~

Effective July 1, 2020, the 2020-2021 base salary shall increase by two percent (2%).

B. Credit

Any newly hired unit member coming into the District will be awarded up to twelve (12) years' experience for past licensed teaching experience or, for CTE unit members and non-TSPC licensed student services specialists only, related work experience in their field. Credit above these twelve (12) years, or credit granted for prior and related work experience will be based upon administrative judgment at the time of hiring. The District shall notify the Association when such credit is granted.

Should the State of Oregon allow licensure of unit members who have not completed a traditional teacher licensing program, or the hiring of non-licensed unit members to fill positions traditionally held by licensed unit members, the District and the Association shall meet to establish procedures

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for salary schedule placement for such unit members.

C. Missed Contract Days

The penalty for a missed contract day shall be 1/186th of the unit member's annual salary unless the non-attendance has the approval of an administrator.

D. Extended Contract

Extended contracts shall be paid on a 1/186th prorated basis for those unit members working beyond the standard contract year.

Unit members doing summer curriculum work shall be paid an hourly rate based on salary schedule A-0, Base pay. All other summer work shall be paid on the basis of the salary schedule in effect at the time the job was contracted, except where by necessity the job extends into the succeeding contract year.

Salary Beyond Contracts—summer work will be computed on the base of an eight hour work day, prorated on the regular daily contracted base salary according to time worked (four hours work = one-half day pay; six hours work = three-fourths day pay).

E. Hours for Movement

A unit member who has completed pre-approved college work, classes, or training in her/his field (i.e., CTE) which will advance him/her to another salary schedule column shall furnish evidence thereof prior to September 30, January 15, or April 15, by official transcript or other statement from the registrar of the institution in which the work was done. Transcripts shall be evaluated three times a year and unit members shall be able to move on the salary schedule at the appropriate time. The original contract shall be revised upon presentation of proper evidence by any of the three cut-off dates: September 30, January 15, or April 15.

F. Experience

One step on the salary schedule is granted for each year's experience. Any unit member who is contracted and works for no less than one hundred thirty-five (135) days shall be credited with a full year's teaching experience. Unit members working less than full-time, who otherwise would

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have gained credit for salary schedule movement, shall not be prohibited from moving as a result of the scheduling of their work hours.

G. Vertical Movement

Vertical movement on a salary schedule, when accompanied by horizontal movement to a new column, shall be in accordance with the following:

1. No more than one (1) vertical step shall be granted in any one school year.
2. Unit members who have been at the top of a salary schedule for more than one (1) year*, and who move to a new column in September, shall move over to the new column and up one (1) step. Subsequent vertical movement shall occur each September.
3. Unit members who have been at the top of a salary column for more than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the column move. Subsequent vertical movement shall occur each September.
4. Unit members who have been at the top of a salary schedule for more than one (1) year but less than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the move, but shall not move vertically again until one (1) year from the following September. Subsequent vertical movement shall occur each September thereafter.

* One (1) year's experience shall be equivalent to 135 or more regular, continuous, contracted days.

H. Extended Day

For those unit members who teach a class before or after school which is in addition to the contract teaching day, the compensation shall be at the rate of fifteen percent (15%) of the unit member's current salary schedule step. For those unit members who teach a class during their preparation period, the compensation rate will be sixteen percent (16%) of the unit member's current salary schedule step. A "double" preparation period shall be compensated at thirty-two percent (32%).

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Unit members may agree to sub during their prep time at their own hourly rate for other unit members on a voluntary basis. Unit members supervising another unit member's class for the day when a substitute is not available will receive the entire sub pay. If more than one unit member shares supervisory duties when a substitute is not available, they will share the sub pay.

I. Hours for Credit – Initial Placement

Hours for credit shall be given as follows:

Need language from CTE MOU. Keep as a separate Appendix?

1. Bachelor's degree—All college credits taken prior to teacher certification based on a bachelor's degree will not be counted beyond the bachelor's degree.
2. Beyond Bachelor's Degree—Only hours required for licensing will be counted for initial salary schedule placement.
3. Master's degree—Only hours subsequent to the master's degree will be considered for placement on the master's plus columns.
4. The District and Association shall develop parameters for hours of credit for CTE certifications/course work/experience.

The Executive Director of Human Resources will determine appropriate course work/experience to be credited at the time of placement.

J. In-District Credit

The District may grant in-district credit for salary schedule advancement to employees. Credit may be granted for workshops not carrying traditional credit, district committee service, curriculum development and individual programs or projects.

The amount of credit granted shall be equal to one (1) hours credit for ten (10) hours participation. Those requesting in-district credit shall apply to the Assistant Superintendent or Executive Director of Human Resources prior to

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the commencement of his/her service.

K. Payment for Extended Responsibilities

Any payment for extended responsibilities pay shall be prorated over the twelve (12) monthly paychecks unless the extended responsibility pay is for a seasonal type activity (example: football) and then the payment shall be a lump sum paid on the next pay day following the conclusion of the duties for that activity.

L. Extra Duty Compensation

The determination of the number of extended duty compensation positions to be made available each school year, the job content and duration of the positions offered, and the selection and retention of personnel to be offered these extended duty assignments, rests solely with the District. However, should the district change the job content or duration of the positions, the compensation for such positions shall be negotiated with the Association.

1. There shall be a three (3) step schedule based on the Bachelor's beginning step, BA plus three years' experience step, and the BA plus six years' experience step.
 - a. BA+3 step: This provides for an increase in compensation in the fourth year of coaching a particular activity.
 - b. BA+6 step: Provides a longevity incentive to attract and keep good coaches active in the District programs.
2. The District may grant, at its discretion, up to five (5) years for transfer into the District if the individual has the experience and recommendations to warrant such credit.
3. In-district coaches may advance on the salary schedule when they accept a more important assignment (e.g., assistant coach to head coach) on the following basis:
 - a. For each two (2) years' experience they will be allowed one (1) year toward salary advancement.

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- b. The same maximum would apply as is allowed for personnel new to the District.
 - c. The only exception to the above would be that no coach will take a cut in salary in moving to the new assignment, as long as that assignment is paid at the higher percentage of the base salary.
 4. It is agreed that these evaluations are separate from the teaching evaluations and only where the responsibility is an extension of the teaching assignment (such as music) will the extra-duty evaluation be reflected in the individual teacher's evaluation.
 5. Extra duty assignments and supervision of unit members shall be handled in the following manner:
 - a. All extra duty assignments are offered on a year-to-year basis with the exception of head coaches and lead advisor positions of OSAA-sanctioned athletics and activities, or positions that are an extension of the teaching assignment.
 - b. Unit members, as described above, will be evaluated on an annual basis and serve a three- (3) year probationary period. A unit member may be removed from an extra-duty assignment at any time during the probationary period. The unit member shall have the right to Association representation during any meeting which may result in removal from the extra-duty assignment.
 - c. It is the responsibility of the building administrator to complete the final evaluation of all extra duty assignments that meet the criteria stated above (a., b.).
 - d. At the point the administrator determines that a non-probationary unit member in an extra duty assignment is not meeting District and/or building performance expectations, s/he may be placed "on-notice". "On-notice" placement shall be accompanied by a written assessment stating the area(s) of deficiency, steps necessary for improvement, and a reasonable timeline for improvement. The unit member shall have the right to Association representation

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throughout the “on-notice” placement.

- e. A non-probationary unit member failing to adequately meet District and/or building expectations as outlined in the "on notice" placement may be removed from his/her extra duty position. A non-probationary unit member who engages in serious misconduct, such as misconduct that impacts student safety, may be removed from her/his extra duty position without being placed “on notice.”
- 6. All unit members assigned extra duties (for which compensation is paid) shall receive an addendum prior to the commencement of that activity including salary to be paid.
- 7. Salaries for any extra-duty position created during the term of this Agreement shall be negotiated with the Association.
- 8. The Association and the District shall form a joint committee to determine compensation for duties typically assigned to department heads in the past.
- 9. Coaches whose teams advance to post-season playoff games shall have the additional days pro-rated and paid using their current coaching daily rate as the basis for such pay.

District

Wellness Coordinator	5%	Curriculum Committee ¹ & Evening School
Trade Time		Rate equal to the hourly rate (A-0 salary
Rate equal to the hourly rate		step)
(A-0 salary step)		

Building Talented and Gifted (TAG) Coordinators	1%	District TAG Coordinator	2%
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Music Coordinator 12%

High School

Department Head	4%	Satellite Campus
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Class Council Advisor²

(no campus administrator assigned)

Approved Club Advisor⁵ 1 - 4%

Teacher-In-Charge 10%

Drama

Major drama productions

(2 per year, musical not included):

Head 5% each production

Assistant 4% each production

Musical Production 7%

Band 15%

Musical Drama 6%

Orchestra 3%

Vocal 8%

Musical Drama 5%

Newspaper 10%

Yearbook 10%

Speech

Head 8%

Assistant 4%

Hospitality/Tourism 8%

Food Instructor

Extra-duty

Assigned Overnight .3%

Trip Supervision per night
(maximum of 15 nights)

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Leadership/Activities

Director	13%
Leadership Council	5%

Cheerleading

(includes travel to away games)

Fall

Head	8%
Assistant	4%

Winter

Head	8%
Assistant	4%

Volleyball

Head	16%
V Assistant	10%
JV Assistant	9%
FR Assistant	9%

Football

Head	16%
Defensive Coord.	11%
V Assistant (2)	10% each
Head JV Asst	9%
Head FR Asst	9%
Assistant (2)	8% each

Cross Country (Coed)

Head	13%
Assistant	8%

Boys Soccer

Head	13%
Assistant	8%

Girls Soccer

Head	13%
Assistant	8%

Flag team Advisor 4%

Dance and Drill

Fall

Head	6%
Assistant	4%

Winter

Head	6%
Assistant	4%

Boys Basketball

Head	16%
V Assistant	10%
JV Assistant	9%
FR Assistant	9%

Girls Basketball

Head	16%
V Assistant	10%
JV Assistant	9%
FR Assistant	9%

Wrestling (Coed)

Head	15%
V Assistant	9%
Assistant	8%

Track (Coed)

Head	15%
V Assistant	9%
Assistant (5)	8% each

Baseball

Head	13%
V Assistant	9%

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

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			JV Assistant	8%
			FR Assistant	8%
Water Polo (Coed)				
Head	13%			
Assistant	8%			
Swimming (Coed)				
Head	13%			
Assistant	8%			
			Softball	
			Head	13%
			V Assistant	9%
			JV Assistant	8%
			FR Assistant	8%
			Boys Tennis	8%
			Girls Tennis	8%
			Golf (Coed)	8%
<u>Middle Schools</u>				
Athletic Coordinator				
Season	5%		Student Council³	
Year	10%		Outdoor School	3%
			Team Leader	5%
Football			Boys Basketball	
Head	11%		Head	7%
Assistant	8%		Assistant	5%
Volleyball			Girls Basketball	
Head	8%		Head	7%
Assistant	6%		Assistant	5%
Cross Country			Wrestling	
Coed	5%		Head	8%
			Assistant	5%
Track (coed)			Band	6%
Head	8%		Orchestra	6%
Assistant (4)	5% each		Vocal	6%
Intramurals	3%		Drama	5%
			(one major production per year)	

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Elementary Schools⁴

Band 2% 3% if assigned to two or more buildings
Orchestra 2% 3% if assigned to two or more buildings

Vocal 2% 3% if assigned to two or more buildings

Teacher in Charge 5% **Building Testing Coordinator** 2%

1. Curriculum Committees – In-district credit for service on curriculum committees shall be awarded on the basis of one (1) hour credit for ten (10) hours uncompensated service.
2. Class advisors – An equivalent of 20% shall be provided for the high school to be distributed between class advisors, the number of advisors and the percentage paid to each will be determined by the high school.
3. Student Council – if an employee is required to supervise student council s/he shall receive one (1) period per day to do so.
4. Band, Orchestra and Choir shall be considered interchangeable in terms of credited experience (the stipend is 3% if assigned to two or more buildings).
5. Stipends for Club Advisors at the high school will be assigned using the following formula:
(Number indicating students in club) + (Number indicating hours spent for year) + (Number indicating experience years of advisor) + (Number indicating service to school/community) / 4 = (Rounded to the nearest whole number) Stipend percentage

# Students	# Hours	Exp.	Service/Outreach
20 <= 1	30 <= 1	0 = 1	No service = 1
20-30 = 2	30-35 = 2	1-2 = 2	Limited Service = 2
30-40 = 3	35-45 = 3	3-5 = 3	Some Service = 3
40 or more = 4	45 or more = 4	6 or more = 4	Significant Service = 4

M. Early Retirement

1. When a unit member retires under the provisions of PERS, the District shall offer the option of an early retirement program which provides a monthly payment of \$600.00 for a maximum period of thirty-six (36) months.

Such monthly payments shall be in accordance with the following conditions:

- a. The unit member must be retired and receiving benefits under the Oregon Public Employees Retirement System.
- b. For unit members with thirty (30) or more years total service with

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PERS monthly "Early Retirement Payment" shall be terminated as of the end of the calendar month in which the retired unit member dies, qualifies for Social Security benefits at age 62, or when a total of thirty-six (36) payments have been made, whichever comes first.

For unit members with less than thirty (30) years total service with PERS at age 59:

- i. Early retirement payments may continue beyond age 62 (to a maximum of age 65).
 - ii. The "age 62 cutoff" shall be extended by the number of years a unit member is short of thirty (30) years qualified PERS service at age 59.
- c. In order to qualify for full benefits defined in this Article, the unit member must have completed at least thirteen (13) years of service from last date of hire (first day worked).

A unit member wishing to retire under PERS with less than thirteen (13) years of service may elect to do so if they have a minimum of ten (10) years of service from last date of hire. In such cases, all retirement benefits shall have the dollar amounts based on the ratio of years of service from last date to thirteen (13) years (i.e. 10/13, 11/13 or 12/13).

- d. A unit member planning to take early retirement must give notice thereof to the Superintendent at least sixty (60) calendar days prior to his/her retirement date.
 - e. Medical coverage for a unit member (and spouse) may, at the unit member's option and subject to the insurance carrier's approval, be provided and deducted from the \$600.00 monthly payment.
2. The unit member, at his/her request, shall have the total early retirement package extended over a longer period of time. Such extension shall not go beyond the unit member's sixty-fifth (65th) birthday.

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If the unit member desires extended early retirement, it shall be indicated in the notice given the District in Section M.1.d of this Article.

3. Payment for Unused Sick Leave

The District will make payment for unused, accumulated sick leave for unit members retiring under the provision of PERS with the following provisions:

- a. Payments shall be \$50.00 per accumulated sick leave day.
- b. Payments may be:
 - i. in a lump-sum at retirement, or
 - ii. added to the monthly stipend provided in section M,1 of this article.
- c. For those who elect to take the district payment for unused sick leave, their sick leave account shall be considered by the district at zero (0) days, and reported to PERS accordingly.

N. Deferred Compensation Plan

The following deferred compensation plan is available to all REA unit members hired with a starting date of service of November 30, 2003, or earlier.

Unit members with a starting date of service of November 30, 1992, or later, may elect to participate in the deferred compensation plan or the provisions of M. 2. and 3., but not both. Upon joining the deferred compensation plan, all future use of the provisions of M. 2. and 3., is discontinued.

As unit members move up in PERS experience, from one category to the next, the District shall increase the monthly contribution accordingly if the employee matches the funds as outlined below.

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Qualifications for matching funds:

Beyond full PERS retirement eligibility \$0 from District

20 + PERS years \$50 monthly if unit member matches the funds

15 - 19 PERS years \$25 monthly if unit member matches the funds

4 - 14 PERS years \$15 monthly if unit member matches the funds

0 - 3 PERS years \$0 (unit member may choose to join with their own funds only)

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Article 23 Fringe Benefits

A. Amounts

1. The District shall contribute to each employee of the bargaining unit, on a pro-rata basis, the following amount for the purchase of fringe benefits listed in Section B:

\$1,330 per month, effective October 1, 2020

2. In addition to the insurance contributions set forth above, the District will make an annual contribution to the insurance pool set forth in Section G of this Article as follows:

\$350,000 effective October 1, 2020

These additional pool dollars may only be used to supplement out-of-pocket expenses for medical, dental, and vision insurances.

3. In order to be effective in October, the new amount will be applied the month prior to align with the change in the insurance year.
4. Health insurance coverage shall extend to the spouse, domestic partners (same or opposite sex), and/or child or children of the member.

B. Distribution

1. Distribution of the District contributions shall be among the various mutually approved insurance and annuity programs:
 - a. Hospital medical plan
 - b. Dental plan
 - c. Life Insurance plan
 - d. Income replacement plan
 - e. Annuities (as described below in subsection 2.)
 - f. Vision care
 - g. Any future mutually acceptable plan
 - h. HSA or HRA plans mutually agreed upon

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2. Annuities/TSA's are removed as an option for use of fringe dollar contributions of the District for unit members hired on or after July 1, 1993. A unit member in the District as of June 30, 1993, who has elected to use any portion of their fringe dollars for TSA contributions prior to the end of the enrollment period in September, 1993, shall continue to have TSA's as an unrestricted option for fringe distribution. A unit member in the District as of June 30, 1993, who has either not elected to use any portion of their fringe dollars for TSA's by the end of the enrollment period in September, 1993, or who elected by the end of the enrollment period in September 1993 but later discontinues their election, shall not thereafter have TSA's available as an option for fringe distribution.

3. Unit members may spend up to one-half of the unused portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability plans. Beginning October 1, 2019, unit members may spend up to one-quarter (1/4) of the unused portion of their insurance allocation.

A member's unused portion of insurance allocation shall be determined by subtracting the cost of premiums for major medical, dental, and vision from the District's insurance cap. Any unspent insurance amounts will then be contributed to the insurance pool set forth in Section G of this Article.

C. Term Life and Accidental Death and Dismemberment (AD&D) Insurance

The District shall provide, at no cost to the unit member, term life and accidental death and dismemberment insurance for the term of this agreement for each unit member in the bargaining unit as follows:

~~\$20,000 for the 2017-18 school year~~

\$50,000 for the 2020-2021-school year

D. Disability Insurance

Effective October 1, 2019, the District shall facilitate the mandatory purchase of short-term and long-term disability insurance for each unit member through a payroll deduction each month equal to 1/12th of each unit

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

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member's annual premium costs.

Prior to the 2019-20 school year the District and the Association shall establish an MOU to ensure the District increases unit members' pay by an amount equivalent to the out-of-pocket costs for short-term and long-term disability insurance premiums paid.

E. Notification

Members of the bargaining unit will notify the personnel office of any changes concerning how their additional monies are to be distributed during the term of the Agreement no later than September 5. New members of the bargaining unit shall notify the personnel office concerning this matter within ten (10) days of their beginning employment in the District.

F. Employee Assistance Program

The District will provide an Employee Assistance Program for all bargaining unit members.

G. 125 Plans

The District shall give access to, and information about, the District-offered 125 Plan, including dependent child and adult care, to all bargaining unit members at the time of the annual enrollment period. The plan shall allow for payment of out-of-pocket medical, vision, and dental insurance premium costs from pre-tax dollars to the full extent allowed by law.

H. Insurance Pool

Members opting out of major medical insurance will be limited to half of the District's monthly contribution. They will continue to be able to purchase the full slate of insurance options that they currently have with dollars allocated. Additionally, there are 11 members who as of the 2011-12 school year were contributing more than \$450 to the TSA. They will be grandfathered and receive the full district contribution for investment. All unused dollars will create a pool to be redistributed to all bargaining unit members. The Association and the District will meet to determine the current FTE after open enrollment, and the remaining dollars will be distributed to all members to minimize out-of-pocket expenses. Pool calculations will be completed within seven (7) days following the open enrollment cut-off date.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

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I. Insurance Committee

The District and Association joint insurance committee, formed for the purpose of exploring alternatives to the current method of providing insurance benefits to unit members, will continue to meet at least quarterly for the duration of this Agreement. The committee shall participate in making recommendations to the District regarding the selection of insurance carriers and policies from the options provided by OEGB or the successor. The committee shall be comprised of three (3) unit members selected by the Association and three (3) individuals selected by the District.

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Article 30

Duration of Agreement

A. Effective Date

This Agreement shall be effective July 1, 2017 2020 and shall continue in effect until June 30, 2020 2021, subject to the Association's and/or the District's right to negotiation over a successor Agreement as provided in Article 2.

B. Agreement of Bargaining

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the areas of collective bargaining, and that the understandings and Agreements arrived by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, except as provided in Article 3 C - Separability.

C. Signators to Agreement

In witness whereof the Association has caused this Agreement to be signed by its president and negotiators and the Board has caused this Agreement to be signed by its chairman, chief negotiator, and negotiations team members and attested by its Superintendent clerk.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

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APPENDIX A
2020-2021 SALARY SCHEDULE

STEP	<u>2% over the previous year</u>					
	BA	BA+20	BA+40	BA+60 MA	BA+90 MA+24	BA=120 MA+45
0	\$42,282	\$43,500	\$44,474	\$47,269	\$48,967	\$50,150
1	\$44,068	\$45,376	\$46,351	\$49,373	\$51,095	\$52,343
2	\$45,875	\$47,268	\$48,257	\$51,502	\$53,245	\$54,559
3	\$47,764	\$49,252	\$50,244	\$53,733	\$55,492	\$56,874
4	\$49,617	\$51,191	\$52,197	\$55,914	\$57,694	\$59,150
5	\$51,498	\$53,169	\$54,176	\$58,138	\$59,934	\$61,460
6	\$53,383	\$55,145	\$56,159	\$60,359	\$62,178	\$63,780
7	\$55,297	\$57,162	\$58,179	\$62,623	\$64,459	\$66,127
8	\$57,255	\$59,197	\$60,222	\$64,910	\$66,763	\$68,509
9	\$59,104	\$61,249	\$62,290	\$67,223	\$69,106	\$70,917
10		\$62,677	\$65,461	\$69,565	\$71,464	\$73,357
11			\$66,985	\$71,905	\$73,830	\$75,791
12				\$74,316	\$76,277	\$78,312
13				\$76,047	\$78,815	\$80,841
14						\$82,724

Members pay the individual 6% contribution to Public Employees Retirement System (PERS)

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

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APPENDIX ??

Memorandum of Understanding
Between the

Reynolds School District and Reynolds Education Association

Tuition Reimbursement--Article 19

In response to economic challenges Reynolds School District 7 (RSD) and Reynolds Education Association (REA) agree to the following one-year agreement regarding tuition reimbursement:

1. This memorandum shall not go into effect until the memorandum is ratified by the members of REA.
2. Reynolds School District shall restrict the usage of tuition reimbursement funds available to bargaining unit members. Members who may access the funds will include:
 - a. Members who are currently enrolled in a degree or licensure program,
 - b. Members who need coursework to maintain their license,
 - c. Members who need coursework to maintain their job requirements.
 - d. Members who have been previously approved for summer coursework.
3. RSD shall utilize these funds solely for the purpose of maintaining the employment of bargaining unit members.
4. This memorandum shall expire on June 30, 2021.

**REYNOLDS EDUCATION ASSOCIATION
DISTRICT**

REYNOLDS SCHOOL

Evan Selby, President

Dr. Danna Diaz, Superintendent

Date _____

Date _____

M. Nasser Marsh, Bargaining Chair

Robert Neu, Interim Director of Human
Resources

Date _____

Date _____

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

APPENDIX ???

**Memorandum of Understanding
Between the
Reynolds School District and Reynolds Education Association**

Article 23: Insurance Pool Access

In response to the public health emergency and economic challenges presented by the COVID-19 pandemic Reynolds School District 7 (RSD) and Reynolds Education Association (REA) agree to the following one-year contingent agreement regarding the insurance pool savings fund:

1. This memorandum shall not go into effect until the memorandum is ratified by the members of REA.
2. RSD shall be allowed to spend down \$200,000 of the funds available as of June 30, 2020 in the insurance pool savings fund.
3. RSD shall utilize these funds solely for the purpose of maintaining the employment and increasing remuneration of members of the bargaining unit.
4. RSD shall provide documentation of the usage of all funds from the insurance pool fund to REA on a quarterly basis.
5. This memorandum shall expire on June 30, 2021.

**REYNOLDS EDUCATION ASSOCIATION
DISTRICT**

REYNOLDS SCHOOL

Evan Selby, President

Dr. Danna Diaz, Superintendent

Date _____

Date _____

M. Nasser Marsh, Bargaining Chair

Robert Neu, Interim Director of Human
Resources

Date _____

Date _____

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Board Discussion

Policy: [Board Meetings - BD/BDA](#), [Conduct of Board Meetings - BDDF](#)

Date: July 22, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #4: We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

Summary:

Members of the Reynolds School Board will communicate ideas or requests for presenters at upcoming board meetings, agenda setting, or requests for reports.

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable

To: Board of Directors
From: Dr. Danna Diaz, Superintendent of Schools
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Adjourn

Policy: [Board Meetings - BD/BDA](#), [Conduct of Board Meetings - BDDF](#)

Date: July 22, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to Board Goals

Student Achievement Equity Fiscal Responsibility Communications

School Board Core Belief/Commitment #2: We believe that equitable practices allow everyone within the Reynolds community to thrive. We commit to using equity as a foundation in all decision-making processes in order to eliminate inequities.

Adjournment

